



**How can value
created today**

**help shape the
future with
confidence?**

Societal Impact
Report 2024
EY Ireland



EY

Shape the future
with confidence



The better the question.
The better the answer.
The better the world works.

Our values

All EY people live by a set of shared values that define who we are.

These values are the fundamental beliefs of the EY organisation. They guide our actions and behaviour. They influence the way we work with each other, and the way EY professionals serve clients and engage with our communities.

We are and will continue to be:

- ▶ People who demonstrate integrity, respect, teaming and inclusiveness.
- ▶ People with energy, enthusiasm and the courage to lead.
- ▶ People who build relationships based on doing the right thing.

Our purpose

EY's purpose is *Building a better working world*.

The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over.

We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for EY people, for clients and for our communities.

In a world that's changing faster than ever, our purpose is our guide – providing the context and meaning for the work we do every day.

Measuring our impact

This impact report is the third of its kind for EY Ireland and shows how we have built on the foundations laid down during over the first couple of years of reporting, expanding the scope of our strategy and the impact of our activities. It uses quantitative metrics combined with qualitative disclosures aligned to best practice to measure how we generate societal value for our people, our clients and our wider communities and environment.

To give transparency and make comparisons easy, we have adopted the World Economic Forum International Business Council (WEF-IBC) metrics for measuring inclusive stakeholder capitalism. This will help us to report clearly on our environmental, social and governance performance (ESG).

Introduction from EY Ireland Managing Partner, Frank O’Keeffe

I am pleased to welcome you to EY Ireland’s third societal impact report. This report highlights the progress we have made under our three societal value pillars: Society, Prosperity and Planet.

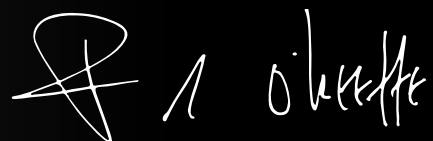
This year, the new global strategy *All in* was launched. The strategy embraces togetherness, inclusiveness and collaboration, and celebrates partnership and cooperation in an increasingly complex world. This includes our unwavering commitment to creating sustainable growth and having a positive impact on communities and the planet for generations to come.

We also set out to review and refresh our own EY Ireland societal value strategy. The results reflect a renewed focus: on **creating meaningful employment** through our EY4All employment programme which promotes inclusion and tackling social inequity; on **encouraging entrepreneurship** to continue to create a vibrant and competitive business environment here on the island of Ireland; and on **reducing our impact on the environment** and supporting our clients to do the same, conserving and protecting our natural world for future generations.

This report highlights examples of our work under the three pillars of that strategy, Society, Prosperity and Planet, showcasing how we use our knowledge, skills and networks to make connections, create opportunities and build community. As before, we have used metrics developed in partnership with WEF-IBC to measure our progress towards both our own goals and the wider societal goals set out in the UN Sustainable Development Goals (SDGs).

I am proud of what we have achieved so far, and look forward to continuing that journey as we seek to increase our positive impact on society. I am excited to see what lies ahead as we explore creative ways to build a better working world.

Together, we are all in to help shape the future with confidence.



“ We are committed to finding ways to be more impactful in addressing social inequities and increasing access to employment, encouraging entrepreneurship and reducing the environmental impact of our own, our clients’ and our suppliers’ operations.

Frank O’Keeffe | EY Ireland Managing Partner

Introduction from EY Ireland Societal Value Lead, Sarah Connellan

As a firm, our vision is to create a better working world. We recognise that we cannot do this without prioritising societal value initiatives. We also recognise the growing demand from clients, colleagues and prospective talent for us to show our commitment to delivering societal value and supporting the ESG agenda.

This year we refreshed our societal value strategy, with the aim of ensuring that we are well placed to be the societal value leader in our sector, investing in an equitable and sustainable future and influencing our clients to do the same. Working with a diverse team from across our business under the direction of the board, we looked at our three pillars - Society, Prosperity and Planet - exploring our strengths, and identifying where we can build on them to enhance our own impact and encourage our clients to do the same.

Under the Society pillar, we aim to strengthen our focus on employment, exploring how as a large employer we can do more to address social inequities and increase access to quality employment for diverse communities and individuals.

Turning to Prosperity, we believe that one of the biggest impacts we can have is in supporting new business through our Entrepreneur of the Year™ (EoY) programme. We aim to develop and expand that programme, alongside our ongoing partnerships with business chambers and industry associations, helping foster a vibrant and competitive business environment that creates jobs, promotes growth and enhances social impact.

Finally, for Planet, we remain committed to our overall carbon reduction goals, with a particular emphasis on promoting sustainable consumption within our own operations and supporting our clients to meet their own sustainability goals.



“ Our strategy is dedicated to building a fair and sustainable future for everyone through generating and promoting inclusive employment, supporting businesses and entrepreneurs and accelerating sustainability.

Sarah Connellan | EY Ireland Societal Value Lead

SOCIETY

A society where people feel culturally and socially accepted and are paid and treated equally

This year, we have continued our commitment to people and communities through investment in creating employment opportunities and enabling people to realise their potential, including by investing €6 million in learning and development programmes and supporting community initiatives through fundraising and pro bono work.

We continue to build on our EY4All employment programme, which aims to reduce barriers to entry. We currently employ 11 graduates from the Trinity Centre for People with Intellectual Disabilities (TCPID), while 50 individuals participated in our Refugee Access Programme (RAP) and 47 benefited from our mentoring partnership with the Open Doors Initiative. We have expanded our Transition Year initiative and Summer Internship Programme to provide more support for underserved communities.

Inclusion means making a positive impact on wider society. We continue to do this through our longstanding EY Ripples programme, giving our people opportunities to work with emerging businesses, young people and marginalised groups.

We also expanded our sponsorship programme for sports and the arts and supported a range of charities, including raising over €109,000 for our charity of the year, the Irish Cancer Society.

PROSPERITY

Economic prosperity fuelled by employment, productivity, entrepreneurial activity and innovation

EY makes a significant contribution to prosperity in the island of Ireland, as an employer, taxpayer and provider of training and development opportunities. In FY24, we contributed €690 million to GDP in the island of Ireland, as well as directly and indirectly supporting more than 7,715 jobs.

We continue to support new business and innovation through our Entrepreneur of the Year™ programme, now in its 27th year.

Our Innovation Incentives team assisted clients in preparing research, development and innovation grant proposals with total investment expenditure of over €63 million, while colleagues from across the organisation worked to deliver valuable research insights into economic trends, consumer behaviour and specific sectors such as health, among others.

Our strong presence in chambers and industry organisations throughout Ireland is creating and strengthening connections within the business community, driving growth and opening up new employment opportunities.

PLANET

A community focused on sustainability that conserves and protects our planet for future generations

The third pillar of our strategy focuses on the environment, and our work to decarbonise our own business. As we continue our progress towards our ambitious climate goals, our focus is on mitigating the environmental impact of our own operations, including through reducing use of energy and other resources, adopting new technologies, setting stringent sustainable standards across our supply chain and reducing our travel emissions through increased adoption of virtual meetings and greener transportation options.

We are on target to meet our initial decarbonisation commitment and remain committed to our overall net zero goal. In light of changing standards and definitions, our focus this year has been on developing a new net zero science aligned roadmap as well as preparing to meet sustainability reporting requirements including the new EU Corporate Sustainability Reporting Directive (CSRD) - and supporting and guiding our clients and suppliers in doing the same.

EY Ireland Ambition

Will you shape the future, or will the future shape you?

This year, the global firm is embarking on a new strategy, *All in*, that embraces togetherness, inclusiveness and collaboration to ensure that our globally integrated multi-disciplinary network continues to lead through a rapidly evolving technology-driven era.

This is not just a business strategy but an attitude that celebrates partnership and cooperation in an increasingly complex world. We are "all in" together striving to achieve purposeful growth and continuously deliver exceptional outcomes for our clients as we help them to navigate challenges and opportunities as together, we shape the future with confidence.

Here at EY Ireland, we set a bold ambition to be a leader across three core pillars: People, Clients and Society. Our partners and teams are committed to ensure that societal value is an equal pillar of our ambition with a specific focus on inclusive employment, supporting entrepreneurs to create opportunities for growth, driving innovation and reducing our impact on the planet as well as supporting our clients to do the same. Our journey is not just one of words, but of actions that reflect who we are and what we value as EY.

Our purpose guides us as we navigate this new ambition providing context and meaning for the work we do every day.

Creating long-term impact for all our stakeholders

SOCIETY

€6m

Investment in learning (IoI)

4,237

RoI employment

20,275

Volunteer/ pro bono hours (RoI)



44.9

Average hours training per employee (IoI)

€570k

Charity donations (RoI)

1,000+

Joined our IoI graduate programme since 2022

1,804

Promotions (IoI)

Leader

Advancing Race & Ethnicity Inclusion Award - Irish Centre for Diversity

RoI = Republic of Ireland, IoI = Island of Ireland

PROSPERITY

52%

Increase in EY Ireland employment in 3 years

48

Client wavespace™ experiences

€772m

Direct revenue (IoI)

7,715

Jobs supported directly and indirectly (IoI)

400

Clients attended 23 AI events

650+

EoY alumni

PLANET

10

Sustainability Network events

144

EY Sustainability Badges awarded

53.6%

Decrease in emissions per employee since 2019

Leader

2024 Verdantix Green Quadrant: ESG and Sustainability Consulting

A

SOCIETY

where people feel culturally and socially accepted and are paid and treated equally

01

By investing in people and the communities around us, we believe we can achieve our vision of a society where people feel culturally and socially accepted and are paid and treated equally.

Access to quality employment is crucial to creating a more prosperous society. As a large employer, we have a significant role to play in addressing social inequities in access to employment and wealth creation, enabling diverse communities and individuals facing specific challenges and barriers to develop skills that allow them to thrive in a constantly changing world of work.

We also seek to create spaces that are inclusive and equitable, where people can be themselves, and where they have access to the resources and opportunities they need to learn, develop and be at their best.

A key part of this vision is enabling people to give back, whether through pro bono and volunteering work, membership of boards and chambers, charitable fundraising or mentoring.



3,224

DE&I Network members

€570k

Charitable contributions

50+

DE&I Network events

1,000+

Joined our graduate programme since 2022

€109k

Raised for the Irish Cancer Society, our charity of the year

1,000+

Active sports and social club members in 32 clubs

50+

Refugee Access Programme alumni

20,275

Pro bono/volunteer hours

12

Days of Benefits campaign

11

TCPID employees, part of EY4All

169

Shifts at Tiglin Lighthouse café for the homeless

412

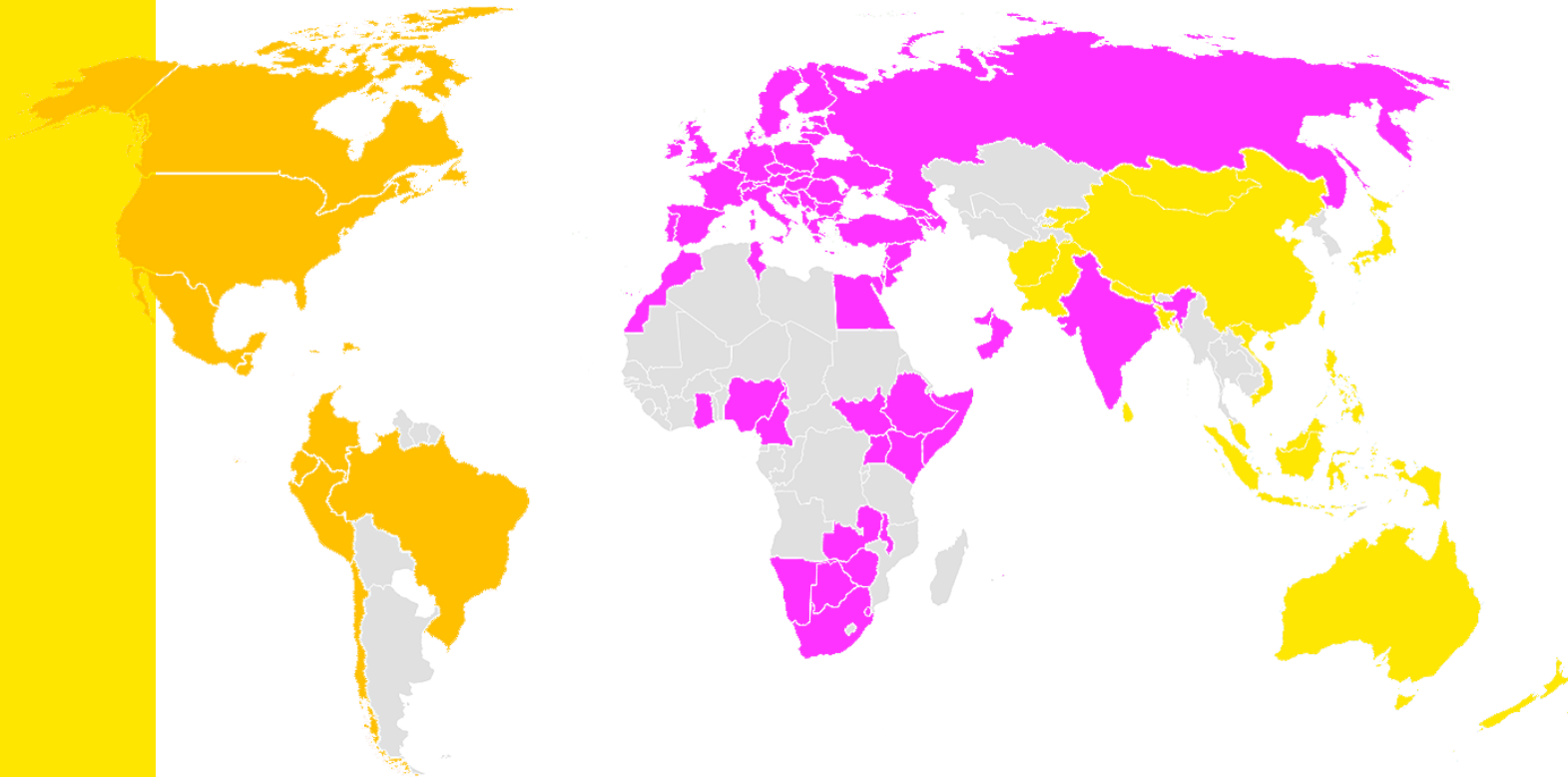
Employee Assistance Programme interactions

212,939

Total learning hours (IoI)

102

NATIONALITIES IN EY IRELAND



14 nationalities from Americas

32 nationalities from Asia Pacific

56 nationalities from EMEA

Social Equity

During these times of fast-paced change, we want to inspire our people to team and lead inclusively every day, because we believe that a better working world is a more inclusive and equitable one. Social equity is about clearing obstacles, building more inclusive environments and enabling access to resources and opportunities so that everyone can thrive.

