



EY Finland Annual Report 2023

EY Value Realized: Finland

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Foreword from our Country Managing Partner



I am pleased to present to you our annual report for the fiscal year covering 1 July 2022 to 30 June 2023 (FY23) – EY Value Realized: Finland. This report reflects the measurable, positive long-term value that we bring to our clients, people and society. In this report, we highlight our commitment to transparency, sustainability and improvement in our operations while showcasing how we're building a better working world.

Our global purpose-led strategy called NextWave has been the catalyst for our transformation agenda to create long-term value for EY clients, people, and society and make our measuring and reporting more transparent.

The financial year of EY Finland was strong, and the business continued on a profitable growth track. The Assurance business grew strongly due to significant customer wins, and investments in growth in other businesses areas continued.

By the end of FY23, our overall revenue was EUR187 million (up by 14 percent from FY22) and we employed 1,172 people (an 11 percent increase from FY22). I'm honored to say that

our people and teams are making a stellar effort in enabling EY Finland's success, and bigger teams are a strong base for developing our business further.

Increased focus on wellbeing, diversity, equity, and inclusion as well as on designing a workplace of the future

EY Finland has a comprehensive approach to managing employee health, safety, and wellbeing. We structure our activities according to the Global Wellbeing Strategy, which promotes employees' emotional, physical, financial, and social wellbeing. In FY23, EY Finland boosted its Health and Safety Committee membership and set up a steering group for leading our wellbeing activities.

EY's flexible hybrid working model allows employees to choose to work remotely, at the office, or at client sites. To ensure employees' working environments are conducive to productive and ergonomically optimal work, EY Finland supports the wellbeing of our employees through a wide range of benefits. In FY23, we also arranged training aimed at team leaders and other supervisors on how to support

their employees' wellbeing. We support social wellbeing by funding over 20 employee-led EY Clubs that gather people together around topics of mutual interest.

EY Finland works continuously to combat discrimination and to foster fairness. We invest in diversity, equity, and inclusion training and we measure the impact of our efforts with an internally developed DE&I tool.

In FY23, we have maintained gender balance in the total working population and in managerial and leadership roles

and our ratio of men and women across most ranks is 50/50. However, we continue our efforts in increasing women in our partner pipeline through promotions, recruitment and various initiatives.

We were also happy to officially partner with Helsinki Pride for the fifth consecutive year to support human rights and equality. Our Pride-themed events and learning sessions, including a Nordic-level Rainbow Week, lasted for the entire month of June and culminated in our Pride Afterwork event.



We also want to encourage our people's personal development by offering them the chance to increase and improve their skills both through completing in-house EY Badges and enrolling in the virtual Tech MBA and Masters in Sustainability programs accredited by Hult International Business School. In FY23, we invested more than 1.2m EUR

in education in EY Finland alone (this is in addition to our substantial global investments in training) and our people completed more than 56,000 learning hours. This resulted in an increase in the amount of EY Badges completed by our people, and we had an additional Tech MBA graduate in Finland. Congratulations to all!

We hold sustainability and prosperity close to heart

Our operations are very much defined by our devotion to our carbon ambition. Following the footsteps of the global firm, EY Finland continues its work to deliver EY's global commitment to greenhouse gas emission reductions in line with the Paris Agreement 1.5°C goal.

EY Global reduced greenhouse gas emissions by 43% against a 2019 baseline, while growing by 40% over the same period and remains on track to reach net zero in 2025. EY aims to reduce its Nordic region's total emissions by 40% in FY25 from 14,849 tCO₂e emitted in FY19. Business travel, which is responsible for 65% of EY Finland's total carbon footprint, remains a challenge and the company will prioritize travel that adds the highest value and continue utilizing virtual technologies and hybrid working models. This report also highlights EY's climate-related risks and opportunities, including our commitment to becoming a catalyst for climate action.

We want to be our clients' best partner on their sustainability transformation journey, from taking strategic choices to executing them. This requires deep sustainability expertise coupled with a strategic yet action-oriented approach. To provide this, we have launched EY Sustainability which offers our clients sustainable business and environmental, social and government (ESG) services geared towards value creation. Since its induction, EY Sustainability has offered a one-stop, all-encompassing point of contact for clients interested in making sustainability a growth platform and source of innovation.

Last fiscal year was a success also in terms of sustainability acknowledgments. Independent research company Verdantix named EY as a leader in the latest 2023 Green Quadrant for Climate Change Consulting Services. In June 2023, EY Finland was also awarded the EcoVadis Silver level rating for our corporate sustainability practices being among the top-rated companies globally.

Along with our own people, we care for the society around us and want to harness our skills to help create economic and social prosperity through areas such as employment, community engagement, investments, innovation of services and taxes. Our social responsibility program, EY Ripples, encourages our people to actively participate in various local and global initiatives and devote up to 15 working hours a year to make a difference. The EY Ripples program has had over 543 EY participants in Finland since FY20. This is estimated to positively impact 400,000 lives – a truly wonderful and significant achievement that we want to surpass year after year.

Looking forward to a great future

All in all, this FY23 report is a testament to how we are constantly improving our operations at EY Finland and making sure that we continue to create long-term value for all. The results from the past fiscal year will serve as baselines and starting-off points to further increase our positive effects on our clients, our staff, our business, and the society around us.

Our operations are very much defined by the notion that we have a unique position to support our clients in their journey to conducting more sustainable and smarter business. We will continue on this path to make sure that we prioritize sustainability and ESG factors in everything we do, starting from our own operations and extending to the way we serve and help our clients.

I want to thank our people, clients, and other stakeholders for yet another exciting and successful fiscal year. With the next one already ongoing, I believe we can intensify our collaboration to create even more innovations and solutions towards a better working world.

Mikko Äijälä

Country Managing Partner
EY Finland



About this report





This report contains information about Ernst & Young Oy and EY Advisory Oy (EY Finland)'s sustainability and financial performance in the fiscal year 2023 (FY23), between 1 July 2022 and 30 June 2023. The sustainability report references the "Stakeholder Capitalism Metrics" presented by the World Economic Forum's International Business Council (WEF-IBC) in cooperation with Deloitte, EY, KPMG and PwC (2020). In addition, we report on climate risks and opportunities in accordance with the Task Force on Climate-related Financial Disclosure (TCFD) framework. We also follow the Integrated Reporting Framework and are aligned with the concept of double materiality. The sustainability report is not externally assured.

The sustainability report is structured according to the four pillars of the WEF-IBC's Stakeholder Capitalism Metrics:

- People – our responsibility to create a diverse, safe and evolving work environment for our people.
- Planet – our role in protecting the planet to support the needs of current and future generations.
- Prosperity – our role in furthering economic, technological and social progress for our communities.
- Principles of Governance – our responsibility in effective governance and setting accountability standards.

Who we are

Builders of a better working world



Our Values

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

These values are fundamental for our culture. They influence our actions and behavior in meetings with colleagues and clients, but also how we engage with our communities.

We are

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

Our purpose

EY's purpose – “Building a better working world” is the basis for our business model. With this purpose we wish to be leading in what our stakeholders expect from us. We strongly believe in building trust and confidence in the capital markets, we help our clients to manage difficult issues, we carry on our business in accordance with our values, and we offer our employees exceptional opportunities. This is the core of who we are and what we do.

EY believes that a better working world is one where economic growth is sustainable and inclusive. We recognise our social and environmental responsibility and wish to make a real difference supported by EY's global strategy NextWave. Our ambition is to create long-term values for our clients, stakeholders, and society as one of the world's most reliable audit and consultancy firms.

EY Finland

EY Finland is a member firm of Ernst & Young Global Limited (EY Global). EY Global is one of the world's largest companies within audit, tax, strategy and transaction, and consulting services, with more than 380,000 employees located in more than 150 countries.

EY is divided into different geographical areas globally, and EY Finland belongs to the Nordic region. At the end of FY23, Finland had 20 offices across the country and 1,172 employees working in five service lines. You can read more about EY Finland's legal structure in our [FY23 Transparency report](#)

How we create value

Our strategy: NextWave

NextWave is our strategy and ambition to create long-term value for EY people, clients and society as the world's most trusted, distinctive professional services organization.

We fulfill our purpose and deliver our ambition through the four strategic pillars that set our direction and identify the areas we will focus on – client centricity, [exceptional and diverse people](#), [data and technology](#), and [global integration and teaming](#).

We measure success against the EY NextWave strategy key performance indicators that measure the value we create for EY people, clients and society – alongside financial performance. [See EY's global NextWave FY23 progress in long-term value creation](#)



Our Service Lines

Assurance

509
people

(+7% from last year)

In Assurance, we serve the public interest by independently assessing risk and identifying opportunities to enhance trust in business and the capital markets, in support of sustainable, long-term value creation.

Tax and Law

259
people

(+7% from last year)

In Tax and Law, we provide our clients with information, insights, services and solutions to help the enterprise navigate complexity and risks, drive better business decisions, understand global tax policies and laws, and comply with the requirements and responsibilities.

Strategy and Transactions

113
people

(+6% from last year)

In Strategy and Transactions, we help our clients to reimagine ecosystems, reshape portfolios and reinvent themselves for a better future. How organizations manage their capital today will define their competitive position tomorrow.

Consulting

199
people

(+21% from last year)

In Consulting, we are transforming businesses through the power of people, technology and innovation. By placing humans at the center, leveraging technology at speed and enabling innovation at scale, our clients are transforming to realize long-term value for people, businesses and society as a whole.

Core Business Services

68
people

(-1% from last year)

The Core Business Services are EY's internal functions. We are a creative, curious and consultative community of specialists helping day-to-day business run efficiently and smoothly, eventually leading EY to business success.

Value creation model

Our value creation model is based on making the best use of human, social, intellectual, financial and natural capital by leveraging our services in each of our service lines and

functions toward our strategic pillars to create long-term client, people, societal and financial value.

Our Value Creation Model – Building a better working world

Input

Our capital

Human capital

Skilled and engaged employees

Social capital

Contribution to society

Intellectual capital

Knowledge, experience, competencies and brand

Financial capital

Sustainable growth

Natural capital

Climate and environmental management

Our contribution:

We are committed to creating long-term value as the world's most trusted, distinctive professional services organization.



Output

Our value created

People value

To create an exceptional experience for EY people

Client value

To help clients grow, optimize and protect value

Social value

To build trust in capital markets and have a positive impact on communities and planet

Financial value

To be the long-term growth leader

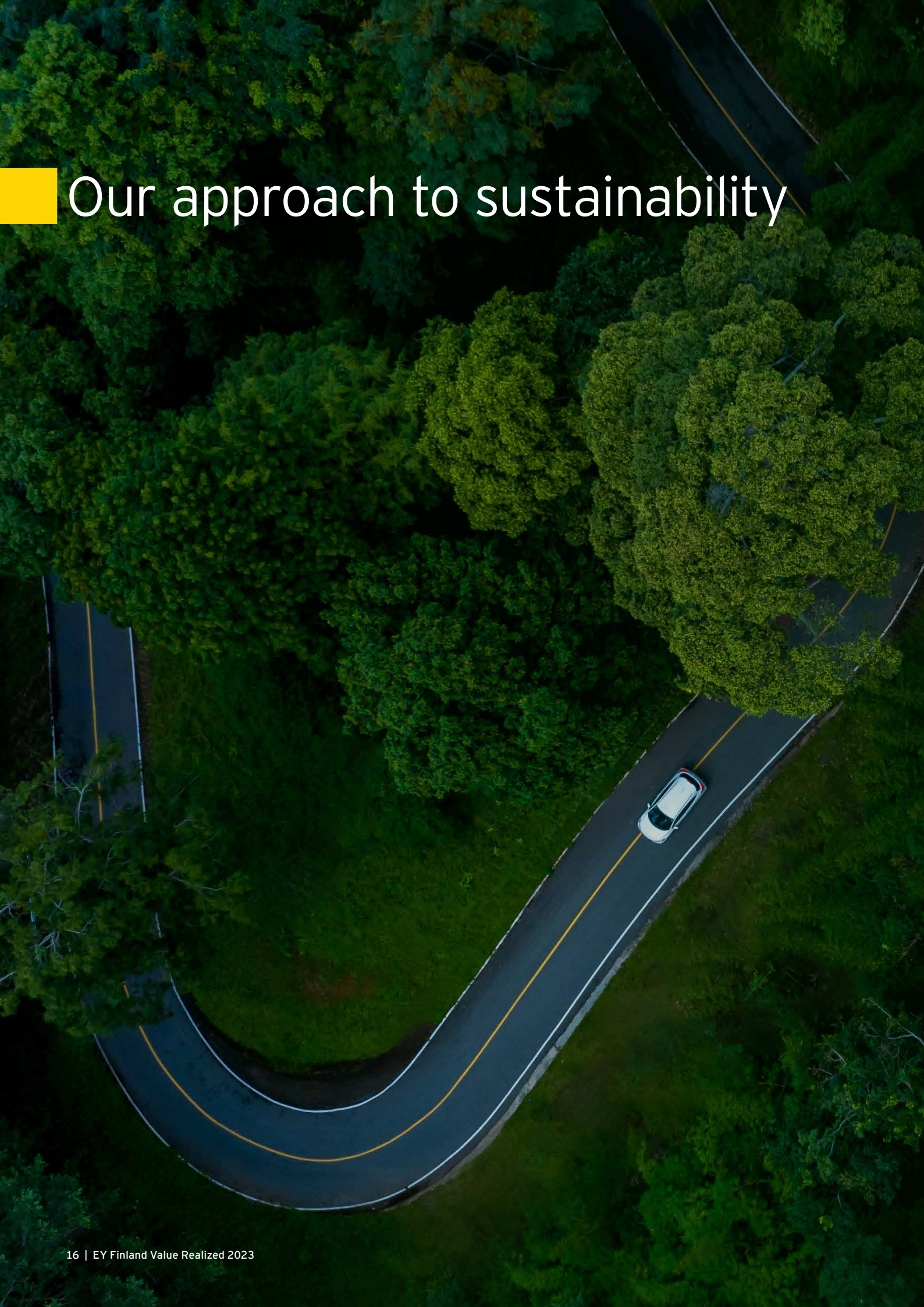
Our work is based on our strategic pillars:

Client centricity, exceptional and diverse people, global integration and teaming, and data and technology

Our service lines: Assurance, Consulting, Strategy and Transactions, Tax and Law, and Core Business Services

Engaging with our stakeholders





Our approach to sustainability

An aerial photograph of a dense, lush green forest with various tree species, showing a mix of dark green and lighter green foliage. The perspective is from directly above, looking down on the canopy.