As a diverse organisation - including employees of more than 100 different nationalities - we have an opportunity to make the workplace more equitable through how we team, assign work, evaluate, make advancement decisions and include more voices at the table. We recognise the power of different perspectives and the importance of feeling free to be yourself. Here at EY Ireland we are committed to enabling better access to opportunities - for everyone.

It's an ongoing journey and we're always learning. Understanding each other's experiences - even if these experiences are unfamiliar to us - is key. We've produced a series of short films featuring colleagues around the world, spotlighting different experiences to help us better connect and understand each other. Storytelling helps us to better understand the barriers and challenges experienced by others, which may differ from what we personally encounter. Through better understanding, greater empathy, and stronger connections, we are able to be better, more inclusive colleagues and teammates.

Through the lens of EY peoples' experience we will inspire new actions, behaviours and commitments to create an uplift for social equity in the working world.



Spotlight on disability inclusion

Frank O'Keeffe, EU Ireland Managing Partner, is EMEIA Disability Sponsor and works across the region to deliver on our Disability Strategy which is founded on three key pillars: Awareness, Accessibility and Allyship.

Awareness

Build on our increased disability awareness and confidence and move into disability grounded innovation.

Accessibility

Move toward greater accessibility in our everyday work by harnessing the power of AI.

Allies

Expand and enable our allies network to better understand the needs of and barriers faced by the disabled community.



EY Ireland is proud to help lead the conversation on disability inclusion and this year Frank O'Keeffe partnered with texthelp to develop a free-to-access webinar for companies on strategies to power their business with disability inclusion.

Creating opportunities for all

At EY Ireland, our dedication to diversity, equity, and inclusion (DE&I) is woven into the fabric of our people development, client service and community leadership. Our culture is built on the foundation of creating a better working world, one that embraces diversity, practises fairness and cultivates a sense of belonging for all.

Under the umbrella of our EY4All employment programme, this year saw us expanding our existing inclusive employment initiatives, creating even more pathways into work.



Inclusive recruitment

To ensure EY attracts the most diverse range of graduates, our DE&I and Graduate Recruitment teams work closely together to identify best practices and adapt our recruitment strategy to include candidates from wider backgrounds and industries.

Key initiatives this year include promoting the use of inclusive email signatures and DE&I statements in job descriptions, and working to increase the diversity of interview panels.

We also collaborated with the Open Doors Initiative to deliver inclusive recruitment training in February 2024. The online session aimed to identify opportunities for tackling bias and promoting inclusion at each stage of the recruitment process, from job descriptions through to onboarding.

Working with people with intellectual disabilities

This is the seventh year of our partnership with TCPID, offering EY employment to young people with intellectual disabilities. Evolving from its initial pilot phase, this inclusive internship programme is now fully integrated into EY's operational approach and has proven to be transformational for the organisation. In December, we launched a playbook in collaboration with TCPID, capturing key insights and learnings with the aim of providing a roadmap for other employers considering similar initiatives. So far, 11 Trinity graduate have joined EY, and are making notable contributions across the organisation.

“ I think I've found myself in exactly the right place. I think [my mentor] is happy with how I'm getting on. Every week he's going through harder and harder tasks with me and pushing me to be better. I can see myself going up a new ladder.

Benóg Brady Bates | TCPID graduate



The Refugee Access Programme

Now in its fourth year, the RAP provides a 12-week holistic talent development programme for refugees and asylum-seekers aimed at breaking down barriers to work and creating a sense of community with EY colleagues. After successful completion, many of our RAP participants progress to our Summer Internship Programme.

Since the RAP was launched in 2021, 50 participants have taken part, supported by 100+ EY volunteers, attending 70+ workshops and achieving 80+ EY Badges. RAP was recognised at the 2024 National Diversity and Inclusion Awards for its contribution to advancing race and ethnicity equality. This award is both a recognition of our firm’s purpose, and a celebration of the programme’s incredible participants and volunteers, who enrich our working world every day.

The Culture Connector Programme

This initiative aims to ease the transition for those relocating to Ireland for work at EY by connecting them with a Culture Connector from their home country. The programme is a collaborative effort between our DE&I and Onboarding teams and the International Network, aims to foster a sense of belonging and offer practical guidance to new joiners. During its FY24 pilot, the programme successfully matched 99 individuals. Broader rollout is now planned for FY25.

99

CONNECTIONS IN THE CULTURE CONNECTOR PROGRAMME

50

RAP PARTICIPANTS



70+

RAP WORKSHOPS

100+

RAP VOLUNTEERS



The Open Doors Mentorship Programme

We were delighted to participate in the Open Doors Initiative's employment mentoring programme again this year, supporting those seeking employment across a variety of sectors. Our EY mentors made a significant impact, with 75% of mentees who completed the programme securing employment, while the remaining 25% feel closer to reaching their goals.



Upskilling initiatives

Assured Skills Academies

The Assured Skills Academies programme is a joint initiative between the Department for the Economy and Invest NI, offering demand-led pre-employment training. See page 29 for more details.

Transition Year

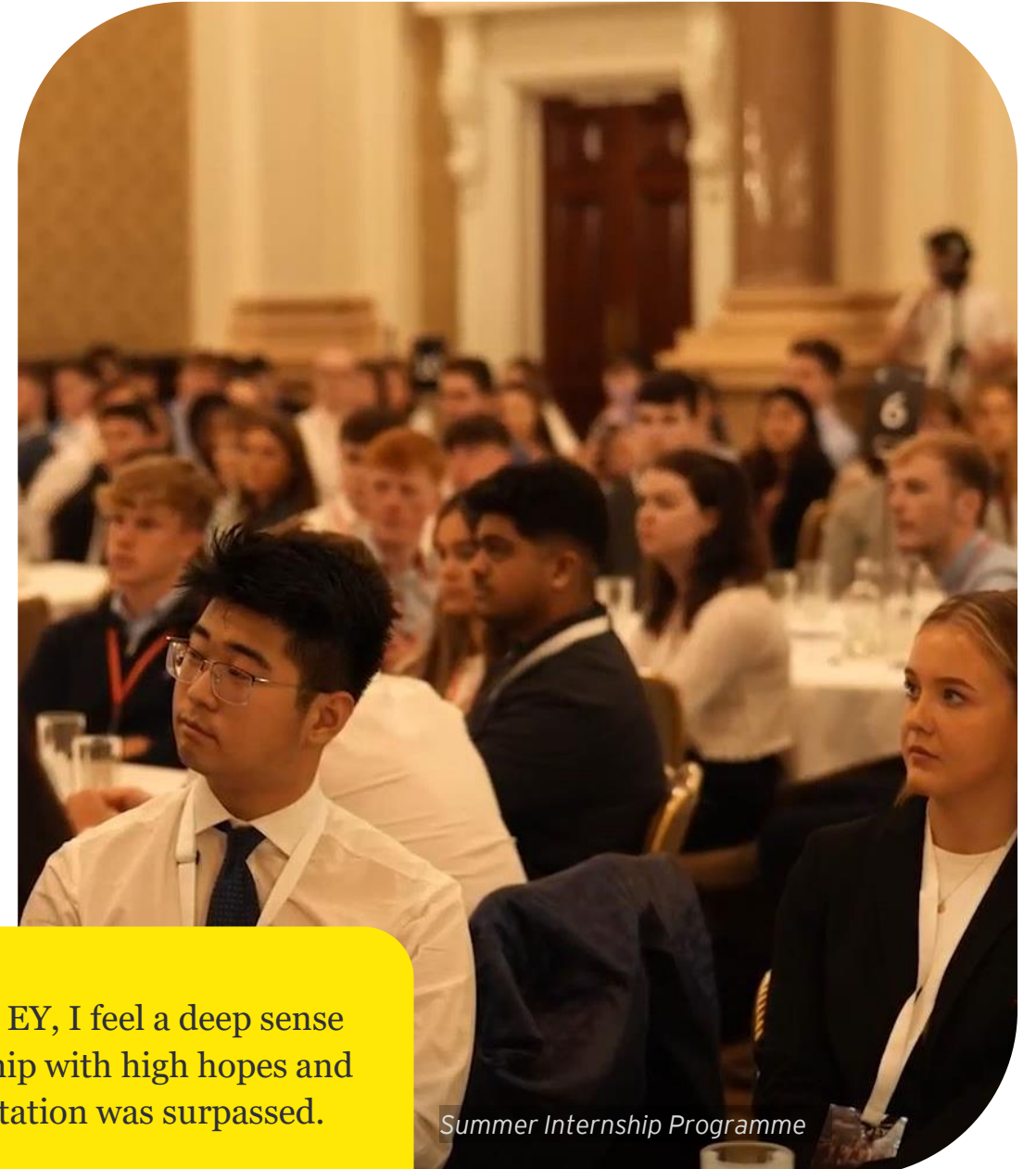
The Transition Year initiative brought together more than 150 students from schools throughout Ireland, with some also participating via our Junior Achievement programme which targets underserved communities. Students worked on an environmentally themed project, with the topic set by the Irish humanitarian charity, Concern. EY colleagues gave their time voluntarily to provide support for the students.

Summer Internship Programme

More than 160 interns took part in our eight-week summer programme. Working in small groups, they tackled a range of challenges set by our Sustainability Network, with guidance from an EY mentor. The top four teams were invited to present at the Mansion House in front of their peers and a panel of judges.

“ Reflecting on the past 11 weeks of my internship at EY, I feel a deep sense of accomplishment and gratitude. I started this internship with high hopes and ambitious goals, and I am proud to say that every expectation was surpassed.

FY24 EY Ireland People Consulting intern



Summer Internship Programme



NextGen women

NextGen Women

The EY NextGen Women programme aims to inspire the next generation of exceptional female talent to pursue a career in Strategy and Transactions (SAT). Since the programme was introduced in 2019, EY SAT has seen tangible improvements in gender balance. In 2023, more than 4,600 candidates applied, with the 21 finalists meeting in Dublin in November.

Working for gender equality

Gender Projection Tool

The DE&I team continues to support service lines in tracking progress towards EY's DE&I representation goals. The Gender Projection Tool is now being used by recruitment and strategic talent partners to gain insights into gender dynamics within each service line, aiding our journey towards gender parity.

Women In Tech

Women in Tech (WiT) is a new network created to assist EY Ireland's Financial Services Consulting Team in closing the gender gap and achieving a 50/50 balance at all levels by 2025, while also supporting women in embracing technology.

Women of Concern

EY Financial Services sponsored the Women of Concern Annual Awards Luncheon in October 2023. This event highlights how Concern's work in 25 of the world's poorest countries supports the vital drive towards global equality, and pays tribute to those who embody justice, generosity and compassion.

Insurance Supper Club

EY Financial Services Ireland is also proud to sponsor the Insurance Supper Club Group, a global business community providing networking, mentoring,

coaching and business insights with the aim of improving women's access, development and retention across the insurance industry.

Women in Tax in Ireland

Women in Tax in Ireland (WiTii) is a group of female tax professionals collaborating to support, advance and connect women tax professionals. Building on our work with WiTii in Cork, we are now supporting the group's expansion by sponsoring its first event in Limerick.

Managing Maternity Workshops

Our Managing Maternity Workshops complement our longstanding one-to-one coaching support of returning mothers. They are designed to empower managers and their team members, fostering a culture of understanding and collaboration and enhancing leadership and management skills to ensure a successful transition back to the workplace.

Gender Pay Gap reporting

Our ambition is to achieve and maintain 50/50 gender parity up to executive director level and 35% female representation in our partnership. Our long-term goal is to attain these targets as quickly as possible and we will be publishing our 2024 gender pay gap report later this year.

The 30% Club

The 30% Club is a global campaign that aims to increase gender diversity on boards and senior management teams, with the goal of achieving a minimum of 30% female representation. Established in 2015, the Irish Chapter hosts more than 300 organisations representing more than 650,000 employees. Niamh O'Beirne, People Partner and Head of Business and People Consulting at EY Ireland, is a member of the steering committee and Frank O'Keefe, EY Ireland Managing Partner, is a member of the overall 30% club advisory board.



Our networks

With more than 3,000 members, our employee networks are more than just social clubs; they are strategic assets that help create societal value and foster inclusion.



Ability Network

The network marked International Day of Persons with Disabilities by taking part in the #PurpleLightUp Campaign and running an event with Dr Sinead Kane, Ireland's first visually impaired solicitor. In partnership with TCPID, the network supported the launch of the Engage. Enable. Empower. playbook and ran workshops for new TCPID graduates. It also marked World Down Syndrome Day, supporting the #LotsofSocks national campaign.



Family Network

The network collaborated with the Unity Network and youth organisation BeLonG To and took part in Dublin Pride. Parenting sessions were offered in partnership with charity The Parent Rooms and parenting coach Aoife Lee.



Pride Celebration



International Network

Events included South African Heritage Day, a Diwali celebration, Thanksgiving lunch, Pakistan Cultural Day, a Philippines cultural celebration and a storytelling session led by Seanchóiche. An immigration and visa clinic and monthly coffee sessions supported new joiners to socialise and integrate. The network helped launch the Cultural Connector Programme and ran a fundraising drive during Black History Month and a bake sale for World Refugee Day.



Seanchóiche Storytelling Night



Mental Health Network

The network raised over €19,000 for Movember and took part in the Darkness into Light walk organised by Pieta House. Events during Stress Awareness month included a talk with mental health advocate Brian Pennie and a digital detox webinar.



Women's Network

International Women's Day celebrations highlighted advocates, allies and role models across EY. The network collaborated with the Unity Network for Lesbian Visibility Week, took part in the Vhi Women's Mini Marathon, with colleagues raising money for the Irish Cancer Society, and ran a series of women's health events as well as its ongoing mentoring programme.



Unity Network

The Unity Network is EY's global LGBTQIA+ employee network. One of the network's major achievements this year was the launch of our new guidelines on transgender identity (see opposite). The network also hosted the Austin LGBT Chamber of Commerce in March which gave delegates an opportunity to explore Dublin as a location for business and entrepreneurship. This year saw seven colleagues from the island of Ireland recognised at the UK&I Unity Awards (four highly commended and three winners) for their role in driving LGBTQIA+ inclusion. As always, Dublin Pride was a major event, with more than 100 colleagues taking part in events including a panel discussion about breaking the glass ceiling and the importance of inclusion. More than €2,100 was raised for designated charity partner *Belong To*.



Pride Celebration

New guidelines on transgender identity, expression and transition

EY Ireland marked Transgender Day of Remembrance on 20 November with the launch of our revised Transgender Identity, Expression, and Transition Guidelines, which have since been shortlisted for the LGBTQ+ Inclusion Award at the National Diversity and Inclusion Awards.

The new guidelines, updated in collaboration with the EY Talent Team and Dr Vanessa Lacey of GenderCare, are designed to assist transgender, non-binary, and gender-nonconforming employees on their journeys. They promote simple yet impactful ways of cultivating an inclusive environment. Alongside the launch, Dr Lacey ran a "Transgender 101" training session, attended by more than 250 employees.

EY leaders chosen as Outstanding role models

In FY24, several of our leaders including EY Ireland partner Catherine Vaughan, Global Financial Crime and Compliance Leader, and Julie Linn Teigland, EY EMEIA Area Managing Partner, were included in INvolve's Outstanding LGBTQ+ role model lists which recognise those who are breaking down barriers in the workplace.

Investing in our people

Learning Hub

Earlier this year, EY unveiled a significant addition to its Dublin office with the opening of the Learning Hub, a dedicated space for professional development. The Hub is testament to EY's dedication to lifelong learning and our commitment to developing employees' knowledge and skills.

Situated away from the buzz of daily office activities, the Hub provides a focused environment where attendees can immerse themselves in learning without the usual distractions. The space has been thoughtfully designed to accommodate a diverse range of learning methodologies, from traditional lectures to interactive workshops, collaborative teaming events and even social gatherings.

Since its inception, the Learning Hub has hosted 128 events with over 4,000 attendees, including leadership training sessions, technical assurance and tax training, induction programmes for summer interns and graduates and DE&I initiatives. It is also proving to be a valuable asset for cultural activities, as evidenced by its use by the EY Choir and networks.

Spotlight on DE&I learning

Inclusive Leadership for All: This foundational blended learning programme for all EY colleagues was completed at the end of 2023. Comprising a series of podcasts and e-learning courses, the programme was based around six inclusive leadership behaviours and highlighted a variety of practical skills to support more inclusive leadership and collaboration.

Upstanding Interventions: This new e-learning builds on the Inclusive Leadership for All programme to provide a framework for addressing potential inequities, including practical ways of strengthening equity in work interactions. It defines what we mean by upstanding interventions, and how they can help create more inclusive and equitable environments.

Let's Talk About Race: This programme aims to increase staff knowledge and confidence, equipping them to have better conversations about race and to advance racial equality in the workplace.



“ We are delighted that once again EY has been recognised in the top 10 companies in Ireland for career growth, and the only professional services firm in the top 20, reflecting our commitment to employee development and our robust career advancement opportunities.



Niamh O'Beirne
EY Ireland Partner



A thriving workforce: focus on health and wellbeing

Our people are at the heart of our business and their wellbeing is of paramount importance to us. We structure our approach around four main wellbeing pillars - physical, mental, social and financial - recognising that each one is equally important to the health of our people.

Initiatives that covered all four pillars include the launch of our upgraded Thrive wellbeing portal, which offers a one-stop shop for wellbeing resources, as well as providing access to our digital gym, online GP and Employee Assistance Programme (EAP). Our 12 Days of Benefits campaign offered a range of support including onsite health screening, onsite bike servicing, talks and one-to-one consultations with our pension and health insurance providers, mental health awareness training and sessions focusing on our sports and social clubs.

01 SOCIAL WELLBEING

Our sports and social clubs have increased in number and attracted many new members. From hiking to board games, 5-a-side football to padel, we now have 32 clubs across all our offices on the island of Ireland, all of them led by volunteers who show great leadership and creativity in developing the clubs and bringing people together.

02 FINANCIAL WELLBEING

Our financial health pillar has been particularly active this year. Our new year-long financial wellbeing programme includes a series of monthly masterclasses, as well as one-to-one consultations, covering a variety of financial topics including savings and investments, mortgages, pensions and insurance. We provided a tax-free pre-paid Mastercard for all employees and made significant investment in our employee recognition programme, with close to 20,000 nominations made via our Applause online portal, with nominations linked to cash vouchers.

03 PHYSICAL WELLBEING

Our range of firm funded services includes gym membership for all our employees across the Republic of Ireland, online GP access and prescription services for EY employees and their families and onsite health checks, flu vaccines and eye tests.

04 MENTAL WELLBEING

Our mental health pillar prioritises accessible mental health support with qualified therapists, as well as ongoing mental health awareness training and a team of Mental Health First Aiders amongst both employees and partners. Our EAP provides mental health and other support 24/7.



EY Hiking Club



Junior Achievement Ireland - Dragons' Den

Community investment

We are proud of the role we play in our communities, and we are committed to investing in delivering positive, credible societal impact. EY Ripples, our global corporate social responsibility programme, enables our people to apply their skills, knowledge and experience to bring about positive change across three focus areas: supporting the next generation workforce; working with impact entrepreneurs; and accelerating environmental sustainability.

Junior Achievement

Junior Achievement Ireland (JAI) is part of one of the world's largest educational non-profits, preparing young people for employment and entrepreneurship through hands-on experiential learning. This year 62 EY volunteers took part in JAI programmes and/or events with 718 students being impacted overall across 15 schools in Cork and Dublin.

Corporate Tech for Teens

We continued our youth education programme, hosting two groups of Transition Year students in our wavespace™ facility as part of the Corporate Tech for Teens programme. As well as gaining first-hand experience of EY, students learned about AI, cybersecurity, and developing communication skills and problem solving.

Time to Code

Time to Code is an educational programme which partners EY volunteers with primary schools in socially deprived areas of Northern Ireland. The focus is on teaching children the basics of IT and coding, and raising their future career aspirations

Social Mobility Business Partnership

EY Northern Ireland is proud to have sponsored the Social Mobility Business Partnership's work experience programme for the past three years. This year our Belfast team hosted 10 students aged 17-18 for a day in the office, where they could learn more about the career pathways on offer at EY.

62
EY VOLUNTEERS

718
STUDENTS

15
SCHOOLS IN CORK AND DUBLIN

“ I was happy to come to Dragons' Den. Everyone was so kind, and the teamwork was great. It really helped us think and work together!

Student participant in the Junior Achievement programme



Big Pink Breakfast - Simone Lu and ICS nurse Sonya

Charitable giving

We are proud to share the results of our charity fundraising this year. Thanks to the generosity and dedication of our colleagues, we have raised a total of €570,368 for various causes that are close to our hearts. This remarkable achievement reflects our values and our commitment to making a positive difference in the world.

Throughout the year, we organised and took part in a range of activities that showcased our creativity, enthusiasm and team spirit.

Here are some of the highlights:

Our Charity of the Year: the Irish Cancer Society

€109,420 was raised collectively for our charity partner the Irish Cancer Society (ICS) across FY24. Fundraising events included Pink Breakfast, Daffodil Day, Yellowfest, the EY Hike Club and the Vhi Mini Marathon.

Special mention goes to the UCD Rugby Partnership which alone raised €38,195, along with our brilliant colleague Robert Young who raised €23,430 through the Freezbury sea swims, well surpassing his initial target of €2,500.

Transactions Finance Manager Markus Sjöfors also showed his support for the ICS by completing the 12HourWalk challenge, raising €1,500. Each metre of the 45km route represented one of the people receiving a cancer diagnosis in Ireland each year.

€109,420

RAISED FOR IRISH CANCER SOCIETY

€38,195

UCD RUGBY PARTNERSHIP

€1,500

12 HOUR WALK CHALLENGE

€23,430

FREEZBURY SEA SWIMS



Women's Aid

EY Ireland partner Danny Buckley also took part in the Freezbury sea swims, helping to raise €49,600 for Women's Aid.

€49,600

RAISED FOR WOMEN'S AID

Focus Ireland

EY colleagues teamed up with the EoY programme and the Irish Funds Association to take part in the Shine a Light sleep out in October, raising €174,200 for homelessness charity Focus Ireland.

€174,200

RAISED FOR FOCUS IRELAND



Sleep out for Focus Ireland



Tiglin sea swim fundraiser, Greystones

Team Hope Christmas Appeal

Team Hope's Christmas Shoebox Appeal is an annual campaign that delivers gifts to children affected by poverty. Our FSO teams collected 70 completed shoeboxes and raised €2,395 to support logistics and shipping to Eastern Europe and Africa

70

COMPLETED SHOEBOXES

€2,395

RAISED FOR LOGISTICS AND SHIPPING

Almost Home Animal Rescue

EY NI raised a grand total of £18,473 for the Belfast office FY24 Charity of the Year, Almost Home Animal Rescue, through many innovative campaigns including Santa Paws, book exchanges, rugby competitions, bake sales and much more

Brew Bar donations

A levy on single use cups in the Brew Bar in our Dublin office has helped promote our sustainability agenda at the same time as raising €34,735 to date for charities including ICS, Tiglin, Women's Aid, Pieta House, Movember and Crann Trees for Ireland.

€34,735

RAISED FOR CHARITIES

Run in the Dark

Over 100 colleagues took part in the Run in the Dark races in Dublin, raising funds for Collaborative Cures, a charity focused on finding a cure for paralysis.



Run in the Dark, Dublin

Supporting the Tiglin Lighthouse Café



Tiglin is an Irish charity helping people overcome addiction, homelessness and other life-controlling issues. Over the past few months, groups of EY colleagues have been supporting Tiglin, including by volunteering in the organisation's Lighthouse café which serves up to 400 service users each evening. We are now also working with Tiglin to provide more strategic support, including on recruitment and retention of volunteers and branding, and providing pro bono support to establish robust financial processes.

87

COLLEAGUES

169

CAFE SHIFTS

€1,800 RAISED THROUGH SUNRISE SWIM



Tiglin Lighthouse Café volunteering

Sponsoring sport and the arts

Through our support for sport and the arts, we believe we can have a positive impact in promoting health and wellness, fostering social inclusion and cohesion and supporting talent development and education.

EY Hockey League Sponsorship

EY Ireland has been the primary sponsor of the Irish Hockey League since 2015. The competition - now called the EY Hockey League - sees the top men's and women's clubs from all four provinces compete to be crowned EY Hockey League winners and EY Champions Trophy winners. In 2023, we expanded our support to include sponsorship of the men's and women's national teams at junior and senior levels and launched an awareness-raising campaign which continued into 2024 under the banner "EY Supporting Resilience, Courage and Ambition". Members of the men's team, which took part in the 2024 Olympics in Paris, shared their insights on preparation, performance and competition, while Anne McCormack, Hockey Ireland CEO, was interviewed for our EY CEO Outlook podcast series.

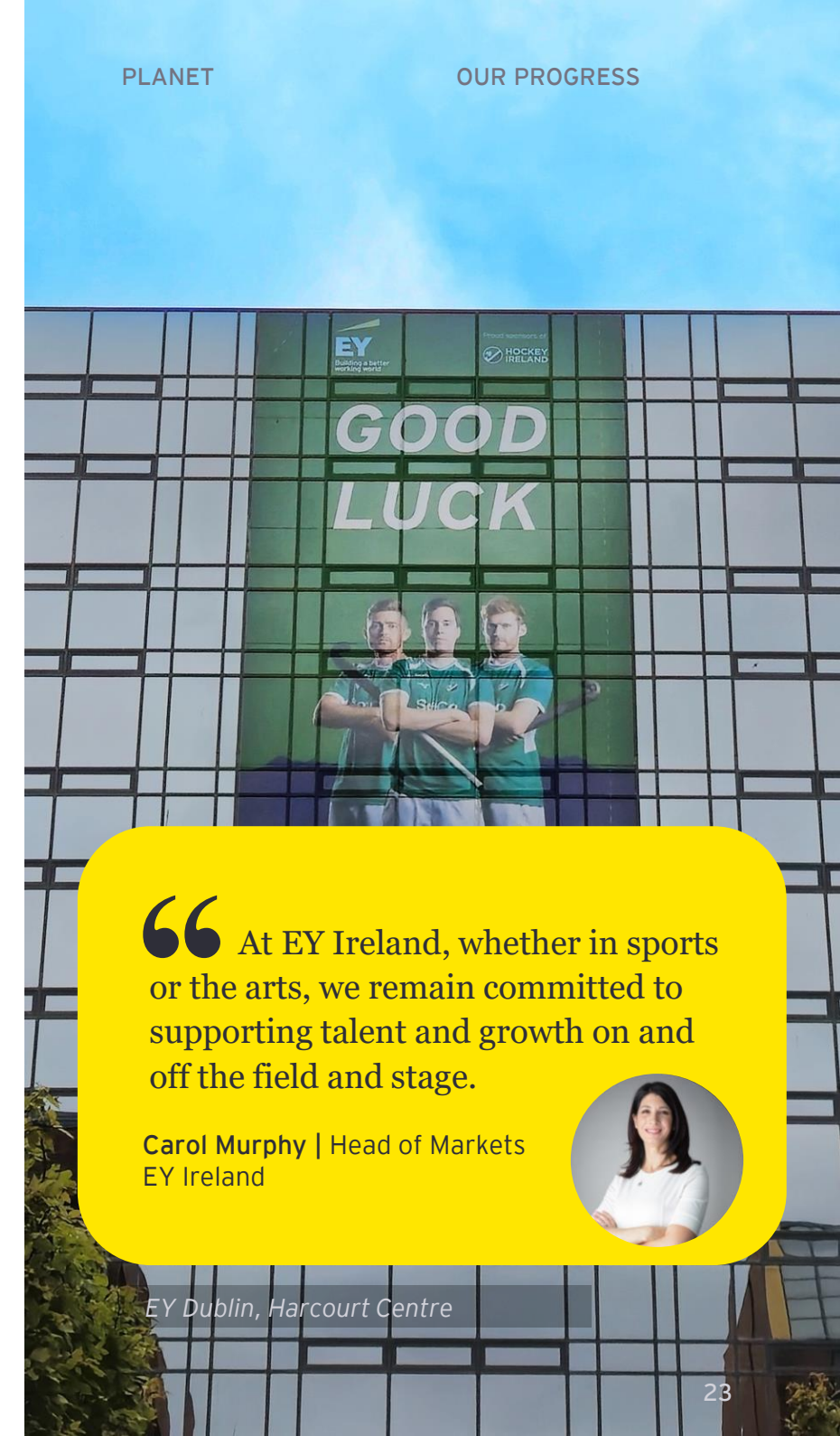
We also created digital video content featuring players from the squad and amplified our support through outdoor, print and digital advertising.