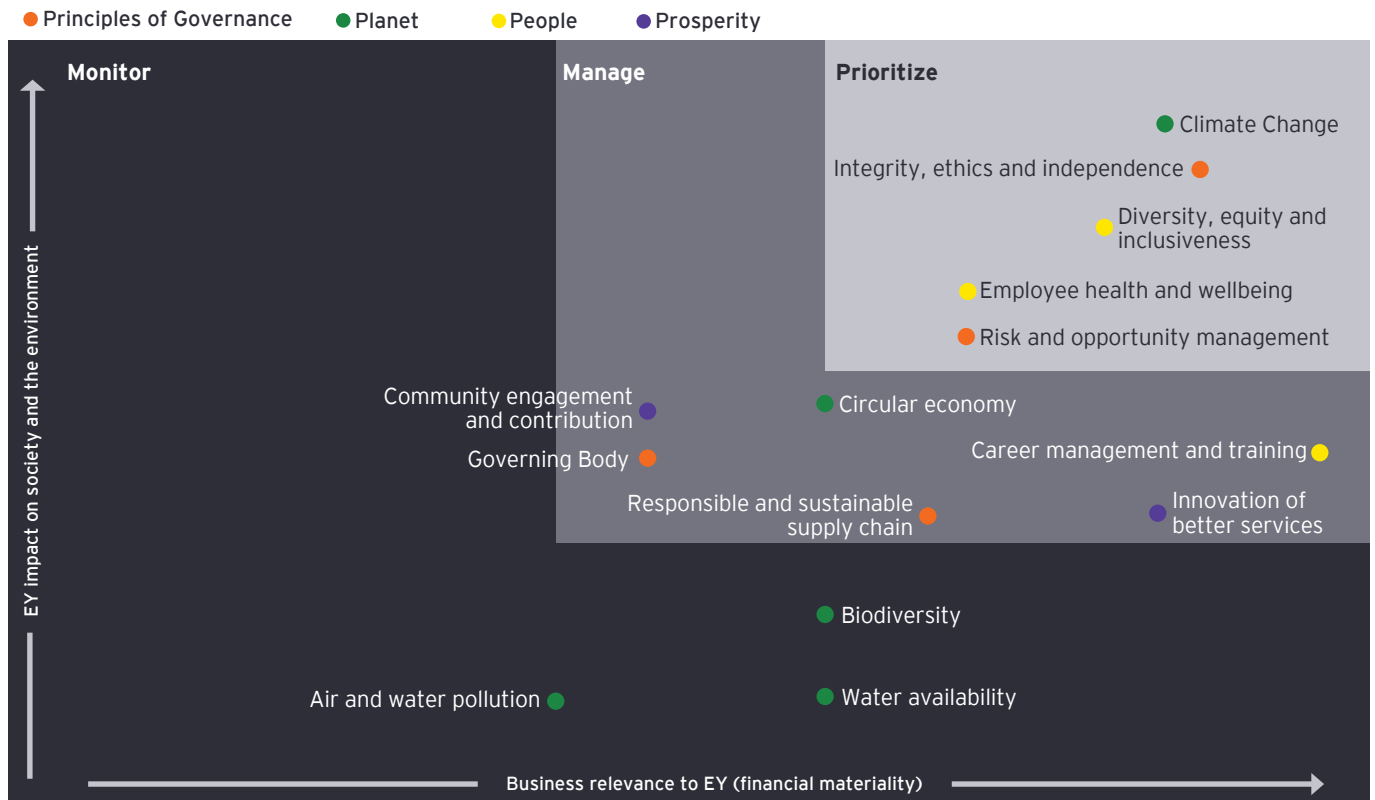
| Material topics

In 2023, EY Finland in collaboration with other EY member firms in the Nordics (i.e. EY Nordics) performed an annual review of the EY Nordics Sustainability agenda and relevant topics. We applied a double materiality methodology to assess environmental, social and governance (ESG) topics and matters in the WEF-IBC's Measuring Stakeholder Capitalism framework together with areas of risks identified by EY Nordics' Risk Management team and global megatrends.

The topics, as presented below, are deemed material to EY from both a financial perspective and an environmental and societal perspective. All topics have been assessed based on the impact EY Nordics has on the ESG topics and the importance of the topics to EY value creation. Topics are assessed both on direct and indirect impact EY has as a company. For example, biodiversity is not material to EY

operations, but we can and should have impact through our services and thus it may also have a financial impact.

We have also considered the expectations of the most important stakeholders of EY: EY people, clients, suppliers, regulators, media, Nongovernmental organizations (NGOs) and alliances. [Read more about our stakeholder engagement.](#)



Based on the score the topics are categorized into three groups:

Topics to prioritize, topics to manage and topics to monitor. The sustainability topics for EY Nordics to prioritize are as follows:



There are no major changes from last year. Climate change is an overarching megatrend that impacts EY. We need to be net-zero and we need to leverage our position to drive change with all clients. For EY's own operations, governance and people are our most material groups of topics because to ensure that EY is the most trustworthy accounting and consulting firm is not only our mission, but also integral to the business we conduct. When we uphold high quality audits

and reliable and ethical finance and governance, this creates a ripple-effect on society. Furthermore, EY is only as strong as its people and we depend on attracting the best talent from a diverse pool of people to grow and have a positive impact on society. The importance of governance and people are reflected in the business governance of risk management and talent and the proportion of these services present for EY internally.





Risks and opportunities

As part of the materiality assessment, EY Nordics has assessed long-term financial risks and opportunities seen as a consequence of sustainability-related developments and

economic, social and governance impacts throughout our value chain (horizontal axis in the materiality graph).

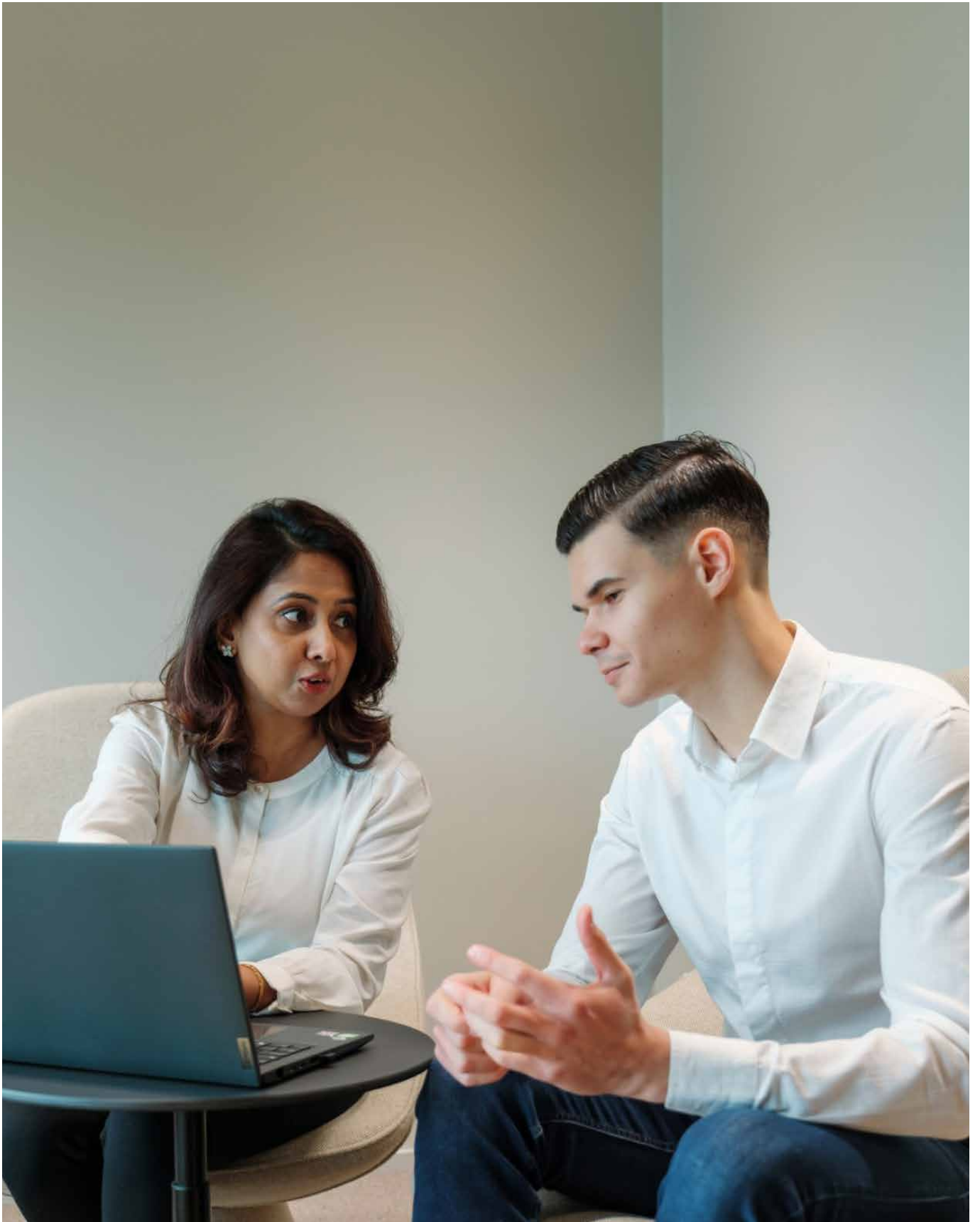
Career management and training:	Integrity, ethics and independence:	Innovation of better services:	Climate change:
We are our people – EY’s ability to meet our employees’ demand for development and career progression and the markets’ need for skills is imperative for our business. We are an organization that develops employees and future leaders across all of our service lines.	As an audit and consulting firm, EY has and needs to have high standards and controls for training, controls and procedures to ensure quality, compliance and ethical behavior. This is a requirement for our clients to trust us and trust their data and information with our teams. If we have a breach and fail to keep a high standard it may cause a market threat to EY.	Services are what we sell and they are our livelihood. To dive into disruptive changes and to stay abreast of new developments – and in that way be able to support our clients on the same journey – is a requirement for our business. Sustainability and AI are the two main bets for EY.	Climate change is one of the most disruptive megatrends of our time impacting both geopolitics as well as conditions for business. The changes themselves as well as regulations dictate that action is needed to preserve the planet while securing commercial growth. EY does not have a significant polluting supply chain nor do we contribute with products that have a negative impact on the climate. Through our services, EY Ripples initiatives, knowledge contribution in society and simply by being a role model, EY has a unique opportunity to make a positive impact for change. Read more on EY Nordics climate risk assessment where we disclose our work with Task Force of Climate Disclosure.



Diversity, equity and inclusiveness:	Risk and opportunity management:	Responsible and sustainable supply chain:	Employee health and well-being
To be the best and most profitable consultancy firm with a wide market potential, we need to attract the best people from the whole society. We know that diverse teams deliver better solutions for our clients and offer us a wider network and more opportunities.	To stay ahead, EY needs to identify and manage risks and opportunities in our business. This is relevant for developing innovative services for EY clients, but also for ensuring cyber security and avoiding data breaches, data loss etc. with potentially high financial risks. Read more about our risk management and compliance processes here.	The demand to disclose EY's scope 3 and how we ensure a responsible and sustainable supply chain has been strengthened by legal requirements and stakeholder interest. A significant deficiency in our ability to follow up and have control over our supply chain can have a significant negative reputational impact. It can also impact the price of products we purchase; and conscious and high-quality products naturally often come with a higher cost.	It is crucial for EY that our people feel that they belong so that they can develop and thrive. The job is not just a job; people seek purpose and a sustainable balance between work and life in a sometimes stressful work environment. Competition for the best people is high. Therefore, listening to and meeting current and potential employee needs is fundamental to retaining the best people in a market with high competition for talent.

EY core business functions drive the actions to mitigating these risks and EY country leadership and board bears the

final responsibility. EY actions and progress are described in [Planet](#), [People](#) and [Prosperity](#), and [Governance](#).



Stakeholder engagement

We engage with our stakeholders regularly and listen to their expectations when assessing materiality and plans for the future as well as short-term planning and actions.

Our primary stakeholders, how we interact with them and their expectations of EY, are:

Clients

Client centricity is a key strategic pillar, and we get insights through our close client relationships, input from tender processes and criteria and questionnaires to capture client satisfaction. Our clients rely on us for sustainable, high-quality solutions with excellent delivery provided by the best talent and the latest technology to help them achieve sustainable growth and to create long-term value.

Employees

Our employees rely on EY to ensure their wellbeing, satisfaction and development at work through technology, teaming, challenging assignments, career opportunities, working culture, leadership support and relationships at EY. We nurture a culture of openness and accessibility, and we measure our employees' experience three times a year through our People Pulse Surveys.

Suppliers

Our suppliers require EY to live up to our responsibilities and Code of Conduct, just as we require our suppliers' compliance with our Supplier Code of Conduct and commitment to running a sustainable business. We have a close collaboration with our biggest Nordic vendors, ensuring alignment with values and collaborating to improve our sustainability actions.

Regulators and authorities

Regulators set high demands on EY and other players in our industry in terms of quality controls, systems and processes. EY helps build trust and confidence in the capital markets and we offer input on behalf of our industry on policy making.

Media

Media requires openness and transparency from EY and needs subject matter insights when covering issues concerning the public interest. We engage in regular dialogue with the media and share opinion pieces and thought leadership to offer facts and perspectives on public matters.

NGOs

As independent organizations promoting public interests, NGOs look at EY's conduct and, at the same time, rely on us to support their operation and initiatives. In FY23, EY Finland collaborated with the Helsinki Pride Community, Hope ry, Läpimurtosäätiö, Tukikummit ry, Team Rynkeby and the Finnish Red Nose Day organization.

Partners and alliances

Our partners and [alliances](#) rely on strong relationships with EY and similarly we rely on them. We leverage the transformative potential of our alliance and ecosystem relationships to help companies rapidly and digitally transform with minimal risk. These relationships help provide technologies and insights to create new forms of client value.



Sustainability roadmap

Building on the EY NextWave strategy, we aim to embed sustainability into everything we do. Based on our double materiality assessment, we have set targets and defined focus areas for our sustainability work. In addition, the Nordic Operational Executives are overall responsible for the governance of sustainability in EY firms in the Nordics and monitor the progress toward the sustainability goals on a regular basis. [Read more on sustainability governance.](#)

EY Finland Sustainability Roadmap

	Principles of governance		Planet		
	Ambition		Protect the planet to support the needs of current and future generations		
	FY25 targets and focus areas				
	Actions				
Progress FY23	<ul style="list-style-type: none"> Code of Conduct training and annual Independence confirmation, 100% EY people Supplier Code of Conduct coverage, 100% suppliers Require Code of Conduct training and annual Independence confirmation Implement ESG due diligence in supply chain Code of Conduct training 100% Independence confirmation 99% Developed EY structure to monitor supplier ESG compliance** Issued EY's first Global Human Rights statement** Completed first Human Rights due diligence 		<ul style="list-style-type: none"> Reach science-based net zero in FY25 Absolute GHG emissions all scopes* -40% (vs. FY19) Limit EY Nordics' air travel emissions to 6,000 c per year* Reduce non-recyclable waste Implement the EY seven-point action plan to reach net zero in FY25 Implement ISO 14001:2015 system Improve waste sorting in offices Nordic GHG emissions in all scopes -65% (vs. FY19) Nordic wide air travel emissions 3370 c EY Finland's total emissions -1% (vs. FY19) (excluding commuting and remote working) EY Finland's energy emissions 158,9 tCO₂e -30% (vs. FY19 emissions) Waste generated in Helsinki office -5% (vs. FY19) Non-recyclable waste -72% (vs. FY19) 		



* Nordic-wide targets
** Initiatives driven by EY Global

	People	Prosperity
Ambition	Empower EY people to build their own exceptional EY experiences	Build a better working world in the communities where we live and work
FY25 targets and focus areas	<ul style="list-style-type: none">▶ Even gender distribution 45%-55% either way▶ Partner promotions and recruitment, 30% and 50% women (every 3 years)	<ul style="list-style-type: none">▶ Deliver exceptional client services▶ Positively impact over 500k lives through EY Ripples skill-based volunteering
Actions	<ul style="list-style-type: none">▶ Ensure a fair representation in promotion and recruitment rate▶ Support employee competence development▶ Implement programs to build resilience and monitor working hours to support wellbeing	<ul style="list-style-type: none">▶ Invest US\$10b in audit quality, innovation, tech and people as a 3-year commitment by EY Global**▶ Introduce local initiatives and take part in Nordic-wide initiatives▶ Engage employees to participate in EY Ripples
Progress FY23	<p>Women-men:</p> <ul style="list-style-type: none">▶ All employees 50%-50% Manager rank and above 46%-54%▶ Partners 30%-70%▶ Board of Directors 25%-75%	<ul style="list-style-type: none">▶ EY Global invested US\$3.6b▶ 400k lives impacted through 543 EY Ripples volunteers in Finland since FY20
	<ul style="list-style-type: none">▶ Exceptional experience, 73% of EY people agreed▶ Invested €1,2m in 56,000 learning hours in total 49 h/person▶ 144 EY Badges awarded to EY Finland employees	



Supporting the Sustainable Development Goals

The UN's 17 sustainability goals cover extensive challenges like economic inclusiveness, diminishing natural resources, geopolitical instability, environmental damage and the consequences of climate changes. The business community will play a decisive role in reaching the goals.

impact on all the sustainability goals. EY Finland has, in cooperation with EY Nordics, identified six of the UN's 17 sustainability goals where we are well positioned to make a difference. We have set a goal for each of them and dedicate our efforts to improvements by our actions:

EY's business is global, we service global clients and through our business activities, we have either a direct or indirect



You can read more about how our work impacts the UN's sustainability goals in the pages that follow.