EY Athlete Career Readiness Programme

In FY24, senior international athletes from Hockey Ireland were invited to participate in the EY Athlete Career Readiness Programme, a global learning platform for elite professional athletes who want to transition to a career in professional services. The programme offers athletes an opportunity to upskill on topics including technology consulting and leadership. Three athletes successfully completed the modules, completing 120 hours of learning, receiving an EY Badge in career transition. They subsequently took part in a dedicated session with the EY Ireland Talent Team to discuss their career ambitions and identify opportunities at EY Ireland.

UCD Rugby Club

We were delighted to renew our sponsorship of the UCD Rugby Club for the next few years. UCD Rugby Club has over 260 active players and currently runs eight different teams, including junior and women's teams.



“ At EY Ireland, whether in sports or the arts, we remain committed to supporting talent and growth on and off the field and stage.

Carol Murphy | Head of Markets
EY Ireland



EY Dublin, Harcourt Centre

Ballet Ireland

We were delighted to support Ballet Ireland's autumn tour of *Carmen* at 10 venues around Ireland this year, as they celebrated their 25th anniversary. Ballet Ireland creates a platform for remarkable performers to share their talents with audiences across the island of Ireland. We are proud to help make Ballet Ireland's productions more accessible to audiences everywhere.



Carmen at the Gaiety, Dublin



Caravaggio Exhibition, Belfast

Caravaggio in Belfast

We were honoured to sponsor a unique experience at the Ulster Museum this year. More than 80,000 people visited the exhibition "National Treasures: Caravaggio in Belfast", exceeding all expectations. We are proud to have been a part of this incredible initiative with some great experiences and stories to take away from both the exhibition and the first year of our joint schools Creative Classroom Award.

Neptune Basketball Club

EY is proud to sponsor Neptune Basketball Club's Inclusion Team, set up to encourage young people with a disability to take part in basketball. The team has been hugely successful in their games and tournaments across the season. A particular highlight was the session led by Margaret Turley, Olympic gold medallist, TCPID graduate and assistant in our SAT team, whose expertise and passion have had a lasting impact on the team. Other clubs have taken notice of their success and are now following their lead in promoting inclusivity within their own teams.



Neptune Basketball Club

“ At Neptune, making sport accessible to all is truly important to us. We feel passionate about creating opportunities for young people with a disability so that they can share in the joy and fun that playing basketball brings. We are delighted that EY is coming on board as a sponsor for this important and inspiring initiative.

Tom O'Sullivan, Chairman, Neptune | Basketball Club

Economic

PROSPERITY

fuelled by employment,
productivity, entrepreneurial
activity and innovation

02

We are committed to increasing economic prosperity by creating employment opportunities, boosting productivity, supporting entrepreneurial activity and driving innovation.

We are proud of the positive impact we are having on the island of Ireland as an employer, taxpayer and provider of training and development opportunities. By working with our clients to improve and grow their businesses we drive growth, boost employment and strengthen local economies. We are also committed to supporting innovation and entrepreneurship, particularly through our long-established EoY programme.

As thought leaders, we use our global sector knowledge to support clients with their business planning and draw on our experience and expertise to shape policy. We also continually seek to generate new insights through bespoke analysis and thought leadership, and to strengthen our commitment to AI through our AI Labs, client events and a range of learning and development activities. We continue to create connections through our membership of chambers of commerce and to drive growth and innovation across sectors and regions through industry associations, fostering a vibrant and competitive business environment that creates jobs, growth, and social impact.

Creating long-term value for the economy

Currently we support:

5,196
jobs directly

7,715
Jobs in total

2,519
jobs indirectly

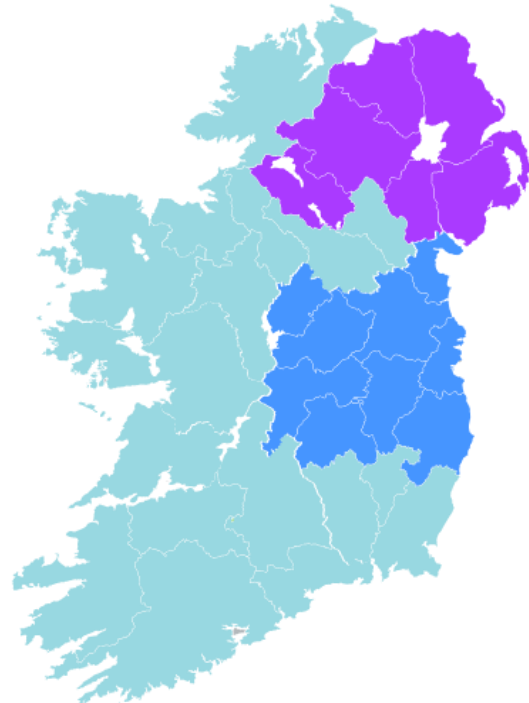
€690m
Total GDP impact

€772m
Direct revenue

Regional

1,135
Total jobs

€95m
GDP



Northern Ireland

1,410
Total jobs

€75m
GDP

Dublin

5,170
Total jobs

€520m
GDP

Island of Ireland

7,715
Total jobs

€690m
GDP

Supporting economic growth

53

Assured Skills Academy participants

36

Now working with EY

1,275

AI Learning Badges initiated

62

CFO/CEO Outlook podcast guests since 2020

79

Of *The Irish Times* Top 100 companies supported (audit/non-audit)

23+

AI events

400+

Clients

The power of entrepreneurship

650+

EoY alumni

EoY Class of 2024 stats:

24

Finalists

€700m+

Revenue

4,000+

People employed

Our economic and regional impact

Measuring our economic impact

We create economic impact in a number of ways, including working with our clients to provide advice and guidance as well as access to funding opportunities as they seek to grow their businesses. We create employment opportunities, both directly and indirectly: jobs which in turn help to boost local economies across the island, as our employees support businesses where they live and work.

Over the last year, we have grown as a business despite a challenging external economic environment. Our contribution to GDP is generated through the salaries we pay our people, the added value we create as a business and the purchases we make, as well as supporting further activity in our supply chain across the island. Employee numbers grew across all of our offices, in Dublin, Belfast, Limerick, Waterford, Galway and Cork.

In FY24, we contributed €690 million to GDP on the island and we now employ 5,196 people, 4,237 in the Republic of Ireland and 959 in Northern Ireland.

Our activities support more than 2,500 additional jobs in the wider and local economies around the island. These additional jobs - mainly in the retail, food and beverage, health, education and accommodation services sectors - are generated through our employees spending their earnings locally, as well as through our suppliers and their employees' spending.

€690m

TOTAL CONTRIBUTION
TO GDP ON THE ISLAND

5,196

TOTAL NUMBER OF EMPLOYEES
ACROSS THE ISLAND

4,237

NUMBER OF
EMPLOYEES (ROI)

959

NUMBER OF
EMPLOYEES (NI)

We are committed to expanding our impact in Ireland, with work underway on our new Dublin headquarters at Wilton Park, with occupancy expected to commence from summer 2026. Our new office will accommodate our growing business and new ways of working, as well as having a positive economic impact, generating work and income for Irish suppliers.

Assured Skills Academies in Northern Ireland

At EY Northern Ireland, we promote growth and development through pre-employment training academies fully funded by the Department for the Economy in partnership with Invest Northern Ireland, through the Assured Skills Programme. This collaborative approach between government, industry and academia ensures a well-rounded, high-quality training experience that prepares participants for successful careers.

This year, we completed three academies, two of which looked at Risk and Regulatory Compliance and one that focused on Data & Analytics. A fourth academy in Digital Engineering will run from October to December, with two more set to launch in the second half of FY25.

To date, the programmes have attracted 421 applicants, 25% of whom were either unemployed or economically inactive prior to joining and 57% of whom were invited to interview. So far, 53 students have participated, resulting in 36 successful candidates starting their careers at EY Northern Ireland.



Assured Skills Academy, NI

Supporting our clients to raise funds

EY Ireland Corporate Finance continues to play a significant role in supporting our clients to raise significant funding for their businesses on the island of Ireland. Over the course of FY24, we were involved in more than 45 transactions, supporting our clients through Corporate Finance and M&A, Strategy, Valuations, Modelling and Economic Advisory, Financial, Tax, Operations, IT, Cyber and Commercial due diligence services and integration and separation support.

EY Corporate Finance and M&A were involved in more than 14 transactions, supporting over 2,000 jobs in the Irish market.

During FY24, EY successfully helped our clients to raise approximately €1 billion in funds as well as advising several businesses to refinance their debt, thereby safeguarding jobs and ensuring business continuity.

Supporting investment in R&D

This year, our Innovation Incentives team assisted clients in preparing research, development and innovation grant proposals with total investment expenditure of over €63 million, covering diverse areas such as GenAI, intelligent data infrastructure and cyber resilience, rapid diagnostic platforms and advanced instrumentation, clinical trials for cerebrovascular disease, new business platforms, and centres of excellence and innovation in technology and financial services.

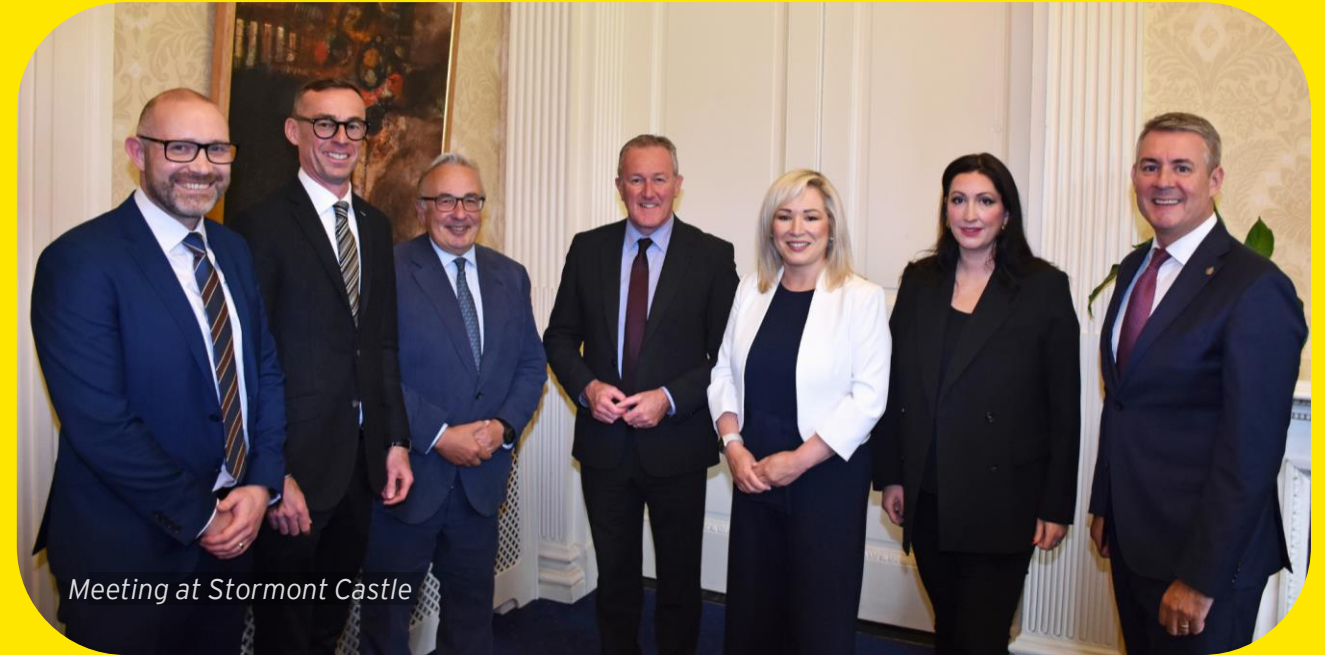
Investing in Northern Ireland

In 2023, we announced the creation of 1,000 new jobs in Northern Ireland over the next five years. Since the announcement, we have recruited 160 staff into areas such as Data and Analytics, Risk and Regulatory Compliance, Tax, Client Due Diligence and Audit.

Frank O’Keeffe, EY Ireland Managing Partner and Rob Heron, Managing Partner for EY Northern Ireland, made the announcement at the 2023 Northern Ireland Investment Summit. Our investment is closely aligned to the Northern Ireland Executive’s vision for the local economy focusing on good jobs, regional balance, productivity and reducing carbon emissions.