Governance

Legal structure

In Finland, Ernst & Young Oy (EY Finland) is an authorized public accountant firm organized in Helsinki and is a member firm of Ernst & Young Global Limited, a UK organization limited by guarantee (EY Global). EY Finland also includes its fully owned subsidiary EY Advisory Oy.

Within EY, the partners have a special responsibility, partly as active auditors and consultants and partly as business leaders. The professionals in the service of EY Finland hold more than 99% of Ernst & Young Oy's equity (<50% of the voting value). EY Europe SRL, an audit firm registered in Belgium, has voting control of Ernst & Young Oy. Read more on our legal structure, ownership and governance in [EY Finland's Transparency Report 2023](#).



Our SDG contribution:



Target 16.5: “Substantially reduce corruption and bribery in all their forms.”

EY is committed to fighting corruption in all its forms and has implemented global policies to comply with anti-corruption and bribery laws. We embed anti-corruption and bribery measures throughout our organization. An unwavering commitment to combating corruption and bribery is also built into the services we offer to clients, for example EY audit and legal services. We also help companies manage their anti-bribery and anti-corruption programs through, for example, EY legal managed services. In addition, we collaborate with external networks to raise awareness of the fight against corruption and bribery.

EY Global and Nordic governance

Ernst & Young Oy and EY Advisory Oy are member firms of Ernst & Young Global Limited (EY Global). EY is one of the world's leading companies within audit, tax, strategy, transaction and consulting services with more than 385, 000 employees located in more than 150 countries. As a global organization, EY has a common shared strategy and purpose to "Building a Better Working World". This global organization makes it possible to deliver services of high quality to EY's clients wherever they do business.

EY Global Executive is the highest leadership body in EY. Its membership brings together EY leadership functions, services and geographies. They are measured against EY NextWave strategy key performance indicators, including monitoring progress on diversity and inclusion goals, lives impacted through the EY Ripples program, and reduction in carbon emissions. Read more about our global organization and governance in [EY Value Realized 2023](#)

The Nordic EY region includes EY in Sweden, Denmark, Finland, Norway and Iceland. Our Regional Leadership Team (RLT) is responsible for following up and ensuring that we in the Nordics comply with our shared global strategy in a satisfactory manner securing effective operations and long-term growth for both employees and clients. The RLT includes our Nordic Service Line leaders, Market Segment Lead, the Nordic Chief Operating Officer (COO), General Counsel and is chaired by our Regional Managing Partner (RMP) Jesper Almström.



Jesper Almström, Regional Managing Partner, joined EY in 2001 and has since then held various leadership roles in EY, including the role as Nordic SAT Leader and Country Managing Partner for EY Sweden.

Country governance

The Annual General Meeting exercises the highest power of decision at Ernst & Young Oy. The Board of Directors is annually elected by the Annual General Meeting and is responsible for the duties set by the Finnish Companies Act and by the Articles of Association. According to the Articles of Association of Ernst & Young Oy, the Board of Directors appoints the company's Managing Director, i.e. Country Managing Partner (CMP). The CMP is assisted by the Country Coordination Team (CCT), which consists of country service line leaders, country Human Resources Director, and country Head of Public Relations and Communications. The CCT is responsible of the day-to-day leadership of EY Finland and ensures that the decisions of the Regional Leadership Team are implemented in EY Finland's operations. Read more on EY Finland's Transparency Report 2023.

[Meet EY Finland's leadership teams.](#)



Sustainability management in Finland and the Nordics

Combined efforts are required to drive the sustainability agenda across EY Nordics and execute our NextWave strategy. In order to ensure continuous internal work on sustainability and utilizing the synergies from EY's external service range, we have a Nordic corporate sustainability team. The team is led by the EY Nordic Chief Sustainability Officer (CSO) with a corporate sustainability leader in each Nordic country.

EY Nordics' CSO is responsible for carrying out the sustainability agenda in all the Nordic countries. The CSO is currently a full member of the Nordic Operating Executive (OpEx). The OpEx is led by the Regional Managing Partner, and other representatives include the Nordic COO, Service Line leaders (SLL), Markets Lead, Talent Lead, and Country Managing Partners. The OpEx has the overall responsibility for the administration of sustainability in EY and monitors the progress toward the sustainability goals on a regular basis. To structure our work on environmental topics EY Nordics have an Environmental Management system (EMS) (covering Denmark, Finland, Norway and Sweden) certified according to ISO-14001. The OpEx also holds the role as the highest

management level for EMS in the Nordics while country leadership is involved in setting the agenda and decision making on a country level.

Each country's sustainability lead works closely with the CSO from a strategic as well as operational aspect, the latter in close cooperation with relevant function leaders like Talent (HR) and Facility Management. Each country has developed a sustainability roadmap in line with the Nordic material sustainability topics and objectives to guide the sustainability work at a country level. EY Finland evaluates the sustainability work annually at the Board of Directors level and ensures that it is performed in accordance with the applicable laws, regulations and internal policies. In addition, the Country Coordination team is informed of EY Finland's sustainability work on a regular basis, at least quarterly, and plays a role in executing the sustainability strategy in EY Finland. Board members and the Country Managing Partner are insured for their possible liability towards the firm and third-parties. More information about Ernst & Young Oy's board.



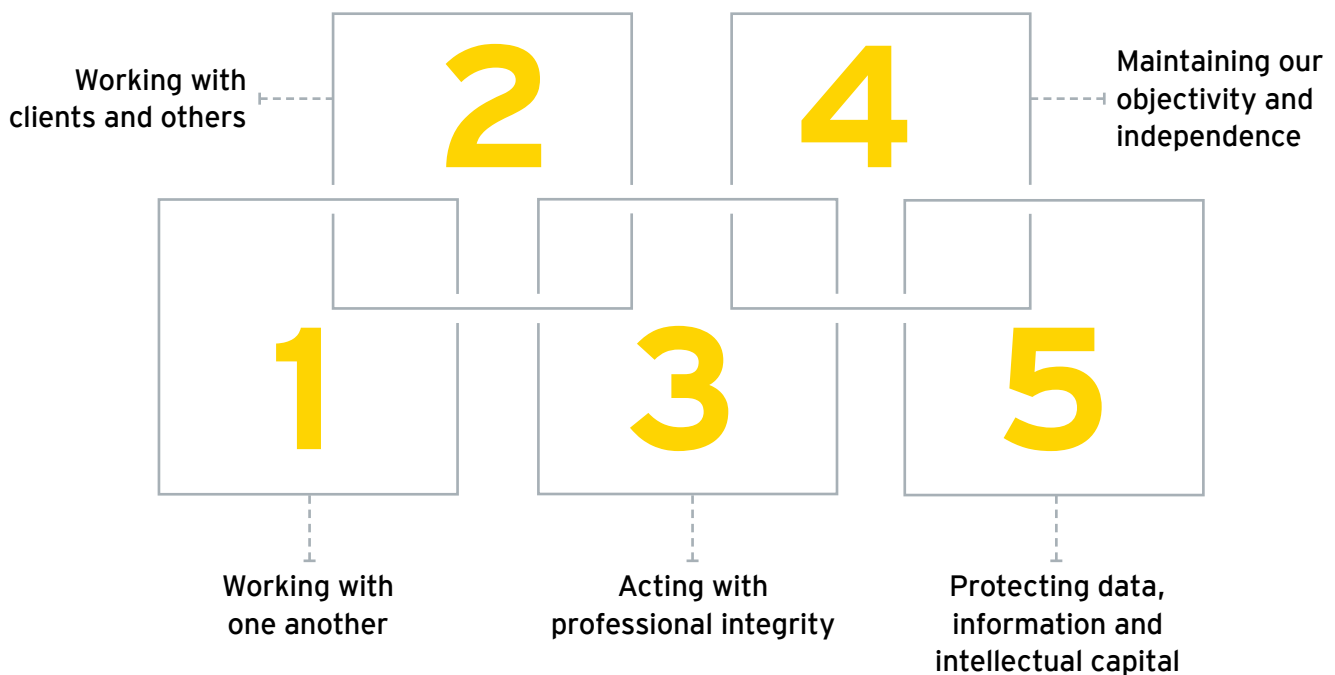
| Business ethics and integrity

The EY approach to business ethics and integrity is outlined in the [EY Global Code of Conduct](#) (CoC) and embedded in our culture, training programs and internal communications. EY's Global Code of Conduct provides a clear set of standards for how we shall behave and conduct our business – and shall be complied with by everybody in EY. EY neither can, nor will, tolerate behaviour violating professional standards or is inconsistent with EY's Global Code of Conduct. Examples of

such behaviour include discrimination, unethical practices, financial misconduct, deliberately jeopardizing the quality of work or failing to complying with EY policies. In 2023, there were no violations of the CoC registered in EY Finland. All EY employees are required to complete CoC training and annually sign that they work in line with the CoC – in 2023 97% of the employees completed the training and 100% signed the CoC.

The EY Global Code of Conduct provides an ethical framework for our behavior. It draws on our shared values and builds on our purpose and our ambition.

Our Global Code of Conduct is organized into five categories containing guiding principles that should be used by everyone within EY to guide behavior across all areas of our activity.





Ethics board

EY has a Nordic Ethics Board with the mandate to investigate and follow up on reported ethics cases. The Ethics Board is chartered to support and secure that ethics and compliance matters related to partners, employees and other persons are managed in an objective manner and that appropriate sanctions are applied where a matter is confirmed. EY has a strict non-retaliation policy and practice to protect any who may report an issue. The scope of the Ethics Board is to ensure that all alleged violations of EY's Code of Conduct Global Policy, Non-discrimination Global Policy and/or other breaches of EY's core values are being investigated and that confirmed breaches are appropriately addressed. Reported violations may be investigated by the Ethics Board (which may delegate investigations as appropriate). In case of minor violations, the Ethics Board may delegate the matter to be resolved by the relevant Service Line or Function. As of 2023 the Nordic Ethics board has restructured to enable handling of cases on a legal entity level when needed. This change was initiated to meet the requirements of the [EU Directive 2019/1937 – protection of persons who report breaches of Union law](#).

The investigation process

The investigation and review are performed as described below either by the members of the Ethics Board or by others that the Ethics Board identify as the best recourses to perform the investigation/review. After having reviewed the case, it is concluded whether it is substantiated, partly substantiated, not substantiated or that there is insufficient information. Before concluding with insufficient information, the Ethics Board will actively work to get more information to be able to conclude. Before concluding the person/group accused of potential misbehavior will always be interviewed and asked to present their view to ensure the necessary contradiction is in place. If the matter is concluded as either substantiated or partly substantiated, consequences will be based on an evaluation of the gravity of the conduct. The Ethics Board will suggest a consequence which can range from training, oral warning, written warning, identification of steps to be taken, halting of promotion and resignation. The Service Line together with the Ethics Board will make the final decision. Depending on the gravity of the case, the Country Managing Partner and/or the Regional Managing Partner will also be involved.

Anti-corruption

EY is committed to fight against corruption in all forms and, to affirm this, an anti-corruption policy accompanied by an anti-corruption program has been established. This is anchored by anti-corruption measures across EY and partners and employees are required to complete annual training as an integrated part of the Global Code of Conduct training. We also have a gift policy to make it easier for employees to determine where to draw the line. In addition, EY Global has issued the Global Competition and Anti-Trust Compliance Policy to emphasize the need for honesty in competitive behaviour. The obligation to fight corruption is not only driven by internal guidelines, but also through the

services we offer. EY Forensic & Integrity Services support clients in strengthening their integrity.

In order to raise awareness of the fight against corruption, we also cooperate with external networks. We are a member of organizations such as the World Economic Forum (WEF) and Transparency International to find ways to address the social and economic challenges of our time. In addition, we have signed the [World Economic Forum Partnering Against Corruption Initiative \(PACI\)](#). Local adjustments are made to cover the prevailing legislation.

Independence

EY's independence guidelines and processes are designed to ensure that we comply with relevant standards and regulations on engagement as well as company levels. They are based on the international independence rules issued by "The International Ethics Standards Board for Accountants (IESBA)" from the International Federation of Accountants (IFAC) and are supplemented by the the Finnish Auditing Act.

All EY employees in Finland must confirm their independence at least once a year. Everyone from manager and up must reaffirm their independence every quarter. This includes

disclosure of all financial investments and relations for the EY employee and his/her immediate family. 99% of partners and employees confirmed their independence and 100% attended mandatory training in 2023. The few who did not are people on leave or transitioning to new roles outside of EY. For more information on EY's guidelines for independence and compliance with laws and regulations, please see our [Transparency Report 2023](#).

Data security

The objective of information security is to protect EY's assets from a wide range of threats and effectively lower the business risk. Information security is achieved by imposing an appropriate set of controls subject to regular views and improved when required. The EY Global Information Security Policy and the Information Security Management System Policy (ISMS Policy) provide EY with a global and uniform approach to information security. Both are aligned with the International Standard ISO 27001.

EY respects and protects confidential data obtained from, or relating to, clients or third parties, as well as personal data and information about EY people. This behaviour is embedded in our [Global Code of Conduct](#). 94% of EY Finland partners and employees completed a mandatory training in FY23 on Data Protection and Information Security.



Procurement and supply chain

[EY Supplier Code of Conduct](#) contains ethical guidelines determining the minimum standards of business conduct to which EY suppliers are expected to adhere. These include compliance with applicable laws and regulations, environmental considerations, human rights standards, principles of diversity and inclusiveness, health and safety regulations, and ethical integrity. Summarized below are our policies and commitments for our own supply chain:

- ▶ [EY's Supplier Code of Conduct](#) (Will be updated FY24)
- ▶ [EY's general terms and conditions](#) (Nordic version)
- ▶ EY Global Procurement Policy (internal policy)

All EY personnel must adhere to the requirements set out in our internal Global Procurement and Supply Chain Policy when procuring goods or services on behalf of EY, regardless of the size of the purchase. One of the provisions requires that all contracts with suppliers should imply an obligation for the supplier to comply with the EY Supplier Code of Conduct or corresponding supplier policy (as determined by Supply Chain Services and/or General Counsel Office). For purchases exceeding USD 50,000, Global Supply Chain Services must be included in the purchase and supplier selection.

[EY Global Supply Chain Services](#) helps optimize EY's purchasing power across products and services. As part of our procurement activities, they seek suppliers who are innovative and can offer exceptional customer service and support. We are committed to maintaining a diverse supplier base and building relationships with suppliers that reflect

the market, customers and communities we serve. Our [Environmental Social Governance services team](#) is part of Supply Chain Services, driving an inclusive and sustainable mindset across EY's supply chain. Among other things, the team provides training for all Supply Chain employees on ESG topics including Human Rights and they follow up our Science Based Target (SBT) commitment that our 75% largest suppliers by spend globally should have set a [SBT by 2025](#).

In addition, we have a strict independence policy also when it comes to our third parties other than clients. We utilize a Business Relationship Independence Data Gathering and Evaluation system (BRIDGE), a Risk Management Tool, to ensure we are independent when collaborating or purchasing from third parties.

Supply chain due diligence

EY Global Supply Chain Services has an established ESG supplier due diligence process including ESG related questions and agreement with our ethical guidelines in "Request for Proposals" (RFP) and the introduction of suppliers.

During the spring FY23 we conducted a Nordic and country specific due diligence concerning Human Rights in our Supply Chain to ensure compliance with the EU's proposed Corporate Sustainability Reporting Directive.



People

Our people play a critical role in our entire business and our ability to realize EY's global purpose: Building a Better Working World. It is important for us to offer our employees the opportunity to influence their careers at a pace that suits each individual in a work environment where our employees thrive and develop. We create the conditions for a positive experience among our employees by:

- Supporting the health and well-being of our employees
- Building a culture of diversity, equity and inclusion
- Developing our employees' skills for the future



Our SDG contribution:



Target 5.5: “Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.”



Target 8.5: “By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”



Target 10.2: “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.”

We contribute to improving gender equality, providing decent work for all and reducing inequalities in the society through our work to drive diversity, equity and inclusiveness (DE&I) within our organization as well as in our client engagement and supply chain. We engage our clients, industries and communities to advance DE&I through our services, e.g., EY People Advisory Services, our partnerships with other organizations, and the Helsinki Pride Community, and the establishment of enabling platforms and programs, e.g., Women. Fast forward and EY NextGen Women.

Internally, we work to promote DE&I at all levels in our organization. Examples of our goals are creating exceptional experience for EY people and improving gender equality at all levels and particularly at the leadership level. We set targets and implement concrete actions to improve DE&I in our workplace.

Employee health, safety and wellbeing

EY Finland has a comprehensive approach to managing employee health, safety and wellbeing. We structure our activities according to the Global Wellbeing Strategy, which promotes employee's emotional, physical, financial and social wellbeing. Our wellbeing strategy consists of awareness and training, leadership development, a wide range of wellbeing benefits as well as an efficient cooperation with our occupational health provider and pension insurers. In FY23 we boosted our Health and Safety Committee membership and set up a group for leading our wellbeing activities.

Emotional Wellbeing:

In FY23, EY Finland has arranged training aimed at team leaders and other supervisors on how to support employee wellbeing. Additionally, we have taken part in various activities in conjunction with the Nordic Wellbeing Days, including setting up a mental health peer network for those wishing to discuss mental health issues in a confidential space. We also offer a low-threshold mental health coaching service to all of our employees.

Physical Wellbeing:

Since our hybrid working model means that employees can choose to work remotely, at the office, or at client sites, we need to ensure that our employees' working environment, whether at home or at the office is conducive to productive ergonomically optimal work. We offer all employees equipment for home offices as well as an app

that encourages short breaks during the working day with physical and mindfulness exercises to stimulate movement and recovery. To meet the different needs and preferences of our employees, our larger offices have different work zones. The work zones are adapted for different tasks – whether they require concentration or cooperation with others. During fiscal year 2023, we have also offered our employees headphones with noise-cancelling function to provide increased opportunities for concentration.

Financial wellbeing:

In addition to our nearly 60 employee benefits at EY Finland, at the beginning of FY23 we introduced a gender-neutral family leave policy offering our employees the ability to take parental leave at full pay for three months.

Social Wellbeing:

EY Finland supports social wellbeing by funding more than 20 different employee-led EY Clubs which are aimed at gathering people together around a topic of mutual interest, such as sports or public speaking. EY Finland also regularly arranges social events where staff can gather in an informal setting. As some examples, we held a Bring Your Child to Work Day in November 2022, a Pride Movie Night and a Pride Afterwork event in June of 2023 as well as new starter gatherings.

EY Hybrid Model

In FY23 we continued the implementation of the EY Hybrid Model following the lifting of official Covid-19 restrictions at the end of March 2022. The EY Hybrid model is in a key role to support the wellbeing of our employees and it means that each team discusses and decides whether it is most appropriate to work from the customer's office, from our offices or remotely. The model is tailored to suit the needs of the customer, team or employees and designed not to be limited by either time or place. Everything is done on the basis of what is most efficient and appropriate for the day, taking into account current tasks, customer expectations and the need for interaction with colleagues.

At the beginning of the 2023 financial year, EY Finland also launched a remote working from abroad policy that allows employees to work remotely from certain EU countries for a maximum of 30 days in a 12-month period.

Working hours and sick leave

The table below shows the average weekly working hours within EY Finland. EY regularly monitors employees' overtime and follows up with managers with the aim of reducing overtime and increasing work-life balance.

Table 1: Average working hours per week

Year	2021	2022	2023
All full-time employees	39	38.5	38.3

Sick leave in fiscal year 2023 was 1.2%. Total sick leave has decreased compared to previous year. In Finland, we aim for a sickness absence rate of below 2%. The average number of sick leave taken per person in FY23 was 3.2 days (4.7 days in FY22, and 3.2 in FY21). We work to support employees who are on long-term sick leave and, together with employees, develop rehabilitation plans with measures.

Table 2:

Year	2021	2022	2023
Sick Leave	1.2%	1.7%	1.2%

In addition, the number of total recordable incidents (TRI) per one million hours worked was 12 in FY23 (vs. 5.7 in FY22, 2.6 in FY21 and 9 in FY20). The most common causes of the incidents (in half of the cases) were falling or slipping which happened at the workplace, at remote offices or during commuting.

Three times a year, we conduct **employee surveys** to capture our employees' needs and opinions. Recurring questions concern our employees' experience at EY, wellbeing and engagement – we summarize these into three measures: **Exceptional Experience, Engagement Index and Wellbeing Index**. The Exceptional Experience metric indicates employees' overall experience of EY. The Engagement Index summarizes responses to questions about the extent to which our employees feel committed to their work and EY as a company. The Wellbeing Index summarizes responses to how included people feel and the extent to which they feel they can balance their wellbeing needs and workload.

Our goal is for the Engagement Index to continue to increase and by 2025, for 80 percent of our employees to report an exceptional experience at EY. In the latest survey, conducted in July 2023, the measure of exceptional experience had decreased by one percentage point to 73%, the engagement index had increased by 2% and the new wellbeing index increased by 3% to 62%.

Table 3: Results of employee surveys

Year	2022	2023
Exceptional Experience	74%	73%
Engagement Index	69%	71%
Wellbeing Index	59%	62%

Diversity, equality and inclusion

We strive to offer all employees equal opportunities in recruitment and selection, training, development and promotion. EY has a **global Inclusion and Non-Discrimination policy** that guides our work in this area. EY's top management body, the Global Executive, has also signed the EY Global Executive Diversity, Equity and Inclusiveness Statement, which underlines our commitment to diversity, equality and inclusion. It shows not only that diversity, equality and inclusion is a key business priority for us, but also that we hold ourselves accountable for progress and that work starts with our actions at the top.

In line with the Universal Declaration of Human Rights, these opportunities should not be affected by gender, race, age, ethnicity, disability and sexual orientation. Our goal is for all employees to feel valued, respected and treated fairly with appropriate remuneration and good benefits.

Employees with different backgrounds and experiences give us the power to benefit from different opinions, perspectives, knowledge, experiences and cultural references. Over the past year, our diversity, equity and inclusion work has had the following goals:

- ▶ Improve performance in our EY tool for monitoring Nordic diversity, equality and inclusion.
- ▶ Increase recruitment and promotion of female partners.
- ▶ Bring our inclusive leadership training to employees' attention.
- ▶ Monitoring of diversity, equality and inclusion work

EY has developed a tool to measure our diversity, equity and inclusion performance. The tool helps us drive consistent action and move collectively forward. It tracks progress by assessing two indices: **balance and mix (diversity) and inclusion**. The indices are based on a number of components, such as representative mix in management teams, fair gender representation and results of our employee surveys. The tool is used by EY's global organization to track and compare EY's different regions with each other. The result gives EY at the Nordic level the opportunity to set concrete goals for our work each year. The result for the financial year 2023 was 4 out of 6, the same as the previous year.

Table 4: Results – diversity, equality and inclusion

Year	2021	2022	2023
EY Nordics	3 of 6	4 of 6	4 of 6

Based on the results, EY Finland, together with EY in Denmark, Sweden and Norway, has developed a **Nordic plan for diversity, equality and inclusion**. The plan extends through 2025 and includes three strategic drivers: promoting an inclusive culture, a strong focus on gender and being a leading voice for diversity, equality and inclusion in everything we do. Within each area, there is an established methodology and concrete measures that will speed up the work.

EY Nordic's three strategic drivers for diversity, equality and inclusion

- ▶ Fostering an inclusive culture
- ▶ Great focus on gender
- ▶ Be a leading voice for diversity, equality and inclusion in everything we do

One of our biggest challenges is to continue to develop female leaders. During the 2023 financial year, the gender distribution between all partners in Finland was 30 percent women and 70 percent men (see Table 6). This is a one percent increase of female partners compared to the previous year. Two men were promoted to partners in fiscal year 2023 (vs. five women promoted in FY22) and 1 woman and 2 men were promoted to Associate Partner (Executive Director) rank in FY23. At the Associate Partner level, 54% are female. The gender distribution of all client-serving employee promotions was 44% women and 56% men, and for all employees, the gender distribution for promotions was 46% female and 54% male, see Table 8. When recruiting partners externally, we have set a goal of 50/50 women and men.

EY strives to have a gender balance in recruitment and promotion across all levels of the organization and to ensure that recruiting in the diversity we know is beneficial to our work. If we look at the gender distribution in leadership positions, from manager up to partner, the female leader percentage has increased steadily since 2020 and is now

at 46 percent women and 54 percent men, see Table 5. We employ approximately 50 percent women and 50 percent men for our junior positions (see table 7) and the gender distribution of all employees in our organization is 50 percent women and 50 percent men (see table 7). However, some units at EY are overrepresented by men and others by women.

In addition to setting targets to ensure that the number of women promoted to senior positions is representative, we have a review committee that monitors fair promotions and has established guidelines for how our recruitment should take place. Our guidelines state how vacancies should be advertised, how the ads should be designed and how interviews should be conducted to attract as much diversity as possible. We use tests at an initial stage to reduce the impact of unconscious biases in the selection process and offer recruitment training in our business areas to educate in areas such as discrimination and unconscious bias. To promote gender balance in recruitment, EY also applies positive action to the extent possible, and in its promotion work, EY works on the principle of "fair representation" to ensure that there is an even distribution of promotions given the population at the given rank.

Some additional activities that EY is working on to improve gender equality at management level are:

- ▶ Career watch is a program where women are offered a sponsor (a partner) who helps the participant to expand their network, exchange experiences and gain new perspectives that lead to both personal and professional development.
- ▶ A better process for parental leave and return to work. Balancing family life with work is challenging for most people. We offer individual coaching of employees who start or return from parental leave.

- ▶ Accelerate@EY is aimed at senior-level women and covers areas such as career development, work-life balance, personal branding and self-awareness.
- ▶ Unconscious bias training is held regularly for partners and leaders, especially in the spring in connection with our promotion and salary process.



Table 5: Gender balance – leadership

Everyone	FY2020	%	FY2021	%	FY2022	%	FY2023	%
Women	153	44	165	45	189	46	205	46
Men	197	56	199	55	219	54	239	54
Total	350		364		408		444	

*Includes Manager, Senior Manager, Associate Director, Assistant Director, Director, Executive Director and Partner.

Table 6: Gender balance – partners

	Women	%	Men	%	Total
Total financial year 2023	16	30	38	70	54
Total financial year 2022	15	29	37	71	52

Table 7: Headcount by rank and gender

Rank	FY21 Total	Women/Men	FY22 Total	Women/Men	FY23 Total	Women/Men
Partner	50	32%/68%	52	29%/71%	54	30%/70%
Executive Director/Director	32	50%/50%	32	50%/50%	33	48%/52%
Senior Manager/ Associate Director Director	124	40%/60%	149	41%/59%	164	43%/57%
Manager/Assistant Director	158	53%/47%	175	55%/45%	193	53%/47%
Assistant Manager/Supervising Associate	11	83%/17%	14	75%/25%	13	77%/23%
Senior/Senior Associate	240	51%/49%	255	50%/50%	268	54%/46%
Staff/Associate	282	49%/51%	310	52%/48%	322	51%/49%
Intern/Admin Entry	48	51%/49%	69	52%/48%	101	51%/49%
Total	945	49%/51%	1,056	50%/50%	1,148	48%/52%

Table 8: Total promotions by gender

Year	2020	%	2021	%	2022	%	2023	%
Women	66	42	82	47	102	49	85	46
Men	90	58	93	53	106	51	100	54
Total	156		175		208		185	

Looking at other parts of the diversity agenda, several activities are underway to create an inclusive environment that fosters a culture where our employees can feel free to be themselves at work. Some of these activities are:

- ▶ The LGBT+ Unity Network to raise awareness of LGBT+ issues and emphasize the importance of an inclusive culture. Among other things, we celebrated Rainbow Week June 12-16 to build and nurture an environment where our employees feel connected and can be themselves at work.
- ▶ Inclusion – a way to start conversations about diversity, equality and inclusion at the beginning of a meeting.

- ▶ A resource group for employees with visible and invisible disabilities and the appointment of a Nordic Disability Sponsoring Partner.
- ▶ A resource group that works for a more inclusive work environment for employees from different cultures called Ethnicity, Race & Faith.

The results of our employee survey in 2023 show that 91% of our employees feel safe to be themselves at work.

Human rights

Upholding human rights is fundamental to our purpose Building a Better Working World. We base our understanding of these rights on the United Nations Universal Declaration of Human Rights, related treaties and declarations, and the ethical reasoning behind their development. Our approach to respecting and upholding human rights is based on the UN Guiding Principles on Business and Human Rights. It states, among other things, that companies have a responsibility to:

- ▶ Avoid causing or contributing to adverse human rights impacts through its own activities and to address such impacts when they occur.
- ▶ Seek to prevent or mitigate adverse human rights impacts directly related to the Company's operations, products or services through business relationships, even if the Company has not contributed to these impacts.

In our own operation including our Global Delivery Services function, we identified the following areas where the risk of negative human rights impact is the greatest:

- ▶ The right to fair and just working conditions (including rest time, leisure and reasonable limitation of working hours)
- ▶ The right to health (physical inactivity in the working day, mental health related to high work intensity and stress levels)

- ▶ The right not to be subjected to discrimination or harassment (any form of harassment or discrimination)
- ▶ For EY's GDS centers, we also include the right to assembly and freedom of association as important human rights to follow.



Discrimination and harassment

Our culture is based on respect and professionalism, free from discrimination, harassment and other violations. We have zero tolerance for unethical behavior. This is reflected in our Global Inclusion and Non-Discrimination Policy and in our Global Code of Conduct. Our work aims to foster a culture that focuses on integrity, respect, team spirit and inclusion.

EY works continuously to combat discrimination and otherwise promote equal rights and opportunities regardless of the grounds for discrimination in terms of:

- ▶ Working conditions
- ▶ Remuneration and other terms of employment,
- ▶ Recruitment and promotion,
- ▶ Training and other skills development, and
- ▶ Opportunities to reconcile gainful employment with parenthood

Based on the work with active measures, we have, based on each of the areas above:

- ▶ Investigated whether there are risks of discrimination or reprisals or if there are other obstacles to individuals' equal rights and opportunities in the business,
- ▶ Analyzed causes of detected risks and obstacles,

- ▶ Have taken such preventive and promotional measures as may reasonably be required; and
- ▶ Follow up and evaluate the work.

At EY, all partners and employees have a personal obligation to speak out if they ever observe behavior that they believe does not live up to the principles of the company's Global Code of Conduct. Our employees are required to sign EY's Global Code of Conduct every year. At EY, we define unethical behavior as the events that may adversely affect our culture, reputation and attractiveness as an employer, as well as our credibility as a service provider.

During fiscal year 2023, no cases of discrimination and harassment in EY Finland were reported to the EY Nordics Ethics Board.

One reported case is one too many, but we are also concerned about the cases that we may not be aware of. That's why we communicate our policies and how employees report incidents and train our employees and managers. In this way, EY can proactively work to ensure that harassment of any kind does not occur.



Salaries and salary survey

We strive for fair and competitive wage setting. This means that salary should be determined based on, among other things, experience, role, responsibility, and performance. This is described in more detail in our compensation policy.

We believe that EY can effectively prevent unjustified pay differences by adhering to the salary setting criteria established by EY. EY continuously follows up on this work in connection with the annual salary review.

The results of the salary survey for the financial year 2023 show that the salary differences that exist can be justified based on experience, type of role and responsibility, and that the salary has not been set on any grounds for discrimination.