EY Northern Ireland is now working closely with the Department for the Economy and Invest Northern Ireland to ensure that the roles attract talent from across Northern Ireland and beyond. There are opportunities for school leavers, graduates, experienced hires and those seeking to retrain and/or return to the workforce. Another key element in our growth plan is the opening of a regional hub in the north-west in 2025. This will further attract talent from the region.

In September this year, Hywel Ball, Frank and Rob met with Northern Ireland’s First Minister, Deputy First Minister and Minister for the Economy at Stormont Castle to reinforce our commitment to creating these new jobs - the biggest such announcement for several years. This is an exciting time for the growth of the EY business in Northern Ireland.



“ The work we are doing to build our footprint in Northern Ireland will enhance our offering to clients and broaden the skillsets of our exceptional talent, while supporting the wider economy and society. We are confident we will achieve our ambitions with the support of our colleagues across the UK and Ireland as well as our partnerships with local government and academia.



Rob Heron | EY NI Managing Partner

Promoting entrepreneurship

Entrepreneur of the Year™ Programme

Now in its 27th year, the EoY programme continues to go from strength to strength. The 2024 programme once again recognises and celebrates the most inspirational and visionary entrepreneurs across all sectors and growth stages in the Republic of Ireland and Northern Ireland.

There are three categories of entrants ranging from fast-growing entrepreneurial businesses, established long-standing employers and family businesses, to those companies succeeding across international markets. Our Sustainability Award is presented to the finalist whose business is making the biggest contribution towards the health of our planet. This has driven an increase in the recognition of sustainable entrepreneurs, with eight of this year's 24 finalists having sustainability as their purpose - a clear demonstration that Irish entrepreneurs are stepping up to answer some of society's biggest challenges.

The social and economic impact of the programme is significant. We encourage and champion female entrepreneurship and our 650+ alumni collectively employ more than 250,000 people and generate more than €25 billion in revenue annually. We support our alumni community through various initiatives, including charitable fundraising and Irish Rugby Football Union (IRFU) mentorship. Each year, we hold 12+ networking opportunities and events for our alumni and finalists.

250,000+

PEOPLE EMPLOYED

650+

ENTREPRENEURS

€25+ billion

IN REVENUE ANNUALLY



EoY overall winner 2023, Sam Moffett

“Winning my category and the overall award was a dream come true. The alumni are an incredible group of leading entrepreneurs throughout the island of Ireland. I feel so privileged to be part of this group and would wholeheartedly recommend this programme to any entrepreneurs who are thinking about getting involved.

Sam Moffett | CEO and founder,
Moffett Automated Storage, EoY 2023 overall winner

Supporting entrepreneurial growth

Beyond driving ambition and opportunity, EOY contributes directly to entrepreneurial growth with 80% of our alumni doing business with each other and, importantly, 33% making or receiving investment in each other's businesses.

Our EoY programme calendar is a testament to our commitment to fostering meaningful connections between our alumni. In addition to our annual retreat, Gala Awards night and finalists' events, we organise many networking, learning, mentoring, charitable, investment and social opportunities with a very high proportion of the longstanding alumni remaining connected to the programme.

Our female forum is a network of 95 female EoY alumni which provides a platform to share ideas and experiences and ultimately encourages them to think big for themselves and their business. It also encourages other female entrepreneurs to submit nominations for the EoY programme. In 2024, we received more nominations from female entrepreneurs than ever before. We are incredibly proud of the achievements of our female alumni and we are keen to encourage female entrepreneurs to join our ever-expanding alumni community and participate in Female Forum events.



Other key activities include our investment forum Pitch Perfect, the IRFU mentorship programme and collective charitable initiatives. We also offer private technical workshops on topics such as taxation and family business.

An undoubted highlight of our annual EoY programme is the week-long CEO Retreat which takes place in May. In 2024, we travelled with a delegation of 130 participants to South Africa for a week of networking, thought leadership, executive education and cultural experiences. The travelling party included our EoY finalists, alumni, representatives from Invest Northern Ireland and Enterprise Ireland as well as *The Irish Times* and *Newstalk*.

In June 2024, the EoY Ireland programme was represented by Sam Moffett, CEO and founder of Moffett Automated Storage at the World EY Entrepreneur Of The Year Awards in Monaco. This annual event showcases and celebrates the very best of global entrepreneurship and is an incredible opportunity to establish valuable connections with fellow EoY alumni throughout the world.

“ We relentlessly invest in our EoY programme and alumni as a platform for growing and strengthening entrepreneurship across our island. Irish entrepreneurs are the backbone of the economy and continue to have a disproportionate global impact, reflecting an innate mindset and capacity to grow and succeed across borders and cultures.

Roger Wallace | Head of Assurance and EY Entrepreneur of The Year, Ireland





Shaping the debate

Our flagship surveys and forecast reports play a crucial role in shaping public policy and debate - and helping our clients make better business decisions - by providing direct insights and new data on a wide range of topics.

In FY24 we undertook primary research and released several flagship reports including:

FDI Attractiveness report

Our EY Attractiveness Survey ranks Ireland's appeal as an investment destination using a proprietary database to track foreign direct investment projects annually across 44 countries. The 2024 report gave very clear areas of policy focus for Ireland and highlighted the impact of technology and AI on the future of the economy.

Consumer Health Survey

In September 2023, we launched the Consumer Health Survey, the first ever health sector-focused report for Ireland. The representative sample of c.1,000 people focused on understanding evolving consumer sentiments, behaviours and expectations in relation to the health service. It showed that the Irish public is ready to embrace digital health technologies and digitally-enabled pathways of care.

EY Economic Eye

Produced by Dr Loretta O'Sullivan, EY Ireland's Chief Economist, this bi-annual report offers macroeconomic forecasts and insights into the all-island economy.

EY Future Consumer Index

The Index provides insights into how price, quality and health concerns are influencing consumer behaviour based on an anonymous online survey with 23,000 responses across 28 countries. This year's survey found that Irish consumers are concerned about living costs and health, with many shifting away from brand loyalty.

Trusted Data report

In December 2023, we launched our first flagship report for AI in Ireland. The research, led by Eoin O'Reilly, Partner and Head of Data & AI, and based on interviews with eight of Ireland's largest companies, focuses on ensuring data trust and making the data supply chain more robust.

Tech Leaders Outlook Survey

Launched in May 2024, the Tech Leaders Outlook Survey provides in-depth analysis based on a survey of 150 technology leaders across industries in Ireland, with AI, sustainability and cybersecurity as the key themes.

Focus on leaders

Our EY Ireland C-Suite Programme includes events, podcasts and thought leadership aimed at helping business leaders access the connections and expertise they need to thrive.

The EY C-Suite podcast series

The EY C-suite podcasts - CEO Outlook and CFO Outlook - kicked off in 2020 and have had more than 43 CEO and 19 CFO guests to date. The podcasts are hosted by broadcasters Richard Curran (CEO) and Jonathan Healy (CFO). Each month a leading business figure discusses their path to success and their approach to work and life.

CFO Outlook Podcast



CEO Outlook Survey

This quarterly survey assesses CEOs' views on the outlook for their companies in various areas over the following 12 months, including talent, investment and technology.

CFO Survey

In March 2024, we launched the CFO Survey report for Ireland. Our survey of 150 CFOs, financial controllers, managing directors, finance directors, operations directors and business owners highlighted an increasing focus on long-term growth through mergers and acquisitions and on opportunities related to sustainability and technology.

“ Our C-suite programme acts as a social catalyst, uniting Ireland's top business leaders. With podcasts, events, and reports, we create a community for exchanging transformative ideas, sparking innovation, and shaping the debate for a sustainable future.

Breffni Maguire | EY Ireland
Deputy Managing Partner



CFO Summit

One of the programme's flagship events, this year's CFO Summit featured a series of talks and panel discussions, delivered online with two in-person events in Dublin and Cork. A dozen CFOs and CEOs attended the pre-summit dinner, while nearly 500 delegates - of whom almost 25% were at C-suite level - viewed the event. Ian Goldin, Professor of Globalisation and Development at Oxford University, gave the keynote speech, while the panel discussions focused on sustainability and AI - also a focus of this year's CFO Survey. The Summit generated significant media and social media coverage and provided a platform for EY's own expertise as well as an opportunity for delegates to tap into insights from government and leading players in the insurance, finance and tech sectors.



Driving innovation

AI and innovation

AI provided the focus for much of our innovation work this year as we continue to strive towards our AI ambition: to be the partner of choice for clients and EY people to navigate transformative change, leading with values-driven, ethical and responsible AI, enabling sustainable growth and empowering people and society for a better working world. In FY24, we delivered 23+ AI events with over 400 clients attending, four major brand sponsorships and more than 27 pieces of thought leadership content.

Dublin Tech Summit

EY was a gold sponsor of the Dublin Tech Summit, one of the most influential technology conferences in Ireland. Our Head of AI & Data, Eoin O'Reilly, took part in a panel discussion alongside Mike Webster, Head of Digital Innovation at DCC plc on "Embracing Innovation: Navigating the AI Revolution in a Complex Business" and Tim Bergin, People Consulting Partner, gave a talk entitled "Unlocking Human Potential: Using Gen AI to Make Work More Human". We also hosted many workshops at our stand to drive awareness of how AI can transform business. More than 8,000 people attended the event, 27% of them at C-suite level in the technology industries.

Shaping AI policy

In May 2024 Dr Loretta O'Sullivan and Eoin O'Reilly appeared before the Joint Committee on Enterprise, Trade and Employment to discuss the impact of AI on businesses. They provided contributions and responded to questions on the issue of how Ireland can best position itself to be ready to face the challenges posed by AI and seize the opportunities that it presents.



Industry recognition

We are delighted that EY was named Innovation Partner of the Year and Global Systems Integrator Partner of the Year in Microsoft's 2024 Partner of the Year awards, in recognition of our AI offering and capabilities.

Investing in AI learning

Our ambition is not just to adapt to the AI revolution, but to lead it. Recognising the transformative power of AI and generative AI, we are reshaping the professional landscape to harness these technologies for enhanced individual performance, team collaboration and client success.

Our professionals are leveraging AI to introduce unprecedented efficiencies into their roles and are embedding AI into the fabric of our daily work. For our clients, our role transcends advisory; we are their trusted partners on the AI journey.

EY's learning programme is designed to outpace the rapid evolution of AI. "AI Now", our foundational e-learning programme, equips our people with essential AI literacy skills, ensuring they are fluent in the language of the future.



Finance and AI event, EY wavespace™

AI fluency

Our learning content spans three pivotal skillsets:

Applying AI insights directly to our work, enhancing quality and innovation.

AI Go-To-Market

Empowering clients to unlock AI's potential, driving their digital transformation.

AI baseline

Grasping AI fundamentals to demystify the technology, with a focus on EYQ (our own purpose-built large language model) and prompt engineering.

To accommodate diverse learning styles, we offer a blend of online modules, interactive workshops, and dedicated EY AI Badges, each tailored to different proficiency levels.

EY wavespace™

EY wavespace™ is our global network of 52 studios, offering interactive and immersive experiences to help our clients reimagine what is possible and reframe their thinking, solving complex challenges at speed and making the most of new opportunities to deliver their growth ambitions.

This year our EY Dublin wavespace™ delivered 48 experiences to clients across all sectors. Drawing on our multi-disciplinary expertise, collaborative design thinking and leading-edge technology, they were able to redefine their purpose and set strategies for the future, accelerating transformation, driving innovation and creating measurable outcomes.

Tackling modern slavery

EY Ireland's FS Consulting team is driving a cross-industry Combatting Modern Slavery programme, designed to amplify voices that are often lost in the fight against modern slavery and human trafficking.

The initiative began in May 2023 with a Hackathon co-hosted by EY and the Banking and Payments Federation Ireland at wavespace™, aiming at connecting stakeholders across the financial crime reporting chain. Throughout 2024, the programme has continued to build on that inaugural event, harnessing the power of collective thinking to support survivors of human trafficking and modern slavery and cut off the flow of funds to the criminals who benefit from these crimes through three pillars: awareness; collaboration; and technology and data.

The programme has now evolved to become "The Harcourt Programme: Uniting against Modern Slavery" with a core team comprising EY, the Banking and Payments Federation, An Garda Síochána and Traffick Analysis Hub who, along with continued involvement from the broader FS network, are committed to this important journey.



A cartoon capturing the outcomes of the Hackathon



Frank O'Keeffe addresses the Cork Chamber



Building networks and making connections

As members - and leaders - of chambers of commerce and industry bodies across the island of Ireland, we are creating and strengthening connections within the business community, helping to build networks, drive economic growth and open up new employment opportunities.

Chambers of commerce

Members of our executive team hold senior roles, including president, treasurer and chair, in chambers across the island of Ireland. Other colleagues sit on boards, chair taskforces and mentor groups. The executive team also regularly attends events and votes in council elections.



Fergus McNally, Jonathon Sexton, Lisa Kealy and Colin Ryan



Cork

Cork Chamber has more than 1,200 members serving over 100,000 employees and champions Cork as a globally recognised place for business, innovation and quality of life.

EY representatives

Ronan Murray, EY Partner, M&A Strategy and Transactions, marked his seventh year as an active member of the Cork Chamber of Commerce's board and executive committee. It was also the final year of his two-year term as president of the chamber and chairman of the board.

FY24 highlights: Cork

Ronan hosted various events including the chamber's annual dinner in the historic Cork City Hall as well as the flagship Dublin Dinner, proudly sponsored by EY. There were numerous business breakfast briefings and Thought Leader Council events as well as visits by government ministers and ambassadors in chamber offices. Next year, as immediate past president, Ronan will remain a member of both the board and executive committee.



Dublin

Founded in 1782, the Dublin Chamber represents more than 1,000 businesses throughout the Greater Dublin region, employing more than 300,000 staff. Its vision is for Dublin to be globally renowned for its quality of life, sustainability and economic vibrancy.