Table 9: All Service Lines

Rank Name	Women's salary in % of men's
Executive Director	102%
Senior Manager	96%
Manager	96%
Senior	97%
Staff/Assistant	107%
Total Count/Averages	99%

Table 10: Core Business Services (without Administrative Team since there are no males)

Rank Name	Women's salary in % of men's
Director	111%
Associate Director	86%
Assistant Director	101%
Supervising Associate	83%
Senior Associate	101%
Associate	105%
Total Count/Averages	98%

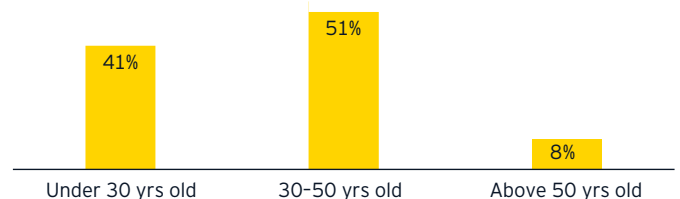
The table above on pay equality by gender demonstrates that in the majority of cases within EY Finland, women earn close to parity with men. The Client Service table shows that women earn 99% of men's salaries on average across all service lines. The Core Business Services table shows that women earn more than men on average across four out of six ranks, with the largest gap at the director level (111%). However, the sample size in Core Business Services is small, the roles are varied across the ranks, and the absence of males in certain ranks limits the conclusions that can be drawn.

Age

41% of EY Finland's employees are under 30 years old.

Many employees come to EY during their studies, just after graduating or in the early stages of their careers. As an employer of entry-level employees, we are responsible for ensuring that our employees are developed and equipped with hard and soft skills, which will provide a successful working future. We do this by focusing on our employees' skills, career development and their wellbeing in the face of sometimes challenging workloads.

Graph 1: Age structure, FY23



Freedom of association and collective bargaining

We respect employees' right to freedom of association and collective bargaining. At EY, we strive to respect the right of all people to fair and favorable employment conditions in

accordance with our global inclusion and non-discrimination policy.

Human rights, abuses and modern slavery in our supply chain

Our responsibility to respect human rights extends beyond our direct operations to our supply chains. We actively try to monitor our direct and indirect suppliers' work with human and labour rights. In line with EY's Global Supplier Code of Conduct, this includes measures to understand the risks of human rights violations in our supply chains, validate our assessment through supplier engagement, and support suppliers to mitigate risks and address adverse human rights impacts. All main suppliers to EY Finland are asked to sign our Supplier Code of Conduct. Read more about how we work

with our supply chain and supplier evaluations in the chapter Corporate governance.

Through EY/Ethics, not only our employees, but also clients and others outside EY can report violations of our Code of Ethics, Professional Principles or Legal Provisions – either anonymously or on a transparent basis.



Skills for the future

EY strives to ensure that all employees, regardless of background and circumstances, have the opportunity to develop with us. In today's rapidly changing world, it is more important than ever for EY employees to constantly maintain and develop new skills. EY invests large sums to further train its employees in areas that help them develop relevant skills and experience. Through this further training, the skills of its employees are in demand in the market and enable EY to achieve a high level of customer satisfaction.

Today, EY has a unique opportunity by blending eLearning and virtual classrooms as well as traditional learning in physical classrooms. This kind of hybrid learning, where training is made more accessible, enables training to be consumed more flexibly based on each employee's circumstances and needs.

EY has 227 short training programs called EY Badges. EY Badges are a complement to formal training and give our employees the opportunity to stay relevant in a world characterized by constant change. For example, 15 of our EY Badges are in the area of Sustainability. Employees gain digital certifications as they conquer knowledge in the areas of industrial sectors, digitalization, analytics, blockchain, artificial intelligence, cybersecurity, and transformative leadership. The EY Badges certifications correspond to different skill levels, with platinum being the highest level. In FY23, 144 EY Badges were awarded to EY Finland employees.

In collaboration with Hult International Business School, we also offer the EY Tech MBA, EY Masters in Business Analytics and EY Masters in Sustainability. In FY23, we celebrated our second Tech MBA graduate in Finland.

We aim to provide each employee with a minimum of 120 hours of learning during three years – equaling one learning week every year. In addition to EY Badges, our employees receive other internal and external training supplemented by coaching. In FY23, EY Finland employees completed just over 56,000 learning hours.

Supervision and Coaching

Guidance in everyday work forms the basis of EY's professional development of employees and it is complemented by formal training, mentoring and coaching. The aim is to ensure that all employees receive the right development based on needs, potential and skills.

At EY, we work with the LEAD process to support our employees' career development and it ensures that all employees meet with their supervisor at least three times a year to discuss personal goals, career and evaluation in the form of feedback from the year's work. A central part of these discussions is to discuss development needs to enable the employee to develop in their professional role.

EY has also designed three different coaching programs for our employees to support employees' lives and careers; Family Transition Coaching, Transformative Leadership Coaching, and Partner Transition Coaching.

The Family Transition Coaching program is offered to first-time parents. We call this program "Family transition coaching" and the program is run as a Nordic initiative. In the program, you get a coach who can be a support in the life change it means to become a parent.

Transformative Leadership Coaching is a coaching program with the aim of helping our employees to reflect openly on topics and challenges that they wish to take on. The program consists of 4-6 sessions and employees are assigned an internal coach. Together with their coach, employees focus on exploring new perspectives, setting personal and professional goals, and creating commitment to the commitments required to create change.

The Partner Transition Coaching program is offered to all new partners to support them through their first year as a partner at EY.

Our student relations

Being an attractive employer is important and we work strategically and long-term with our student relations. We actively collaborate with our partner universities, schools and female and other networks. In addition we participate in multiple student events and career fairs around Finland yearly.

EY is the one of the most attractive employers in Finland and we are, among other things, the industry leader among Law students and Business professionals according to the results of the Universum Most Attractive Employees 2023 surveys. Universum's student survey also ranked EY #1 in the category of "Employees with best recruitment activities".





Planet

As a global organization, EY sees an urgent need for action to limit greenhouse gas emissions, preserve biodiversity and strengthen the resilience of nature around the world. In 2019, EY's Global Environmental Policy was published ([see EY Global Environmental Statement](#)), which outlines our global commitment to fight climate change and ensure environmental sustainability – both in our own operations and in the communities where we live and work. In 2021, an ambitious global goal to achieve climate neutrality by 2025 was also launched.



Our SDG contribution:



Target 12.6: “Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.”

We support clients as they seek to integrate ESG and sustainability into business strategy, and improve and communicate their ESG and sustainability performance to stakeholders. For example, EY non-financial reporting and assurance services are focused on guiding clients to achieve high-quality sustainability reporting. In addition, by leveraging our purchasing power, we work with our suppliers to drive the adoption of science-based emission targets and reporting practices within our supply chain.

Climate impact

In FY23, EY Global made strong progress on its [carbon ambition](#) against its seven-point action plan, and remains on track to reach net zero in 2025.

Globally, EY continues to reduce its greenhouse gas (GHG) emissions from its baseline of FY19. In addition, EY continues to invest in nature- and science-based projects that remove

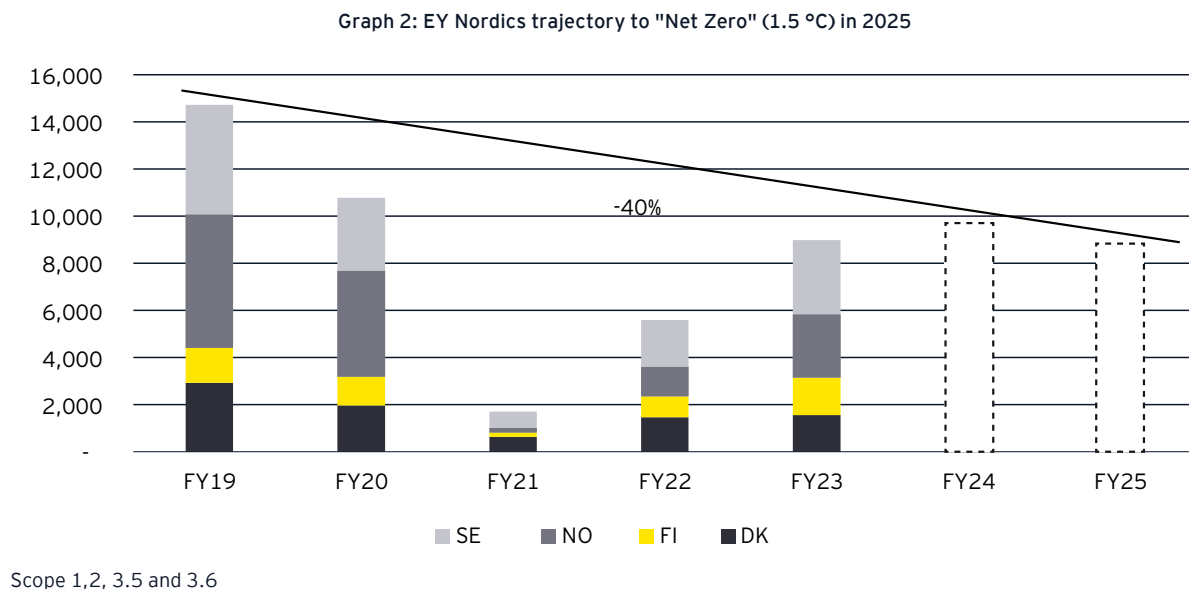
or offset the emissions that EY emitted. The challenge that EY faces going forward is to decouple business growth from emission growth, while supporting clients and maintaining its distinctive global culture. For an update on EY Global's progress towards its carbon ambition and seven-point action plan, please see [EY Global's Value Realized report for FY23](#).

Greenhouse gas emissions and Paris-aligned targets

EY Nordics

At global level, EY reduced GHG emissions by 43% against an FY19 baseline; at the same time growing by 40% over the same period. Contributing to EY's global net-zero ambition, EY Nordics aims to reduce the region's total emissions by

40% in FY25 from 14,849 tCO₂e emitted in FY19 (Scope 1, 2 and 3.5 and 3.6). As a region we are on track to reach the target set for Scope 1, 2, 3.5 and 3.6:



EY Finland

In FY23, EY Finland emitted 2177,2 tonnes of carbon dioxide equivalents (tCO₂e) across Scope 1, Scope2, and Scope 3.5, 3.6 & 3.7.

During FY23, EY Nordics have for the first time quantified our emissions connected to employee commuting and remote working (scope 3.7). For EY Finland that resulted in 265 tCO₂e for employee commuting and 320 tCO₂e for the remote working. More information on how we calculated these emissions can be found under the chapter Calculation Principles. In FY23 employee commuting and remote work in Finland counted for 27% of EY Finland's emissions. Compared to the other scopes it is the second largest post of emissions after business travel and EY Finland together with EY Nordics will look at incentives that can be made to reduce the negative impact from commuting.

For the purposes of a year-on-year comparison we exclude employee commuting and remote working when comparing to previous years. From Scope 1,2, 3.5 and 3.6 EY Finland emitted 1592,1 tCO₂e in FY23. While this represents a

decrease of 1% from FY19, it also shows a 70% increase from FY22 which was a year with lower emissions due to the final restrictions linked to the Covid pandemic. An increase was expected as the world reopened in 2022 and continued opening even more during 2023. With the FY23 emission levels, EY Finland is currently not on track with our science-based target 1.5°C pathway.

The primary emission driver for EY Finland and Nordics is air travel. The primary reason for the still high emissions from air travel in FY23 is that there was a backlog of social and learning events from the years with Covid; and a need to team up with Nordic colleagues again. For these Nordic events we have been able to reduce emissions by arranging them closer to home; but our employees from Finland still need to fly as there are few other alternative options. EY Finland also arranged one large event this year, and as the emission is registered where the flight is booked a larger portion has been covered by EY Finland this year. From a Nordic perspective we are still on track, but we will need to continue reducing our air travel emissions during fiscal year 2024.

Graph 3: EY Finland carbon footprint (location-based), tCO₂e

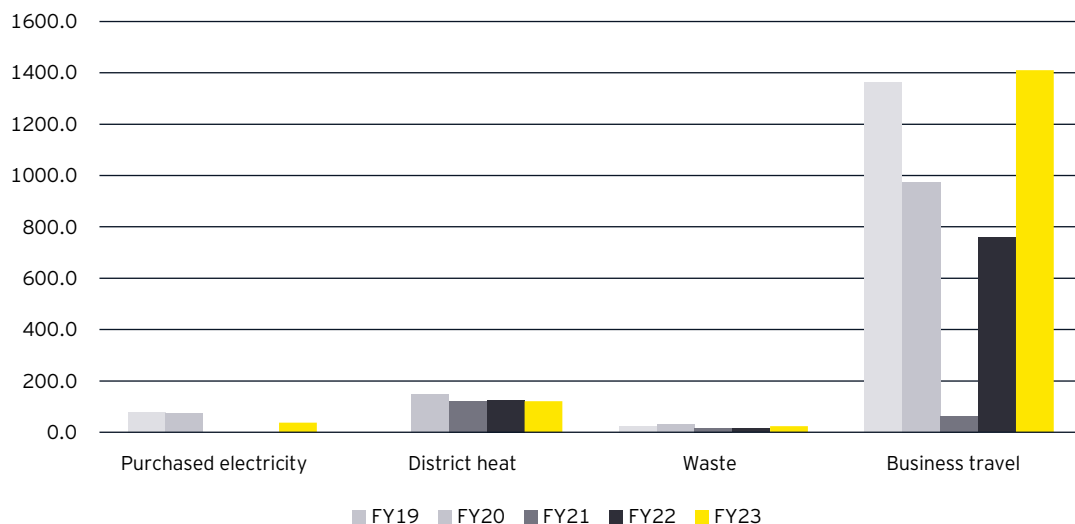


Table 11: Our greenhouse gas emissions (tons CO₂e)

Greenhouse gas (GHG) emissions	FY19 (baseline)	FY20	FY21	FY22	FY23	vs. FY19
Scope 1 Direct emissions ¹ (tCO ₂ e)	0	0	0	0	0	
Scope 2 Indirect emissions (location-based) ² (tCO ₂)	226.1	194.1	187.7	165.5	158.9	30%
Purchased electricity	79.3	72.4	61.4	43.9	37.9	52%
District heat	146.8	121.7	126.3	121.6	121.0	18%
Scope 2 Indirect emissions (market-based) (tCO ₂)	281.5	260.9	205.8	151.0	152.0	46%
Purchased electricity	155.1	137.6	83.0	27.2	0	100%
District heat	126.4	123.4	122.8	123.8	152.0	20%
Scope 3 Other indirect emissions, (tCO ₂ e) ³	1,385.8	1,004.0	80.8	773.5	1433.2	3%
Category 5 Waste generated in operations ²	24.7	29.9	16.8	15.6	23.5	5%
Category 6 Business travel ³	1,361.1	974.1	64.1	757.9	1409.7	4%
Category 7 Employee Commuting and remote work	-	-	-	-	585.1	
Total emissions (location-based)	1,611.9	1,198.1	268.5	939.0	1592.1	1%
Total emissions (market-based)	1,667.3	1,264.9	286.6	924.6	1585.2	5%

1) We do not combust fuel on-site nor own vehicles.

2) The figures include estimates for the whole country based on the actual consumption in large offices. See Calculation principles

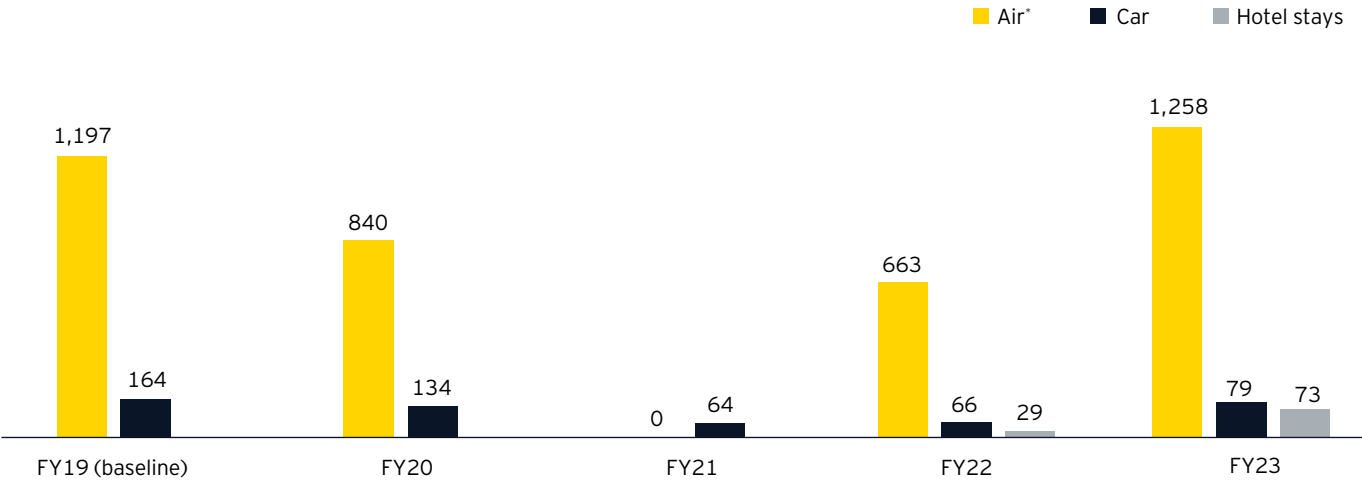
3) For the purpose of setting Science-Based Targets, EY Global has included category 3, fuel and energy related activities; category 7, employee commuting with estimates covering the whole EY global operation.



Business travel (Scope 3): Our business travel generated 1409,7 tCO₂e, representing 65% of EY Finland’s total carbon footprint in FY23. Of these, air travel is the largest source of our emissions – a share of 79% and compared to EY Finland’s emissions from air travel in FY19 the emissions have increased by 13%. Our business travel has shifted in several aspects after the pandemic. The need to travel for client work is reduced. Most of our travel was pursued for internal purposes as we recognize the need for our people, in

particular new joiners, to meet in person to connect and build teams and a sense of belonging – in all there was a backlog of physical teaming after the pandemic that took place in FY23. Going forward, we will ensure the emissions from air travel in EY Finland is reduced by prioritizing stricter the travel that adds the highest value. In addition, we will define means to incentivize people to choose low-emitting travel modes and continue leveraging virtual meeting technologies and the EY Hybrid working model.

Graph 4: Business travel, tCO₂e



1 We have not included train travel from our business travel emissions calculation because of a high level of uncertainty in our data. We plan to improve our train travel data quality and report on it in future years.



Energy consumption (Scope 2): 2 In FY23, emissions generated from electricity consumption and heating of EY offices amounted to 158,9 tCO₂e, accounting for 7% of EY Finland's total emissions. This reflects a reduction of 4% from FY22 and 30% from FY19. This is due to two reasons: the energy production in Finland has become greener over time, and our offices consumed 15% less electricity than in FY19. In addition, we believe that hybrid working has affected our energy consumption. The reduction was also due to minor adjustments made to ventilation and temperature in our offices.

Emission reduction initiatives at our facilities are coordinated closely with our facility service provider and property owners. They provide our environmental data, and together, we implement measures to improve our environmental performance. To further enhance our collaboration in this area, we plan to set clear expectations for our facility service provider during next year.

Moreover, improving office space efficiency is part of our Nordic-wide long-term strategy to reduce emissions while growing. In the last 10 years, by investing in new headquarters and other initiatives, 54,000 square meters of office space has been reduced in the Nordics. Following this strategy, our headquarters in Helsinki was relocated to a new location during the beginning of FY24. The new office has been designed with optimized space efficiency. This is expected to improve our energy efficiency in the long term. We will report on the impact of this relocation project during FY24.

Our strategy is also to lease facilities that are among the best with respect to the climate and environment, i.e., LEED or BREEAM-certified (or equivalent). The new Helsinki headquarters is LEED Platinum certified.

Table 12:

Energy consumption (MWh)	FY19 (baseline)	FY20	FY21	FY22	FY23	vs.	FY19
Total	1,309.3	1,140.8	1,133.4	1,179.8	1258,8		-4%
Purchased electricity¹	578.7	513.4	468.9	492.8	492,7		-15%
Renewable ³	0.0	0.0	159.2	397.4	492,7		
Non-Renewable ⁴	578.7	513.4	309.7	95.4	0		
District heat²	730.6	627.4	664.5	687.0	766,1		5%
Renewable ³	0.0	0.0	0.0	0.0	0.0		
Non-Renewable ⁴	730.6	627.4	664.5	687.0	766,1		

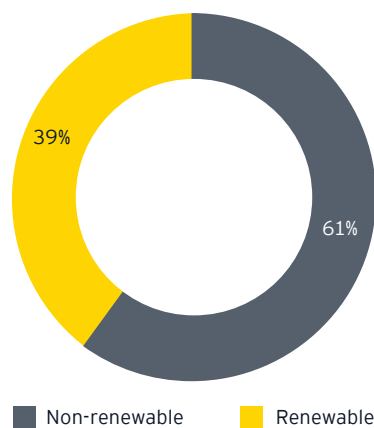
1) Includes estimates based on the actual consumption of 14 out of 20 offices in Finland representing 92% of EY Finland's office space..

2) Includes estimates based on the actual consumption of the Helsinki office

3) Renewable: energy with issued guarantees of origin e.g., renewable energy certificates.

4) Non-renewable: energy without guarantees of origin.

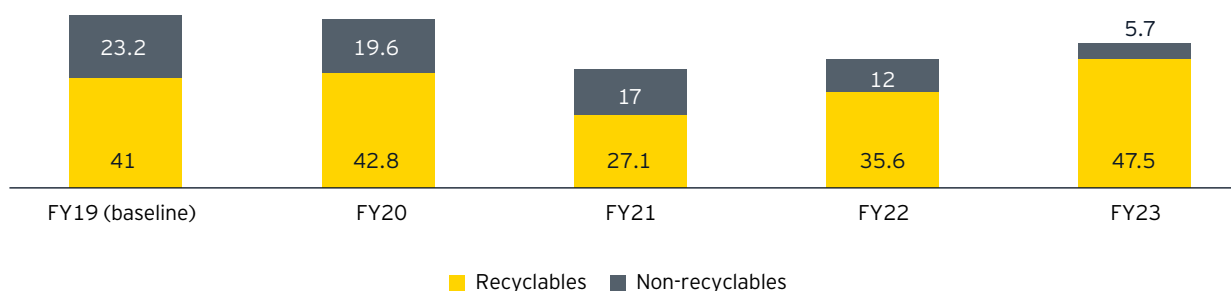
Graph 5: Energy consumption by sources, FY23



Waste (Scope 3): In FY23, waste generated from offices represented 1% of EY Finland's emissions. These emissions increased by 50% from FY22 but have decreased with 5% from FY19. The increase is attributable to more people working from the office, resulting in more waste. On the contrary, the amount of non-recyclable waste in our Helsinki office (see footnote 3) went down by 52% from FY22 and 75% from FY19. We aim to continue to reduce the amount of non-recyclable waste. Currently, we do not have waste data from other offices, but we plan to improve this in the future.

We use a large number of technology devices which can potentially end up as electronic waste without a well-managed disposal system in place. Therefore, we contract with an IT asset disposal service that collects our used IT devices and refurbishes them for a second useful life or recycles them to recover materials. In FY23, 87% of EY Finland's returned IT devices were refurbished for reuse. The rest of the devices were recycled by certified operators to ensure material recovery.

Graph 6: Waste, tonne



Footnote 3: The figures include only the Helsinki office, which represents 80% of EY Finland's personnel. Recyclables include biowaste, glass, metal, plastic, paper, cardboard, and wood. Non-recyclables include mixed/unsorted waste and hazardous waste.

How EY helps others to decarbonize

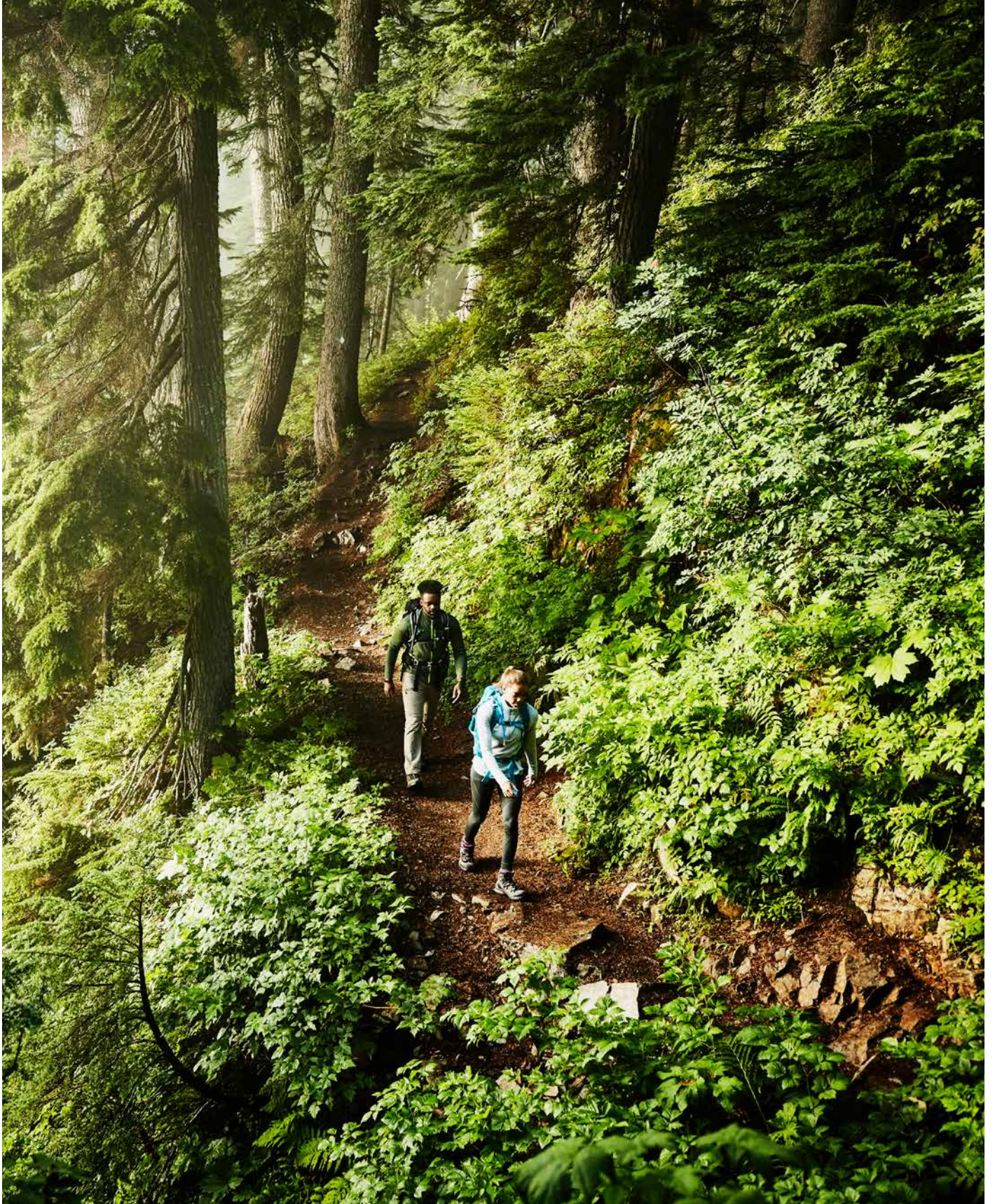
Helping clients:

The EY transformation to become net zero is coupled with a focus on supporting EY clients to do the same, allowing us to increase our impact beyond our own organization. In recent years, EY has made significant investments in climate change and sustainability-focused services to meet clients' growing needs. Learn about how EY creates sustainability value through our services in the Prosperity section.

Working with suppliers:

As a large procurer globally, EY can use its purchasing power to achieve environmental, social and economic benefits. In the Nordic region, our largest purchases are real estate,

technology and insurance products and services. Large purchases are conducted on the Nordic level. We encourage our suppliers to drive change by supporting them to set science-based targets for their organizations. We do this by providing training to encourage their own decarbonization journeys. Our aim is that 75% of suppliers to EY firms in the Nordic, by spend, will have a science-based target in place by FY25. In FY23, 229 of suppliers for EY Nordics were in the scope. Of these suppliers, 84 has a science-based target. In future years, EY Finland, together with other member firms in the Nordics, will focus on engaging local suppliers to set science-based targets. Read more about our supplier ESG due diligence.



Climate-related risks and opportunities TCFD

Changes in stakeholder expectations, regulations and strategic opportunities encourage us to reformulate our business strategy to become more environmentally aware and recognize both the risks and opportunities that climate change poses to our business. Clients expect this from us, our employees care about it, and the regulations, especially with the upcoming CSRD framework, require this from us.

In the fiscal year 2023, EY Global conducted a TCFD scenario analysis to update our assessment of the business' climate-related risks and opportunities. The scenario analysis was first conducted at a global level with EY global executives. The evaluation was then reviewed by our Nordic sustainability team. All information deemed relevant to EY Finland and the rest of the Nordic region was passed on to a workshop series with various function and market segment leaders including our leadership team in Finland. Through this series of workshops, relevant risks and opportunities for Finland were discussed and evaluated so that concrete preventive measures could be identified and taken. The results of our TCFD analysis FY23 are a basis for decision-making and will be integrated with our overall risk management process.

For our TCFD analysis, EY Global selected two emission scenarios, based on the IPCC model, to assess climate risks, opportunities and impacts; Unchanged conditions/High emissions scenario and Low carbon scenario. EY Global's assessment identified climate-related risks, opportunities and financial impacts for EY's Finnish operations under the two emission scenarios, three of which were prioritized by our leadership:

Impact on operations and employees due to chronic and acute climate change (risk)

At global level, physical impacts of climate change are estimated to disrupt service provision and cause broader disruptions such as employee displacement, water security, damage to critical infrastructure and inability to access healthcare.

EY Finland's business faces relatively low physical climate risks in both climate scenarios, but some countries where we have colleagues who are involved in client projects and operations, such as India, face significantly higher physical impacts of climate change. Today, our real estate department focuses on office footprints to reduce climate risk exposure and environmental criteria are set for office leases. Going forward, we will work to further understand the impact of climate risks in the locations where our Global Delivery Service (GDS) is located and continue to evaluate and develop climate resilience requirements for our offices in Finland together with our landlords.