EY representatives

- ▶ **Ferga Kane**, Government and Infrastructure Partner: board and council member, chair of Infrastructure and Planning Taskforce and votes in council elections.
- ▶ **Derarca Dennis**, Climate Change and Sustainability Partner: sits on Sustainability Taskforce.
- ▶ **Frank O'Keefe**, EY Ireland Managing Partner and 4 of our partners, George Deegan, Graham Reid, Roger Wallace and Rob Henson vote in council elections.

FY24 highlights: Dublin

EY sponsored and spoke at the AGM dinner (February 2024).

EY hosted the December Council Meeting which included a presentation by Declan Hughes, Secretary General of the Department of Enterprise, Trade and Employment.



Northern Ireland

The Northern Ireland Chamber is a globally connected network, empowering ambitious businesspeople to learn and grow together, creating opportunity for business and driving the growth and prosperity of the Northern Ireland economy.

EY representative

Judith Savage, EY NI Business Consulting Partner: council member

FY24 highlights

Tim Cush, EY Assurance Data & Analytics Partner, spoke on an AI panel at the Annual Festival of Business, an event offering insights from expert speakers and extensive networking opportunities.

EY attended NI Chamber of Commerce President's Banquet.

Judith and EY Northern Ireland Managing Partner Rob Heron were profiled by *Ambition* magazine and featured on the front cover.



German-Irish

Founded in 1980, the German-Irish Chamber of Industry and Commerce is part of a global network of German chambers in 93 countries with 450 member companies. Its purpose is to promote bilateral trade and investment between Germany and Ireland.

EY representative

Grit Young, Strategy and Transactions Partner: council member, patron and leads the Arbitration Panel

FY24 highlights

Grit joined the council of the Chamber in April 2024 after being part of a delegation to host German finance minister Christian Lindner during an inaugural visit to Ireland in February 2024.

Grit has been a strong advocate for diversity and joined a well-attended panel discussion organised by the chamber for International Women's Day in March 2024.



Limerick

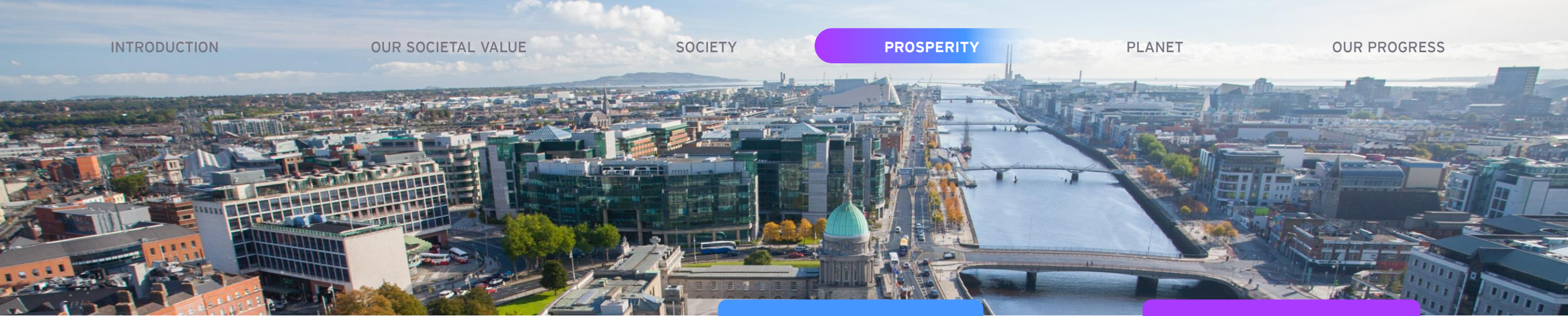
Limerick Chamber of Commerce is dedicated to fostering a thriving Limerick and mid-west region through proactively engaging in policy development and lobbying to impact decisions that benefit the region.

EY representative

Leanne Storan, Tax Partner: committee member

We are also active members of:

- ▶ Belfast Chamber of Commerce
- ▶ Carlow Chamber of Commerce
- ▶ Ennis Chamber of Commerce
- ▶ Galway Chamber of Commerce
- ▶ Kilkenny Chamber of Commerce
- ▶ Waterford Chamber of Commerce



Local industry

International industry

Industry bodies

EY Ireland maintains a range of relationships with various industry associations across multiple sectors.

These relationships are integral to staying connected with key industry developments, influencing policy, and providing clients with the latest insights. EY people are actively involved with these industry associations through the positions we hold as chairs, vice chairs and members of council, steering committees, working groups and memberships.

Examples of local industry associations include:

- ▶ Association of Chartered Certified Accountants
- ▶ Banking and Payments Federation Ireland
- ▶ Chartered Accountants Ireland
- ▶ Chartered Financial Analysts
- ▶ Chartered Institute of Personnel and Development
- ▶ Information Systems Audit and Control Association
- ▶ Insurance Ireland
- ▶ International Institute of Business Analysis
- ▶ Irish Business and Employers Federation
- ▶ Irish Debt Securities Association
- ▶ Irish Funds Industry Association
- ▶ Irish Venture Capital Association
- ▶ Technology Ireland

Examples of international industry associations include:

- ▶ Alternative Investment Management Association
- ▶ European Fund and Asset Management Association

01 INDUSTRY ASSOCIATIONS

02 INTERNATIONAL INDUSTRY ASSOCIATIONS

A community focused
on sustainability that
conserves and protects our

PLANET

for future generations

04

By reducing our own impact on the environment - and supporting our clients to do the same - we aim to build a community focused on sustainability that conserves and protects our natural world for future generations.

As we continue our progress towards our ambitious climate goals, our focus is on mitigating the environmental impact of our own operations, including through reducing use of energy and other resources, adopting new technologies and setting stringent sustainability standards across our supply chain.

We also recognise that as a professional services firm, we have a responsibility to promote the sustainability agenda across our clients, sharing our knowledge and expertise - including on the changing legislative landscape - and supporting them to achieve their own sustainability ambitions.



EY has been named as a leader in the Verdantix Green Quadrant in ESG and Sustainability Consulting 2023

EY

EY Harcourt Centre, Dublin

17.7%

Reduction In carbon footprint since FY19

53.6%

Reduction In carbon intensity (tCO₂e per employee) since FY19

389 → 220k

EY colleagues participating in Walktober and Marchathon

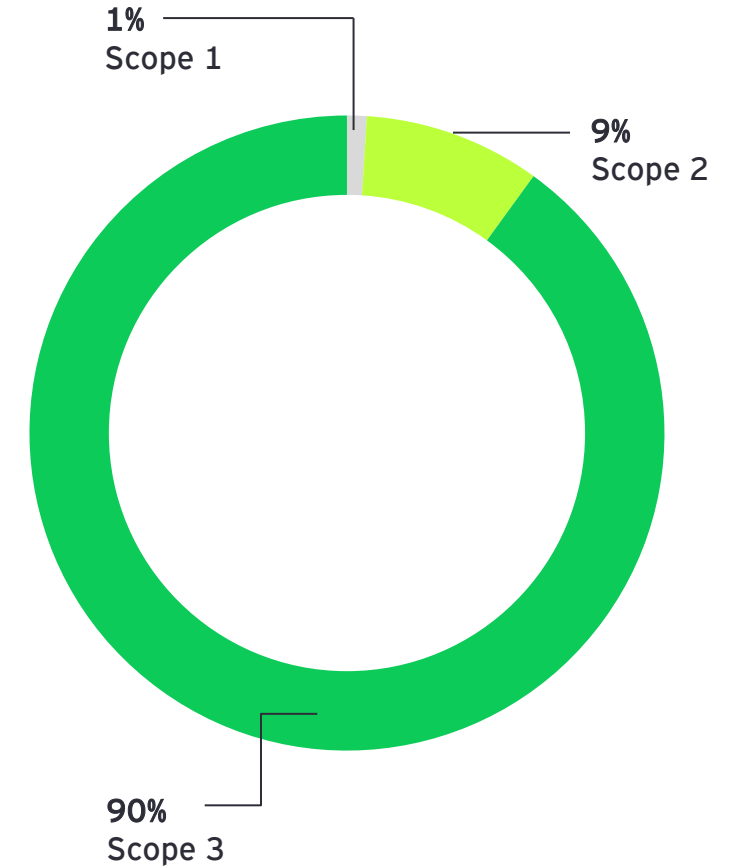
Average steps per person

348

EY Sustainability Badges initiated

170

Participants in Summer Internship Programme challenge



Scope 1: Direct emissions (gas/diesel for combustion, fugitive emissions from refrigeration/cooling plant)
Scope 2: Indirect emissions (purchased electricity)
Scope 3: Value chain emissions (all other indirect emissions (travel, waste, purchased goods/services, etc))

Our approach to decarbonisation

Globally there is a focus on setting critical targets for progress in decarbonisation, nature and wider sustainable development by 2030. Alongside this global imperative, standards, frameworks and definitions – including net zero – have all been updated since our own decarbonisation strategy was set in FY21.

Our commitment to demonstrating leadership – through progress, integration and innovation – that helps deliver for people, planet and society has not changed. It's why we regularly review our progress and plans in the context of evolving standards and expectations.

We are currently undertaking a planned five-year review of the pathway to net zero and the scope of our decarbonisation strategy, to align with updated standards, including revised definitions of net zero pathways, evolving expectations of carbon neutrality, and emerging standards for offsetting.

We will publish an updated EY Environment Strategy in FY25, encompassing a science aligned decarbonisation plan, including near- and long-term targets.

Our commitment to decarbonisation, underpinned by net zero, remains unchanged. It is demonstrated by the fact that we are on track to deliver globally on our absolute decarbonisation target of 40% in 2025 through a progressive plan that embedded pragmatic challenge and change in our businesses between 2021-2024. Our early focus in FY21 on a clear seven-point plan is a key example of how business can act on decarbonisation commitments.

Our carbon reduction targets

Our seven-point decarbonisation plan, launched in 2021, set out how we would reduce absolute emissions by 40% across scopes 1, 2 and 3 by FY25, against an FY19 baseline.

1

Reduce EY's business travel emissions, with a target to achieve a 35% reduction by FY25 against our FY19 baseline.

2

Reduce overall office electricity usage, and procure 100% renewable energy for our remaining needs, earning RE100 membership by FY25.

3

Structure electricity supply contracts, through virtual power purchase agreements, to introduce more renewable electricity than we consume into national grids.

4

Use nature-based solutions and carbon reduction technologies to remove or offset more carbon from the atmosphere than we emit, every year.

5

Provide client project teams with tools that enable them to calculate, then work to reduce, the amount of carbon emitted in carrying out their work for clients.

6

Require 75% of EY's suppliers, by spend, to set science-based targets no later than FY25.

7

Invest in EY services and solutions that help clients profitably decarbonise their businesses and provide solutions to other sustainability challenges and opportunities.

EY Ireland Sustainability Network

In October 2023, a pivotal transformation took place within the Eco-Innovators Ireland Hub, originally established in September 2021. This transformation was marked by a strategic rebranding to the EY Ireland Sustainability Network, signifying a renewed commitment to integrating sustainability into the core of our operations. The foundation of this network is deeply embedded in its employee-centric objectives, which are to enlighten, engage and forge connections among EY colleagues on the subject of sustainability. The network's strategy has been multifaceted and dynamic:

Innovation

Implementing structural and systemic innovations: Notable among these is the Green Offices Initiative, which has brought a refreshing increase in office greenery, initiated a cup levy to minimise waste at the Harcourt Office Brew Bar, and promoted the adoption of reusable keep-cups.

Awareness

Elevating consciousness: The network has been instrumental in hosting a series of webinars on topics such as green pension options and disseminating informative newsletters to all its members. The re-launch event itself was a testament to growing interest in sustainability, drawing an attendance of over 150 individuals.

Behaviour

Cultivating sustainable behaviours: A prime example of this is the Sustainable Food Culture initiative, which has led to the adoption of an EY Ireland guideline recommending that 50% of the food offered at events be vegetarian.



Looking ahead, the Sustainability Network is poised to spearhead a host of innovative initiatives in the coming months. These encompass a wide range of activities, from Green Pensions and the Smarter Travel Mark Sustainable Commuting initiative to Hackathon challenges aimed at university students and clothing exchange events in Cork and Dublin.

The network has been instrumental in harnessing enthusiasm for sustainability among employees and directing it towards concrete actions that enhance EY's sustainability profile. Through these concerted efforts, the network is not only contributing to a greener EY but is also setting a precedent for sustainable practices within the corporate sector.

Socials and CSR

The October launch provided a forum for around 80 sustainability practitioners from across EY to meet and mingle, while the network social strengthened our network of volunteers. In June, the network ran a CSR collaboration with Clean Coasts in Cork, where 14 volunteers learned about coastal conservation and collected more than 20kg of rubbish from the banks of the River Lee over an afternoon. A quiz night in October 2024 will allow new graduates the opportunity to meet EY's growing community of sustainability practitioners.

Circular economy

The network's Green Offices team organised springtime clothes swaps in Cork, Limerick and Dublin, promoting reuse and exchange of preloved clothes rather than buying new. The Dublin swap was accompanied by a secondhand couture fashion show which aimed to educate staff about the business model of the global fashion industry as well as raising funds for the Irish Cancer Society.



Sustainability Network visit to Airfield Estate

Focus on learning

The Sustainability Network Education team ran a pair of events to mark World Environment Day - a panel discussion on sustainability in business with special guests Seán MacHale (partner, FAAS), Kate Milligan (commercial director, Airfield Dundrum) and Senator Róisín Garvey (deputy leader of the Green Party), combined with a CSR morning at Airfield Dundrum, where volunteers and attendees learned about both tree conservation and sustainable agricultural practices and policy. In April, a talk on sustainable grants organised in partnership with our Innovation Incentives team explored how we can help our clients secure funding for green projects. From October 2024, a new club will support staff in working towards the EY Circular Economy badge and building up the skills needed for the economy of the future.