Increased concerns about reputational damage and brand value if EY does not maintain climate leadership (risk and opportunity)

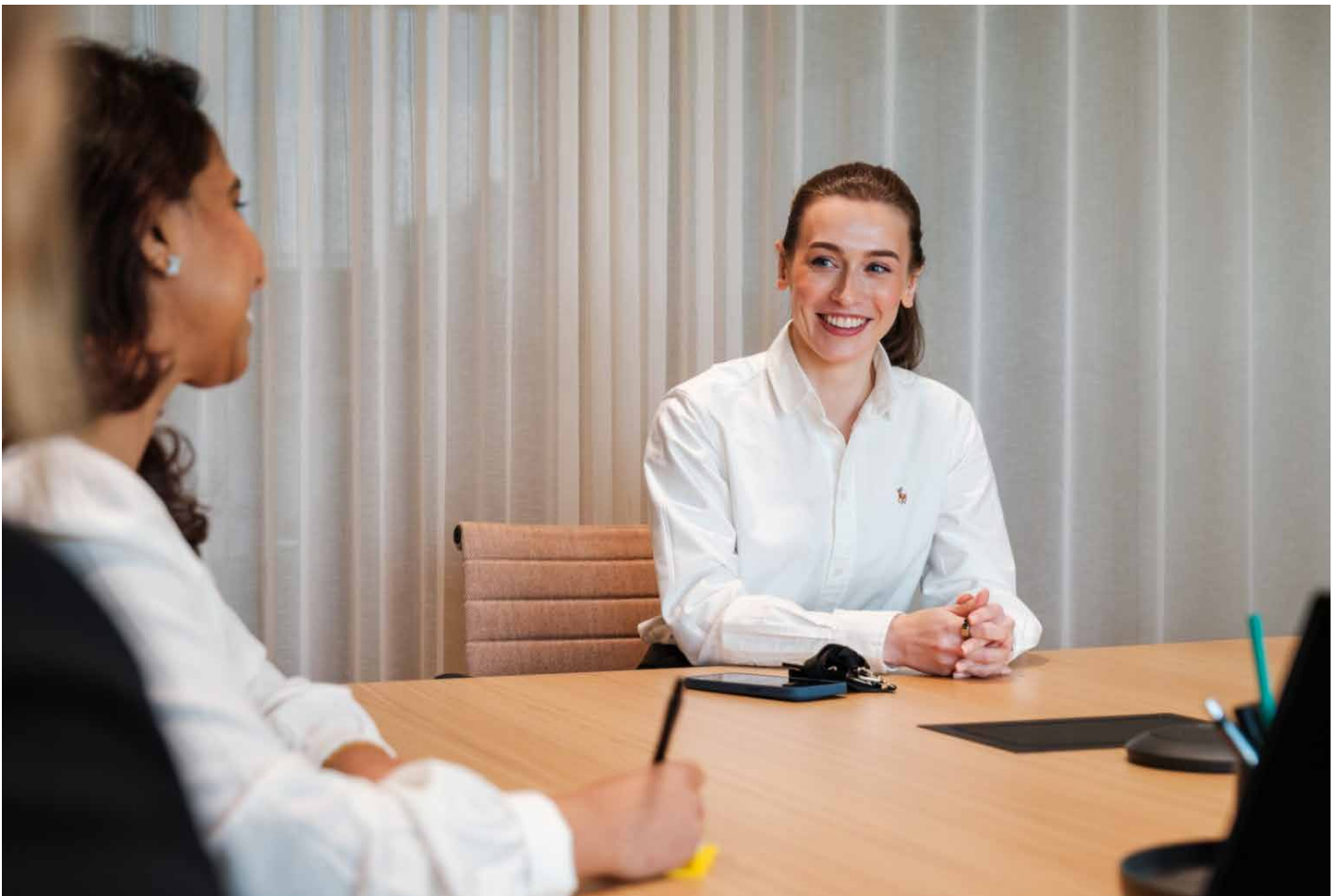
As the transition to a low-carbon society progresses, EY can strengthen its brand, reputation and revenue on a global scale by continuing to be a climate leader in the professional services sector, or otherwise face reputational risks if the company starts to be seen as a climate laggard.

EY Finland together with the rest of the Nordic region is estimated to face significant revenue losses of approximately \$500 million annually until 2050 if we fall from being considered climate leaders to climate laggards. However, if we maintain status as a leading climate company, our revenues are expected to be significantly more than \$200 million above estimated revenue for conditions where we are considered "average climate-friendly", in both alternative future scenarios. Today, we see our clients' requests for information about EY's own sustainability efforts increasing, and we are proud of our commitment and dedication towards a net-zero emission future by 2025. Going forward, we will focus on improving our communication on our sustainability policy, upholding our sustainability commitments, operating our business on 100% renewable energy and reaching our net zero target by 2025.

Increased demand for sustainability-focused services (opportunity)

On a global scale, EY sees a rapidly growing and high demand for sustainability-related services. Our leadership sees sustainability as a key area of our business going forward and expects revenues from sustainability-related services in Finland together with the rest of Nordics to exceed \$1.5 billion by 2050 for both alternative future scenarios. We invest in our sustainability solutions and build sustainability capacity in our various service lines. Going forward, we will work to build additional ecosystems around current capabilities and build sustainability into all our different solutions. We will also conduct sector-specific sustainability analyses and develop strategic directions and sector-specific plans related to our sustainability services.

In keeping with the spirit of the TCFD, the above illustrates how we work to demonstrate transparency, and how we are living our purpose through integrated climate action, while candidly acknowledging where we can improve. Given the role we are privileged to play in serving clients in every sector, both private and public, it is clear that one of our biggest opportunities for activating our purpose and strategy is to be a catalyst for climate action, working with EY clients, peers, people and the communities we share. We are committed to this role, because this is the only way we can move towards net zero and a future fit for all our stakeholders.





Prosperity

EY's activities and investments in society help create economic and social prosperity through areas such as employment, community engagement, investments, innovation of services and taxes.



Target 4.4: "By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship".

Our Contribution: Through the EY Ripples projects, we mobilize EY people and competencies to support young and underserved people to develop the mindsets and skills they will need to find and sustain meaningful work. For example, EY people volunteer to mentor and coach students and underserved young people. Additionally, in FY23, we renewed our collaboration with Pointer Potential to deliver online job search training sessions for international professionals living in Finland. Since FY20, EY Ripples in Finland contributed to the target 4.4 and have positively impacted an estimate of 400,000 lives.

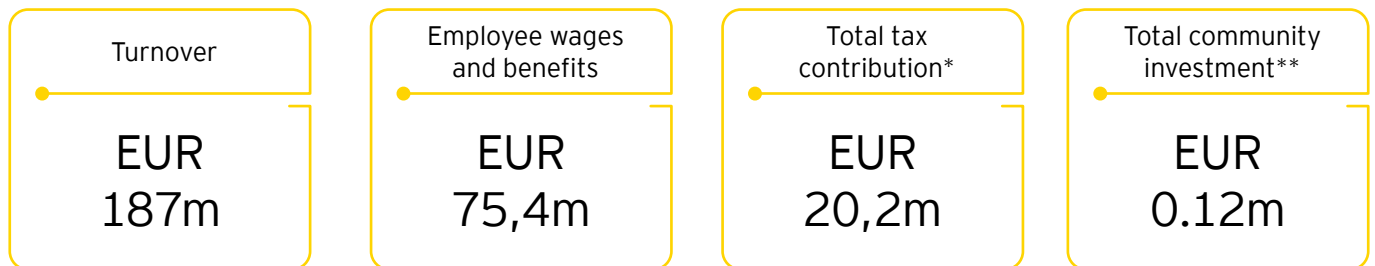


Target 8.2: "Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors."

Our Contribution: We contribute to creating economic productivity and social prosperity through providing employment, investing in innovation and services, investing in our communities and paying taxes. For example, EY Global aims to invest US\$ 10 billion globally from 2021 toward 2024 in audit quality, strategy, technology and people.

Economic contribution

EY Finland adds financial value to the local economy through the generation of our services, payment of wages, taxes and community investment.



* includes total tax paid and additional tax remitted

** includes EY people's time devoted to pro-bono & volunteering work and cash donation to charities

The turnover of EY Finland increased by 14% from FY22. By the end of FY23, 1 172 people were employed by EY Finland (an 11% increase from FY22). In addition, we contribute to our communities through charitable donations and pro-bono and volunteering work by EY people in Finland.

Contribution through taxes

EY Finland acknowledges society's need to finance its activity through taxes. Therefore, we see paying taxes as a natural part of the value created by EY. We are committed to paying all our taxes in a timely and correct manner and being transparent in all dialogue with the Finnish Tax Authorities.

In EY Finland, we follow the EY Global Tax Policy. This will be ensured by our country leadership of EY Finland. We are committed not only to following the tax regulation in Finland but, to the best of our ability, to act within the intention of the rules and only to pursue business-driven structures for EY Finland and thereby not engage in aggressive tax structures.

Our contribution consists of various taxes, some paid by EY (meaning all taxes borne by EY) and others remitted by EY. Using the expanded metrics of WEF-IBC, we capture all taxes both borne and collected in EY. The total amount of taxes remitted and borne shows the contribution generated by EY.



Community investment

Charitable donations

This past year, EY Finland contributed EUR 36.000 in community investments via charitable donations to organizations such as the Red Cross Disaster Relief Fund and Hope ry. In December, we organized a Christmas gift collection aimed at providing gifts to children from low-income families.

Using our core business capabilities to make a difference

We believe businesses have an important role to play in tackling some of society's toughest challenges and helping foster sustainable, inclusive growth. Through our global corporate volunteering program, [EY Ripples](#), we mobilize EY people, tapping into our unique skills and knowledge to achieve a long-term vision – to positively impact one billion lives by 2030 globally.

EY people in Finland can devote up to 15 working hours per year during working time to EY Ripples volunteering.

Through EY Ripples, we apply our skills and experiences in pro bono and volunteering settings to make a difference across three focus areas:

► Supporting the next-generation workforce

In a future defined by careers that don't yet exist, workers will need more than technical skills – they'll need the distinctly human qualities that support professional evolution in a rapidly shifting world: the ability to adapt, the desire to constantly learn new things, and the capacity to innovate better answers to complex problems. By working with young people and underserved groups entering or re-entering the workforce, we're helping to empower the workforce of the future.

► Working with impact entrepreneurs

With billions of people still excluded from access to decent work, opportunities, and goods and services, a special

breed of innovators we call "impact entrepreneurs" are at the heart of how EY seeks to drive sustainable inclusive growth globally. These businesses are among the most purposeful on the planet – starting ripples that change the lives and livelihoods of millions. By helping these businesses to scale and grow, we are living our purpose. Because, when these businesses work better, the world works better.

► Accelerating environmental sustainability

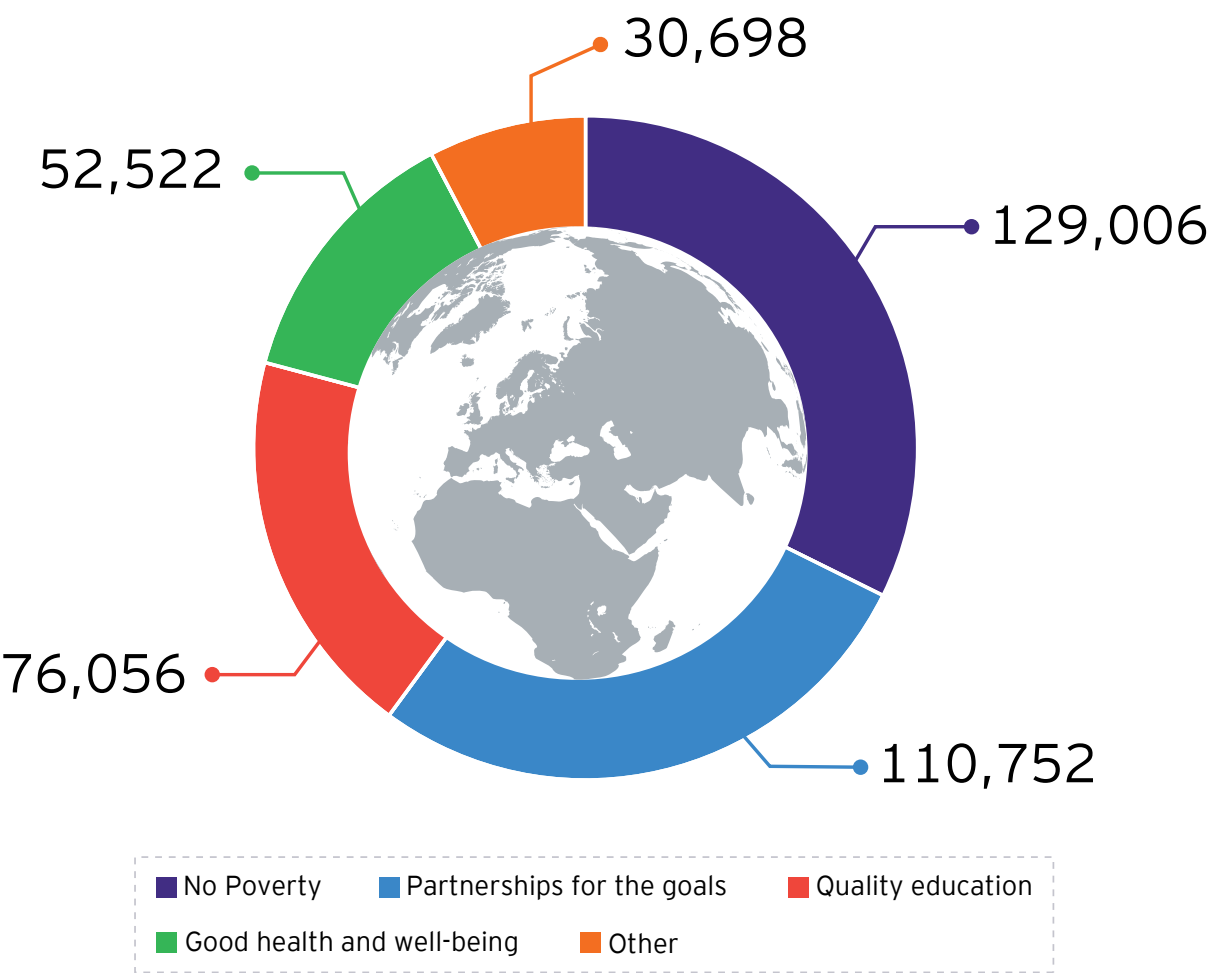
Given the scale and urgency of the climate emergency, "doing no harm" is no longer enough. Truly progressive organizations are becoming environmentally regenerative and are redefining value in their supply chain as they move toward a circular economy that emphasizes the recovery and reuse of materials to reduce waste and demand on natural resources. By supporting this transition, we are playing our part in protecting the environment and the world's most vulnerable people from environmental risks.

These are the areas where we believe our combined capabilities can make the biggest impact and help overcome the biggest challenges to date – as framed by the UN Sustainable Development Goals.

The EY Ripples program has had 543 EY participants in Finland since FY20. This is estimated to have positively impacted almost 400,000 lives.

EY people in Finland supported students with career mentoring, helped Finland-based international talents through job search clinics, supported and fundraised for the Finnish Nose Day campaign, and contributed our expertise to the Finnish sustainability reporting competition.

Graph 7: Number of lives impacted through EY Ripples in Finland by SDGs*, FY20-FY23



Investing in innovation

As a professional service organization, our innovation efforts extend beyond the traditional research and development definition. Instead, EY invests in developing better products and services to serve clients and EY people even better.

This year, EY Global made investments of US\$3.6b in audit quality, innovation, technology and people – part of the US\$10b three-year commitment announced in FY21.

Fueling innovation in the Nordics

EY investments in innovation are incorporated across EY practices and are fundamental for our service delivery and growth. At the same time, we invest specifically in new innovative solutions via dedicated Nordic functions and programs. Two examples are our Innovate EY program and Nordic Tech Hub.

Innovate EY – as the world is changing and our clients' needs evolve, we evolve too to stay agile, adapt and succeed. That

is what EY's innovation program Innovate EY is all about. Innovate EY is an incubation program which encourages employees to play their part in building a better working world, one innovation at a time.

Innovate EY can be adapted based on stakeholder requirements where employees are invited to work on their own innovative ideas through resources, tools and training and coaching from EY experts to bring their ideas to life.

Innovate EY has been successfully running since 2021 and in the process invites people from all service lines and functions to join. After each four-to-six-week program, leadership decides which ideas will be taken further, scaled up and integrated into our portfolio.

In FY23, 204 people took part in Innovate EY across the Nordics, 70 ideas were submitted, and 13 ideas were selected to be further developed to actual new client delivery services and business operations solutions.



Table 13: Participation and ideas submitted

Programs	Partic							Total
	Denmark	Finland	Norway	Sweden	Poland	India	Other	
Innovate EY Workplace Experience	37	25	34	46	2	5	1	150
Innovate EY Tax & Law	9	4	6	1	0	0	0	20
Innovate EY Assurance	7	4	11	12	0	0	0	34
Total	53	33	51	59	2	5	1	204

Programs	Ideas Submitted				
	Denmark	Finland	Norway	Sweden	Total
Innovate EY Workplace Experience	5	7	9	9	30
Innovate EY Tax & Law	9	4	6	1	20
Innovate EY Assurance	5	2	8	5	20
Total	19	13	23	15	70

EY Nordic Tech Hub is a place for our digital and tech experts to innovate, design, develop and deploy new business applications for EY internally.