Planning for the future

The network's Pensions team collaborated with the EY International Network to run an event with our pension provider, Irish Life, which educated staff on how to take control of the allocation of their pension fund and explained the implications of pension mobility.

The EY Student Sustainability Challenge

The EY Student Sustainability Challenge is an opportunity for students to build sustainable solutions to today's most pressing issues while learning from EY's sustainability experts. This year's challenge launched in July 2024 and will culminate at the final in March 2025. The winners of the challenge will be awarded internships in EY's Climate Change and Sustainability Services team.

Spotlight on sustainable commuting

As part of our ongoing sustainable commuting campaign, colleagues across EY took part in the Walktober and Marchathon initiatives. Walktober saw 399 participants across 77 teams complete the equivalent of 1,297 marathons during October while in March 263 participants completed more than 65 million steps for the Marchathon. The team also organised an on-site bicycle repair shop and a cycling tour of Dublin in celebration of World Bike Day.

399

PARTICIPANTS IN WALKTOBER

65m

STEPS FOR MARCHATHON



Advancing the sustainability agenda

In FY24, EY undertook a series of significant initiatives in the area of sustainability. We played a key role as the head sponsor of the ESG Summit and actively participated in COP28, securing a speaking slot to share insights. We completed our series of sustainability reporting events in the island of Ireland and realigned the ey.com Sustainability Hub to enhance user engagement and access to sustainability resources. Additionally, EY was recognised as a leader in the Verdantix Green Quadrant.

Further efforts included collaborative work on the launch of the EY Ireland Sustainability Services brochure, and the formation of a strategic partnership with Wolters Kluwer/Tagetik. Sustainability themes were also woven into key reports and thought leadership publications, reflecting our commitment to driving these priorities forward. The Financial Services division launched the Global Sustainability Innovation Hub, aimed at fostering innovation in sustainable practices.

Supporting our clients

The landscape of sustainability expectations and reporting mandates is undergoing significant transformation, with each year marking an increase in the depth and breadth of requirements. For many organisations, this is uncharted territory, covering complex and interrelated ESG topics including greenhouse gas (GHG) emissions, biodiversity conservation and the protection of human rights.

However, the evolving nature of sustainability reporting presents a unique opportunity for forward-thinking organisation to harness sustainability as a strategic asset and position themselves to capitalise on the opportunities it brings. Our 2024 CFO Survey underscores this shift, highlighting sustainability and decarbonisation as key drivers of future growth and reflecting business leaders' growing recognition of the value that sustainability initiatives can deliver.

Our Climate Change and Sustainability Services (CCaSS) team is at the forefront of supporting clients to navigate this landscape, including ensuring compliance with the new EU CSRD. The directive aims to standardise and increase the quality, comparability, and reliability of sustainability information.

In response, EU member states are actively translating and enforcing mandatory measures across various sectors. These actions are bolstered by national incentives such as grants, designed to expedite the transition. We have already assisted numerous clients in assimilating CSRD mandates, formulating a comprehensive strategy with actionable plans to diminish emissions and reach net zero. And as new technologies and artificial intelligence gain traction, we are supporting clients to incorporate software solutions for addressing ESG factors.

“ Our multifaceted approach to sustainability demonstrates a commitment to driving meaningful change across industries. By leveraging expertise in technology, strategic planning, and collaborative innovation, combined with our understanding of the policy and regulatory landscapes, we are empowering organisations to not just meet but exceed their environmental and sustainability goals in this critical decade for climate action.

Derarca Dennis |
Partner Lead, CCaSS



Reporting

OUR PROGRESS

against

WEF-IBC

stakeholder

capitalism metrics

05

Reporting against the WEF-IBC Stakeholder Capitalism Metrics

The EY global organisation remains committed to advancing the principles of stakeholder capitalism through the promotion of ESG reporting standards. As a member of the WEF-IBC, we continue to collaborate in this mission to standardise disclosures and improve transparency.

EY Ireland has been reporting under the WEF-IBC framework locally since our FY22 Societal Value Report. Adopting the WEF-IBC Stakeholder Capitalism Metrics in our ESG reporting has enabled us to grow our societal value strategy and expand our data and metrics to better reflect our impact on stakeholder capitalism.

Our updated report and index below demonstrate our impact against the WEF-IBC metrics, providing insights into the various areas in which we have made a meaningful contribution. We acknowledge that certain metrics may require more context, and we strive to provide a more nuanced understanding wherever possible.

We take pride in our ongoing commitment to promoting stakeholder capitalism and are determined to make a positive difference in the communities in which we operate.

Our material topics: what matters to EY Ireland and our stakeholders

Materiality assessments serve as a pivotal element in strategic sustainability planning, offering organisations essential insights into the ESG issues that hold the most significance for their operations and stakeholders.

In FY24, EY Ireland undertook a comprehensive approach by engaging with leadership, the global firm and internal stakeholders through a workshop and market research. This initiative was aimed at garnering a deeper understanding of the topics that are paramount to EY Ireland's business performance and identifying areas where EY Ireland can have the most substantial impact on its stakeholders.

This year's update to our materiality assessment aims to refine our understanding of the evolving landscape of risks and opportunities. The update incorporates our latest data, stakeholder feedback and global sustainability trends to ensure that our strategic focus aligns with the current and future priorities of our business environment. By doing so, we are not only reinforcing our commitment to responsible business practices but also enhancing our capacity to create long-term value for all our stakeholders.

Our most recent materiality assessment was based on a detailed assessment conducted in FY23 by EY professionals within the CCaSS team guided by the Global Reporting Initiative framework.

The results of our most recent materiality assessment identified the following 15 topics as material to EY Ireland*:

- ▶ Client and engagement choice
- ▶ Climate change and sustainability impact through client services
- ▶ Digital technology
- ▶ Diversity, equity and inclusiveness
- ▶ Employee health and wellbeing, compensation and benefits
- ▶ Informing public discourse
- ▶ Integrity, ethics and independence
- ▶ Learning and development
- ▶ Operational environmental footprint
- ▶ Privacy, data and cybersecurity
- ▶ Social equity
- ▶ Talent attraction
- ▶ Talent retention
- ▶ Trust in capital markets and audit quality
- ▶ Workplace culture, purpose and engagement

**Ordered alphabetically, not by order of importance.*

These topics are closely aligned to our societal value strategy and pillars, reinforcing our ambitions and commitment to societal impact. As EY advances on its path toward enhanced sustainability reporting, a fresh materiality assessment is planned for the upcoming financial year. This assessment will be in line with EY global directives and will adhere to the concept of double materiality, in accordance with the new EU CSRD. This strategic move is designed to ensure that EY's sustainability reporting is comprehensive, transparent, and fully reflective of both the impact of sustainability issues on the firm and our impact on broader sustainability matters.

Principles of governance

Theme	Metric	EY Ireland disclosure
Governing purpose	Setting purpose	At EY, our purpose is <i>Building a better working world</i> . The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities. In a world that's changing faster than ever, our purpose is our guide – providing the context and meaning for the work we do every day. For more information please visit: About us - Builders of a better working world EY Ireland
	Purpose-led management	At EY, we're committed to creating an environment where everyone can bring their best selves to work. We're united by a common purpose and guided by EY core values. Here, every individual has the opportunity to apply their skills, dedication and passion to their roles. Our promise to every EY person is at the heart of our talent strategy: "The exceptional EY experience, it's yours to build." The EY purpose is to build a better working world, which means one where differences are valued, practices are equitable, and everyone experiences a sense of belonging – where people are inspired to team and lead inclusively in their interactions every day. That's why DE&I continues to be a strategic priority at EY.
Quality of governing body	Governance body composition	<p>The governance body overseeing sustainability and ESG at EY encompasses a variety of functions and groups, each with distinct roles but unified in advancing EY's sustainability and corporate responsibility goals. Some of the functions and groups are:</p> <p>EY Global Sustainability Executive:</p> <ul style="list-style-type: none"> ▶ Corporate Responsibility Governance Council (CRGC) ▶ Responsible Business function, reporting to the CRGC ▶ EY Global Diversity, Equity, and Inclusiveness Steering Committee ▶ EY Global Risk Management <p>Please refer to our Transparency Reports for detailed outline of our leadership team. Link to Transparency Report https://www.ey.com/en_ie/ey-transparency-report.</p>

Principles of governance

Theme	Metric	EY Ireland disclosure
Ethical behaviour	Anti-corruption	<p>In addition to annual training on the EY Code of Conduct, EY has a suite of policies and guidance to address conflicts of interest and financial crime, including the Anti-Bribery Global Policy and the Hospitality & Gifts Global Policy, supported by robust training and communications programmes.</p> <p>Annual training on financial crime is mandatory for all EY people.</p> <p>EY also has a global policy codifying the requirement that EY people report any concerns about corruption or other behaviour that does not comply with the EY Global Code of Conduct or applicable laws and regulations (the NOCLAR policy, or reporting fraud, illegal acts, and other non-compliance with laws, regulations and the EY Global Code of Conduct).</p> <p>In addition to a strong internal culture, we practice in a highly regulated environment with rigorous reporting obligations around unlawful conduct (including self-reporting). The EY Global Anti-Bribery Policy is accompanied by an anti-corruption compliance programme which is reviewed on a quarterly basis and applicable to all EY partners and employees.</p> <p>For more information, please refer to our EY Global Code of Conduct.</p>
	Protected ethics advice and reporting mechanisms	<p>The EY organisation provides mandatory annual training on the EY Global Code of Conduct and its associated ethics programme, supported by communications throughout the EY network of member firms. The EY/Ethics Hotline provides EY people, clients and others a means to report confidentially any activity or concern that may involve unethical or illegal behaviour that is inconsistent with the EY Global Code of Conduct, or to ask questions about ethical concerns. All reports received are given careful attention, and all reports are acknowledged in a timely way. A link to the hotline is prominent on EY internal websites and is also available through an external link. Reports may be submitted in any language.</p> <p>The EY/Ethics Hotline is operated by an independent external organisation, NAVEX, which provides confidential and, if so desired, anonymous hotline reporting solutions for organisations worldwide. NAVEX collects information from the reporter and then passes the report to EY escalation channels for follow-up and investigation. NAVEX preserves the anonymity of a reporter if the reporter so desires.</p> <p>According to the EY Global Code of Conduct, the EY organisation does not permit retaliation of any kind for good faith reports of perceived illegal or unethical behaviour. Also set forth by the EY Global Code of Conduct is the understanding that no client or external relationship is more important than the ethics, integrity and reputation of the EY organisation, and we will withdraw from working for any clients that put EY people under undue pressure or threaten them in exercising their professional duties. Employees are encouraged to speak up whenever they are aware of such behaviour.</p>

Principles of governance

Theme	Metric	EY Ireland disclosure
		<p>The EY NOCLAR policy (reporting fraud, illegal acts and other non-compliance with laws, regulations and the EY Global Code of Conduct) also provides guidance on both internal and external mechanisms for reporting concerns. The EY organisation additionally has global guidance which establishes that member firms are responsible for implementing procedures to receive, investigate and resolve complaints and allegations about: (a) failures to perform engagements in accordance with laws, regulations, and professional standards to which they are subject; and (b) non-compliance with EY policies including those with respect to relevant ethical requirements.</p>
Stakeholder engagement	Material issues impacting stakeholders	<p>In FY24, EY Ireland updated its materiality assessment by actively involving the firm's leadership, the broader global firm and internal stakeholders through a targeted workshop and extensive market research. The initiative was strategically designed to achieve a more nuanced comprehension of the critical issues that directly influence EY Ireland's performance and where the organisation can make the most meaningful contributions to environment, society and its stakeholders. The current update to the materiality assessment can be found on page 51.</p>
Risk and opportunity oversight	Integrating risk and opportunity into business process	<p>EY Ireland maintains a risk register which is used on an ongoing basis to monitor and manage its most significant risks. Our risk management approach includes an assessment of each significant risk, including risk drivers, impacts and the associated control environment, with regular updates to the profile and material changes in the current and anticipated management of the risks being reported through the firm's risk governance framework. Through our risk management approach, we identify, assess and manage both upside (opportunities) and downside (risks) relating to ESG which include considerations such as climate change, the firm's corporate social responsibility agenda and other matters such as DE&I commitments. Details of the firm's approach to ongoing risk management is published within its Transparency Report.</p>

Prosperity

Theme	Metric	EY Ireland disclosure
Community and social vitality	Total tax paid	<p>The FY24 total tax contribution for EY Ireland was €196.4m, incorporating corporate income taxes, VAT & sales taxes and employer-paid payroll taxes.</p> <p>Due to the fact that EY operates under a partnership structure, a significant component of the taxes related to EY revenue is paid by the individual owners of the business and not directly by the firm. These taxes are not included in the figure above.</p> <p>Our tax contributions are important sources of government revenues and provide our economy with revenues to fund government operations, public infrastructure and support essential services for our society.</p>
	Total social investment	In 2024, we spent €570,368 on social investment. More information on EY Ireland's investment in societal initiatives is outlined on pages 20-24.
Employment and wealth generation	Economic contribution	Our comprehensive economic impact, which encompasses a range of contributions, is thoroughly documented and presented on pages 28 and 29, offering stakeholders a clear view of our commitment to fostering economic growth and prosperity across the island of Ireland.
	Absolute number and rate of employment	Information on our headcount, rate of employment and attrition rates can be found on page 60.
	Financial investment contribution	Our total capital expenditure (minus depreciation) for FY24 was €1.6m. Our investment strategy is founded on the pillars of our <i>All in</i> strategy, to not only create financial value, but to create value for our clients, our people and our society. Although EY Ireland has not made any new additional capital investments in FY24, we continue to innovate and create, using technology and data, new solutions and services for clients.
	Infrastructure investments and services supported	Information on our infrastructure investments into AI Labs and EY wavespace™, and our services supported through innovation and technology investments, is detailed on page 36.

People

Theme	Metric	EY Ireland disclosure
Dignity and equality	Diversity and inclusion	More information on our DE&I programmes and initiatives can be found on pages 9-15. Further statistics on our DE&I performance can be found in our EY in numbers section.
	Pay gap	EY Ireland gender pay gap is calculated in accordance with the regulations (i.e. Gender Pay Gap Information Act 2021) and includes all employees within the organisation across our offices in the Republic of Ireland. The most recent published gender pay gap as at 30 June 2023 shows our median hourly pay gap at 10.3% and mean hourly gap at 10.2%, between men and women, below the reported national median of 14.12% and mean of 13.7%. Our pay gap report is published every year in December and details for current year will be available in December 2024.
	Pay equality	The EY organisation is committed to pay equity for EY people as part of broader social equity efforts driven through our talent processes. This focus on pay equity enables us to advance on the broader topic of pay equality. Equity in opportunities, advancement and compensation is a business imperative, and we work hard to promote fair practices for all EY people. In direct support of this, we have processes and policies that focus on equitable compensation. An employee's compensation is designed to be competitive in the market based on the role they are performing, to be connected to an individual's knowledge, skills, experience and performance, while being equitable internally. To be equitable internally, people should be similarly paid for similar skills when performing similar work, across genders. Further information on our pay gap results please refer to the EY Ireland Pay Gap Report.
	Risk for incidents of child, forced or compulsory labour	While some of these topics are not material to the EY organisation due to the nature of EY services, some topics are relevant to specific member firms or key stakeholders' groups such as suppliers. Please refer to the EY organisation disclosure in the UNGC COP Viewer (unglobalcompact.org) for further details.
Health and wellbeing	Employee wellbeing	More information on our employee wellbeing programmes can be found on page 19.

People

Theme	Metric	EY Ireland disclosure
	Health and safety	Working conditions for EY employees encompass the EY organisation's commitment to ensuring fair compensation, personal fulfilment and the health and safety of its employees. EY recognises the importance of providing adequate wages to support the financial wellbeing of its workforce. It also understands that the working environment should support a healthy work-life balance to mitigate burnout and maintain productivity. Addressing work-related illnesses and injuries, as well as safeguarding against human rights violations, is essential to protect the wellbeing of EY employees. Failure to maintain positive working conditions can lead to a pressurised work environment, potentially resulting in adverse impact to employee health, increased absenteeism and disruption to business continuity and reputational damage. EY is therefore committed to fostering a supportive and respectful workplace that upholds the rights and needs of its workforce.
Skills for the future	Training provided	In 2024 we delivered 212,939 learning and development hours to our employees. This equates to 44.9 hours average learning hours per person. More information on training and development provided for employees can be found on page 60.

Planet

Theme	Metric	EY Ireland disclosure
Climate change	GHG emissions	Information on our GHG emissions for FY24 can be found on page 63. We are currently undertaking a planned five-year review of the pathway to net zero and the scope of our strategy, to align with updated standards, including revised definitions of net zero pathways, evolving expectations of carbon neutrality, and emerging standards for offsetting.

Planet

Theme	Metric	EY Ireland disclosure
	GHG emissions targets	<p>We will publish an updated EY Environment Strategy in FY25, encompassing a science-aligned decarbonisation plan, including near- and long-term targets. Further information can be found in our Global Environment Report for FY24. This new publication provides detailed information and reporting on our environmental performance and supports transparency, knowledge sharing, and wider client and stakeholder collaboration and engagement.</p> <p>More information on EY Ireland GHG emissions progress can be found on page 63.</p>
	Taskforce on Climate-Related Financial Disclosures (TCFD) implementation	TCFD implementation is guided by EY Global on behalf of member firms. For more information on the global EY climate approach, please refer to the EY Global TCFD Report.
Freshwater availability	Water consumption and withdrawal in water-stressed areas	EY's primary use of public water supplies in our office buildings is for drinking and sanitation purposes. For more information on our Global Aqueduct Water Risk Assessment, please refer to page 82 of our EY Value Realized 2024 report. Figures on water consumption per employee for EY Ireland can be found on page 63.
Nature Loss	Land use and ecological sensitivity	<p>Annually at a global level, EY conducts an analysis to review EY office locations to understand if they are in or adjacent to key biodiversity areas. This year's analysis used the internally developed EY NAT tool to conduct the assessment. This geospatial tool collates data from more than 35 nature-related maps to automate the identification of biodiversity and nature-related impacts.</p> <p>The analysis determined that in Ireland, none of the EY offices directly intersect with key biodiversity areas.</p> <p>EY locations are predominantly in major urban and business centres. The location selection process is driven by proximity to EY clients, talent pool and business case; key selection criteria includes a Class A office building that is well located within the city and will meet the needs of clients, internal governance and enablement of the workforce.</p>

EY in numbers

EY is committed to creating value for our stakeholders in a sustainable and responsible manner. Our EY in numbers section presents a statistical overview of our ESG performance as per our Societal Value Strategy. The tables included in this section provide key data on our efforts to reduce our environmental impact and foster a diverse and inclusive workplace culture.

We believe transparency and accountability are critical to driving meaningful progress on ESG issues. By sharing these metrics, we hope to provide stakeholders with a clear picture of our ESG performance and our commitment to continuous improvement.

Societal value metrics

Formal learning¹

	FY23	FY24	
Average learning hours per person	37.1 hours	44.9 hours	↑21.0% increase
Average training and development expenditure per full time employee	€1,118	€963	↓13.8% decrease
Learning hours delivered	177,548 hours	212,939 hours	↑19.9% increase

Average hours of formal learning per EY person according to rank

Rank	FY24
Partner/Principal/Executive director & directors	37.7
Senior manager/Associate director	29.4
Manager/Assistant director	39.4
Supervisory associate/Senior associate/Senior	45.4
Staff/Assistant/Associate/Intern	62.1

Average hours of formal learning per EY service line

Service line	FY24
Assurance	66.8
Tax	44.3
Consulting	26.3
SAT	31.8
CBS	11.8 *

CBS service line is non-client facing so has less formal technical training.

FY24 promotions

EY promotes	FY24	Women	Men
Total EY promotions	1,804	886	917
Promotions to Partner/Principal (NEP)	41	14	27
Promotions to Director/Senior manager	230	109	121
Promotions to Manager/Supervising associate	429	238	191
Promotions to Senior/Senior associate	729*	345	383
Promotions to Associate	375	180	195

*One employee recorded in our HR system as at the end of FY24 with no gender identifier or a gender other than male/female

Total new equity partners announced for FY25 (1 July 2024)

		Women	Men
Republic of Ireland	Total (#)	1	6
	Total (%)	14%	86%
Island of Ireland	Total (#)	1	6
	Total (%)	14%	86%

Republic of Ireland recruits and applicants

Rank	Total new hires	Experienced hires	Students/ Grads
Intern	321		321
Staff/Associate/Senior	731	330	401
Supervising associate/Assistant manager/ Managers/Assistant director	237	237	
Senior Manager/Associate Director/Director/ Executive director/Partner	126	126	
Total	1,415	693	722

EY RoI applicants in FY24: 44,027

Island of Ireland headcount - overall and by gender²

	FY23*	FY24**	
Women	2,448	2,527	↑ 3.23% increase
Men	2,579	2,660	↑ 3.14% increase
Overall	5,035*	5,196**	↑ 3.20% increase

* Eight employees recorded in our HR system as at the end of FY23 with no gender identifier or a gender other than male/female for IoI.

** Nine employees recorded in our HR system as at the end of FY24 with no gender identifier or a gender other than male/female for IoI.

Republic of Ireland Headcount - overall and by gender ²

	FY23*	FY24**	
Women	2,015	2,058	↑ 2.1% increase
Men	2,142	2,173	↑ 1.4% increase
Overall	4,163*	4,237**	↑ 1.8% increase

* Six employees recorded in our HR system as at the end of FY23 with no gender identifier or a gender other than male/female for RoI.

** Six employees recorded in our HR system as at the end of FY24 with no gender identifier or a gender other than male/female for RoI.

Headcount by region

	FY23	FY24	
Belfast	872	959	↑ 10% increase
Regions	705	765	↑ 8.5% increase
Dublin	3,458	3,472	↑ 0.4% increase
Overall	5,035	5,196	↑ 3.2% increase

FY24 workforce data by region

	Belfast	Regions	Dublin	Total
Intern	17	66	203	286
Staff/Associate/Senior/Senior associate	490	299	1,203	1,992
Supervising mssociate/Assistant Manager/Manager	265	207	1,058	1,530
Senior manager/Director/Partner	187	193	1,008	1,388
Grand total	959	765	3,472	5,196

Year over year workforce data by level and gender³

	FY23		FY24		Women	Men
	Women	Men	Women	Men		
Intern	49.11%	49.47%	44.76%	55.24%	↓8.9% decrease	↑11.7% increase
Staff/Associate/Senior/Senior associate	51.84%	48.12%	51.00%	48.74%	↓1.6% decrease	↑1.3% increase
Supervising associate/Assistant manager/Manager	48.33%	51.47%	51.90%	47.91%	↑7.4% increase	↓6.9% decrease
Senior manager/Director/Partner	42.69%	57.23%	42.44%	57.49%	↓0.6% decrease	↑0.5% increase

Island of Ireland Attrition rate - overall and by gender

	FY23	FY24	
Women	16.9%	17.9%	↑6.1% increase
Men	20.7%	19.3%	↓6.8% decrease
Overall	18.8%	18.1%	↓3.7% decrease

Republic of Ireland Attrition rate - overall and by gender

	FY23	FY24	
Women	17.7%	18.7%	↑5.6% increase
Men	21.1%	20.6%	↓2.4% decrease
Overall	19.5%	19.1%	↓2.1% decrease

Societal

EY Ripples - lives impacted ⁴

	FY22	FY23	FY24	
Lives Impacted	84,152	254,637	97,764	↓61.6% decrease*
ROI				
No of Participants	711	458	658	↑43.7% increase

* In FY23 we supported the TRANSFORM programme for global entrepreneurs which by its very nature impacted significantly more lives. Normalising for outliers (TRANSFORM = 160,000 lives impacted), performance is up 3% on last year. Our higher participation rate this year reflected a greater focus on supporting the next generation with more one-to-one mentoring and support for students and underserved communities.

Planet

Water consumption (Republic of Ireland)

	FY23	FY24	Movement from FY23
Water consumption per employee (m ³)	1.83	1.68	↓8.6% decrease

GHG emissions⁵

	FY19 baseline	FY20	FY21	FY22	FY23	FY24	Movement from baseline year (FY19)
Total emissions (tCO ₂ e)	4,655	2,299	814	2,025	4,923	3,832	↓17.7% decrease
Emissions per employee (tCO ₂ e/FTE)	1.95	0.93	0.3	0.58	1.18	0.90	↓53.6% decrease
Scope 1 GHG protocol (tCO ₂ e)	24	52	11	9	10	7	↓70.8% decrease
Scope 2 GHG protocol (tCO ₂ e) - location based	469	388	299	369	430	352	↓24.9% decrease
Scope 3 GHG protocol (tCO ₂ e)	4,162	1,859	503	1,647	4,483	3,473	↓16.6% decrease

Notes to our EY numbers

1

Average learning hours includes those recorded in our learning portal, Success Factors, only. It excludes hours not recorded in Success Factors, such as those spent by employees studying for professional qualifications and external certifications or completing EY Badges. Average training and development expenditure per full-time employee also excludes that contributing to the completion of professional qualifications, external certifications and EY Badges.

2

We have presented our people data under categories of gender identity as recorded by our voluntary EY people surveys i.e. male, female or other. This may explain why some figures for male/female don't add up to the total.

3

For our workforce data by level and by gender, 0.54% of our Staff/Associates, 0.06% of our Seniors/Senior associates, 0.20% of our Managers and 0.09% of our Directors (L4) were recorded in our HR system as at the end of FY24 with either no gender identified or a gender other than male/female.

4

For further details on lives impacted methodology, please refer to our EY Value Realized 2024 report, page 81.

5

Our GHG calculation methodology is outlined below.

GHG emissions methodology:

EY's GHG emissions are calculated based on the GHG Protocol developed by the World Resources Institute and World Business Council for Sustainable Development. At a local level our methodology includes calculations for stationary combustion, refrigerants, purchased electricity, business travel, purchased goods and services, waste and fuel- and energy-related activities for all employees registered within our Irish offices. The results of this analysis are displayed below. This year, we completed a pre-assurance assessment of our calculations to further validate our approach and methodology. This year we reduced total GHG emissions by 22.2% compared with FY23, largely by cutting back on business travel. Increased use of virtual meetings and continuation of hybrid work have reduced the need for flights and transportation, aligning with our sustainability goals.

Calculation updates:

- ▶ **Scope 3, category 1 - Purchased Goods and Services:** we have updated our emission factors to a more recent source to align with EY global factors for the same services. The updated emission factors were sourced from the US Environmental Protection Agency for the year 2021.
- ▶ **Scope 3, category 6 - Business Travel:** emissions were restated to be in line with the UK Department for Environment, Food and Rural Affairs 2023 emission factors.
- ▶ Intensity metrics have been calculated using headcount in line with the previous year's reporting. However, the metric for this area within the people date of the WEF Index has been updated to FTE.

EY | Building a better working world

EY exists to build a better working world, helping to create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

EY refers to the global organisation, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organisation, please visit ey.com.

© 2024 Ernst & Young. All Rights Reserved.

P_025821.indd. 10/24. Images from Adobe. ED none.

Produced by Creative (Ireland).

The Irish firm Ernst & Young is a member practice of Ernst & Young Global Limited. It is authorised by the Institute of Chartered Accountants in Ireland to carry on investment business in the Republic of Ireland.

Ernst & Young, Harcourt Centre, Harcourt Street, Dublin 2, Ireland.

Information in this publication is intended to provide only a general outline of the subjects covered. It should neither be regarded as comprehensive nor sufficient for making decisions, nor should it be used in place of professional advice. Ernst & Young accepts no responsibility for any loss arising from any action taken or not taken by anyone using this material.

ey.com