EY needs to walk the talk when it comes to modern operations in keeping our focus where it belongs, on our clients. The world is changing rapidly, our clients' needs evolve, and EY needs to stay ahead. This is what the Nordic Tech Hub is pushing.

The hub is a strong multidisciplinary team of developers, designers, testers, and product managers who are passionate about building a better working EY from the inside out. The team strives to be a transformation partner for the Nordics

and focuses on a range of innovations and improvements for both the service lines and core business functions. In some cases, the hub revolutionizes EY's ways of working, while in others they aim to modernize and automate mundane processes.

Creating new solutions for the business helps bring visibility to many of our internal processes and can result in data driven insights. A key example of this is an analysis of the male/female salary comparison to ensure we are providing fair opportunities and rewards at EY.

Generating value with sustainability services

Pressing environmental and social concerns mandate immediate and systemic action from businesses for a positive, thriving future, [making sustainability everybody's business](#). However, on this journey, companies often face substantial challenges, in navigating both regulatory compliance and business transformation. At EY, we're reframing how business approaches sustainability, putting it at the center of how value is created.

In FY23 we launched EY Sustainability, which included our Value led sustainability framework, explaining that EY can help organizations wherever they are on their sustainability journey by reframing strategy, accelerate transition, govern and operate and build trust.



To bring this vision to life, sustainability leaders must challenge norms, question existing paradigms, and prioritize sustainability and wellbeing in their transformative efforts. This path envisions new business models, revolutionary energy systems and innovative revenue streams, where the aim is ambitious: to create decarbonized, resource-efficient and just economies, fostering an environment where people and the planet can thrive, not just survive.

The future of sustainability is bold – enriched with bold ideas, anchored in people, driven by technology and compliant both today and tomorrow.

EY teams aim to embrace the bold future alongside our clients and [together with our alliance partners](#).

Sustainability is a shared commitment, and our vision involves shaping a more promising business landscape. The EY organization has heavily invested in services, solutions, technology and people to help companies develop and implement more sustainable ways.

EY Sustainability

EY Sustainability can be further broken down into various services. Exactly how and what we help our clients with is of course dependent on their needs. We have a wide

range of services that can be tracked to one of the above-mentioned categories but formed around any of the following challenges:

Solution portfolio			
Sustainable Strategy Embed sustainability in the corporate strategy and purpose to set ambitions while optimizing the portfolio and valuing stakeholder impact	Sustainable Transaction Execution Evaluate impact of sustainability considerations during commercial and transaction due diligence to minimize risk and maximize opportunity	Impact Valuation and Risk Modeling Develop valuation and risk scenarios to quantify financial and non-financial value and perform portfolio stress testing	Sustainable Transformation Design enterprise-wide change programs with internal and external stakeholders to achieve sustainability ambitions
Decarbonization & Energy Transition Operationalize net zero ambitions to reduce climate impacts while transitioning to renewable energy sources	Sustainable Products & Services Create customer lifetime value by developing sustainable experiences, products & services that generate new revenue channels & meet expectations	Sustainable Supply Chain & Circular Economy Increase transparency and embed circularity across the supply chain	Sustainable Data and Technology Establish data and technology strategy, transition to green technology and digitally innovate sustainability solutions
Human Capital Help manage the effect on people and communities, including social impact and equity, environmental, health and safety risks and organizational culture and workforce	Sustainable Governance, Risk and Compliance Embed sustainability into corporate governance and help manage evolving risks, scenarios and regulations	Sustainable Financing & Incentives Help manage the corporate finance strategies and transition to positively impact environmental and social investing	Sustainable Tax Increase transparency, enhance tax governance and unlock incentives to accelerate sustainability strategy
Sustainable Reporting & Assurance Publish accurate and reliable reporting that reflects the organization's sustainability narrative and performance	Stakeholder communications and engagement Develop the market narrative to help reflect ambitions, progress, and value achieved to address stakeholder expectations		

A major component of sustainable and transformative solutions is data and technology. We utilize deep technical skills across a breadth of issues to help businesses protect and create value from sustainability. This includes delivering technology-based solutions through alliances with Enablon, IBM, Microsoft and SAP. We continue to develop technology, products and services to help EY clients further embed

sustainability into their strategies. Examples include [EY and Microsoft](#) in October 2022 and in the end of June 2023 EY was recognized by Microsoft as their [Global Sustainability Gamechanger Partner of the Year](#).

[How IT solutions can support sustainability reporting](#) was lifted together with IBM in our Nordic sustainability webcasts.

Boosting sustainability

In the spring of 2023, EY hosted regular Nordic webcasts displaying various aspects of CSRD such as biodiversity, people and IT.

These Sustainability Matters webcasts are 30-to-60-minute webcasts, where EY Nordics invite our professionals and

guest speakers to discuss current ESG topics for accelerating the green transition. The presentations are live streamed to participants as well as available on demand. During FY23 we have discussed:

01 How IT solutions can support sustainability reporting	03 Bridging Business and Nature: The Role of CSRD	05 Sustainability in a transfer pricing and operating model perspective	07 How ESG due diligence can be a game changer in a transaction landscape	09 How tax can lead the way to sustainable business performance
02 How will your people accelerate your sustainability agenda?	04 How to prepare for the new era of ESG reporting according to CSRD	06 How tax transparency and governance act as upside for sustainability	08 How to prepare a future roadmap using sustainability reports	10 What the transition towards net zero means for the financial sector

Internally, EY Nordic Sustainability Boosters continued in FY23. In these 15-minute online learning sessions Nordic EY sustainability professionals share their knowledge, sustainability success stories, and tips and tricks for sustainability work. Topics cover a wide range of areas within sustainability, from CSRD, EY Taxonomy to sustainability in the financial sector and regenerative futures.

Rankings received for our sustainability services in FY23

EY has been positioned as a leader in the latest 2023 Green Quadrant for Climate Change Consulting Services by independent research firm Verdantix. The report highlights EY as the top choice for companies aiming for a digital-first approach to decarbonization, commending its robust digital

capabilities, partnerships, and in-house tools. EY is also recommended for organizations seeking to ensure emissions data compliance with upcoming regulations, with the report recognizing its strong assurance capabilities, including climate-related financial disclosures. ([Analyst relations | EY – Global](#))

In June 2023, EY Finland was awarded the EcoVadis Silver level rating for our corporate sustainability practices being among the top- rated companies globally. This result demonstrates our sustainability commitment not only in our service delivery but also in our ways of working.

EY Finland's leadership teams

Country Coordination Team



Mikko Äijälä

Mikko Äijälä is the Country Managing Partner for EY Finland and the Regional Strategy and Transactions Managing Partner for EY Nordics. He joined EY in 2004 after holding various positions outside EY. Mikko has over 20 years of experience in both domestic and foreign transaction advisory services. He has also served in different leadership positions during his career at EY. In his work, Mikko promotes diversity and inclusiveness, work-life balance and the wellbeing and talent development of EY personnel.



Riku Piipari

Riku joined EY in 2018 as a Partner and heads the Consulting business for EY Finland. Riku is also member of the Consulting Nordic Leadership team. He is an experienced leader with a global perspective having worked and lived across continents. He has extensive experience in strategy execution and business and technology transformations across various domains. Currently he focuses on supporting multinational clients on creating long-term value and executing transformations.



Mikko Järventausta

Mikko Järventausta is the Assurance Leader at EY Finland (until 30 June 2023) and a member of the board of executive at EY Nordic Assurance. He has worked at EY since 1995. Mikko is an Authorized Public Accountant, and he has over 25 years of experience in auditing services. Mikko is dedicated to pursuing targets that create long-term value for various stakeholders.



Kristina Sandin

Appointed Assurance Leader from 1 July 2023
Kristina Sandin is the Assurance Leader at EY Finland and a member of the board of executive at EY Nordic Assurance. Kristina joined EY in 2000 and is an Authorized Public Accountant with extensive experience in auditing both listed as well as family owned companies. She also leads EY Finland's capital markets practice within Assurance.



Petri Vuorinen

Petri is a partner and Financial Services Organization leader in Finland's consulting organization. Before joining EY in 2022 Petri has led large transformation projects, held keynotes regarding strategic transformation, cognitive computing and digital business strategies as well as held leadership positions and management group roles for various organizations. In his work Petri has specialized in business management and development, management consultancy and sales development.



Osmo Valovirta

Osmo Valovirta is a Partner, Audit Finland Deputy Leader and Local Region Leader at EY Finland. He joined EY in 2001. From small family-owned businesses to listed companies and multinational groups, Osmo has almost 20 years of experience in auditing services and advising clients in special circumstances such as transactions and M&As. He is a firm believer in transparent financial reporting and trustworthy advisory services when it comes to companies' success.



Katariina Jalas

Katariina Jalas is the HR Director at EY Finland and the Nordic HRBP for Strategy and Transactions. She started at EY in 2019 with more than 20 years of experience in Human Resources. She is also a qualified Career and Leadership Coach. Katariina has held HR positions within the financial services, transportation and consultancy sectors. In her strategic HR work, Katariina believes in inclusion, belonging and coaching as the means to create and maintain flourishing working environments and healthy, balanced and fulfilling working lives.



Lasse Laurio

Lasse is the Strategy and Transactions Leader at EY Finland and Talent Leader for transaction professionals in the Nordic Region. He is also a member of the Strategy and Transactions Nordic Leadership team and currently advises mainly multinational corporate clients. He joined EY in 2010 after holding various management positions. Lasse has extensive experience in managing demanding M&A activities in various sectors. In his cooperation with clients, Lasse aims for value-adding results with positive impacts on the wider community.



Niina Afflech

Niina Afflech is the Head of PR and Communications at EY. She joined EY in 2022 and has over 20 years of experience in Communications and Marketing. Niina has held Communication positions within banking sector and in stock-listed companies within telecommunication sector. In her work, Niina promotes transparent communication, diversity and inclusion, work-life balance and meaningful work.



Mikko Nikunen

Mikko Nikunen is the Tax and Law Leader at EY Finland. He joined EY in 2006. He is specialized in advising clients on all aspects of international mobility, helping the clients and their employees to effectively work cross border and stay compliant in rapidly changing world.

Board of Directors



Heikki Ilkka

Heikki Ilkka (born 1970) has been member of the Board and Chair of the Board since 2018. He is also the Regional Assurance Managing Partner for EY Nordics. Heikki holds a Master of Science (Economics) degree from Turku School of Economics and Business Administration and he is also an Authorized Public Accountant. He has over 20 years of experience and has held various leadership positions at EY and outside EY within financial services.



Terhi Mäkinen

Terhi Mäkinen (born 1970) has been a member of the Board since 2021. She is also an Audit Partner at EY Finland. Terhi holds a Master of Science (Economics) degree from Åbo Akademi and is an Authorized Public Accountant. She has gained valuable practical international business experience during her secondments to Silicon Valley, USA and Copenhagen, Denmark. Terhi joined EY in 1997.



Mikko Järventausta

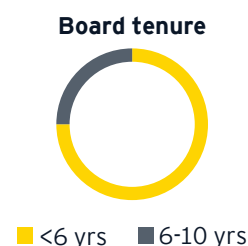
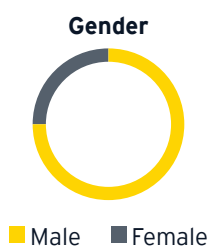
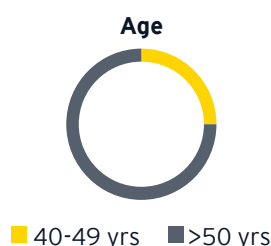
Mikko Järventausta (born 1970) has been a member of the Board since 2015. He is also the Assurance Leader for EY Finland. Mikko holds a Master of Science (Economics) degree from Turku School of Economics and Business Administration and is also an Authorized Public Accountant. He has over 25 years of experience in auditing services. He has worked at EY since 1995.



Mikko Äijälä

Mikko Äijälä (born 1976) has been member of the Board since 2018. He is also the Country Managing Partner for EY Finland and the Regional Strategy and Transactions Managing Partner for EY Nordics. Mikko holds a master's degree in Accounting from Turku School of Economics and Business Administration. Mikko has over 20 years of experience in both domestic and foreign transaction advisory services. He has been with EY since 2004, prior to which he held various leadership positions outside EY.

Board skills matrix	Heikki Ilkka	Mikko Järventausta	Terhi Mäkinen	Mikko Äijälä
Senior leadership	●	●		●
Finance, accounting or financial reporting	●	●	●	●
Regulatory environment	●	●	●	●
Risk management	●	●	●	●
Client experience	●	●	●	●
Technology	●	●	●	●
Strategy planning / operations	●	●	●	●
Sustainability	●	●	●	●
Lean		●		
Global business/international affairs	●	●	●	●
Human resources			●	●



Reporting principles

Calculation principles

EY follows the Greenhouse Gas Protocol for calculating greenhouse gas emissions.

Electricity: We have calculated the emissions based on an estimated electricity consumption of all EY offices in Finland. The estimation is based on the actual electricity consumption of fourteen offices in Finland (representing 92% of EY Finland's office space) where data is available. We have calculated the consumption per square meter (kWh/m²) of these offices, then estimated the consumption for the rest by multiplying the calculated kWh/m² value by the square meters of the offices where we do not have data.

The electricity consumed in the ten largest offices has been switched to green electricity since the February 2021 and since July 2022 all offices have switched to green electricity.

Location-based emission factors have been sourced from Statistics Finland – Energy and emissions 2021. The factors are three-year moving averages of carbon dioxide (CO₂) coefficients of the average electricity production in Finland (energy method). The factors are only CO₂.

Market-based emission factors have been put to zero due to that EY Finland has procured 100% wind-powered electricity, EKOenergy certified by The Finnish Association for Nature Conservation.

District heat: We have calculated the emissions based on estimates of the heat consumption of all EY offices in Finland. We have calculated the consumption per square meter (kWh/m²) of the head office in Helsinki where we have data. We have used this value to make an estimate for the rest of the offices using their square meters.

Location-based emission factors have been sourced from Statistics Finland – Energy and emissions 2021. The factors are three-year moving averages of CO₂ coefficients of the average district heat production in Finland (energy method). The factors are only CO₂.

Market-based emissions factors have been sourced from Helen (the producer of district heat for Helsinki). The Helen emission factors have been applied to the office in Helsinki. For other offices, we have applied the location-based factors. The factors are only CO₂.

Business travel: Business trips at EY are recorded by the location of the engagement for which the travel was done, not by the location where the traveler is based. We have used conversion factors published by the UK Government's Department Business, Energy & Industry Strategy (BEIS) for the calculations of emissions from air travel, car mileage, and hotel stays. The factors are CO₂ equivalent.

Air travel: Flight distance and travel class data have been sourced from the corporate travel booking system. An uplift factor is applied using EY expense data to account for instances where EY employees book outside of the corporate travel system.

Car: Car mileage data have been sourced from the corporate travel and expense system. The emissions have been calculated based on kilometers driven. Car fuel and car size are unknown; hence, we have used the factors for average cars (by size) with unknown fuel.

Hotel: Hotel nights and spend have been sourced from the corporate travel booking system. We have calculated based on either the number of hotel nights or the spend, depending on the availability of conversion factor of the hotel country. The number of hotel nights has been used when a conversion factor can be found from BEIS. When a factor cannot be found from BEIS, we have used the spend value and sourced the conversion factor from Exiobase 2021.

We excluded rail travel because of unreliable data. We plan to include it in the future after we have improved the data.

Waste: We have calculated the emissions based on an estimate of the total amount of waste generated in all EY offices in Finland. We calculated the rate of waste per full-time equivalent (FTE) in Helsinki office where we have data.

This rate was then multiplied by the number of full-time equivalents in other offices where we do not have data.

Emission factors are from HSY and have been sourced from the WWF Climate Calculator factors – Finland 2021. The factors are CO2 equivalent.

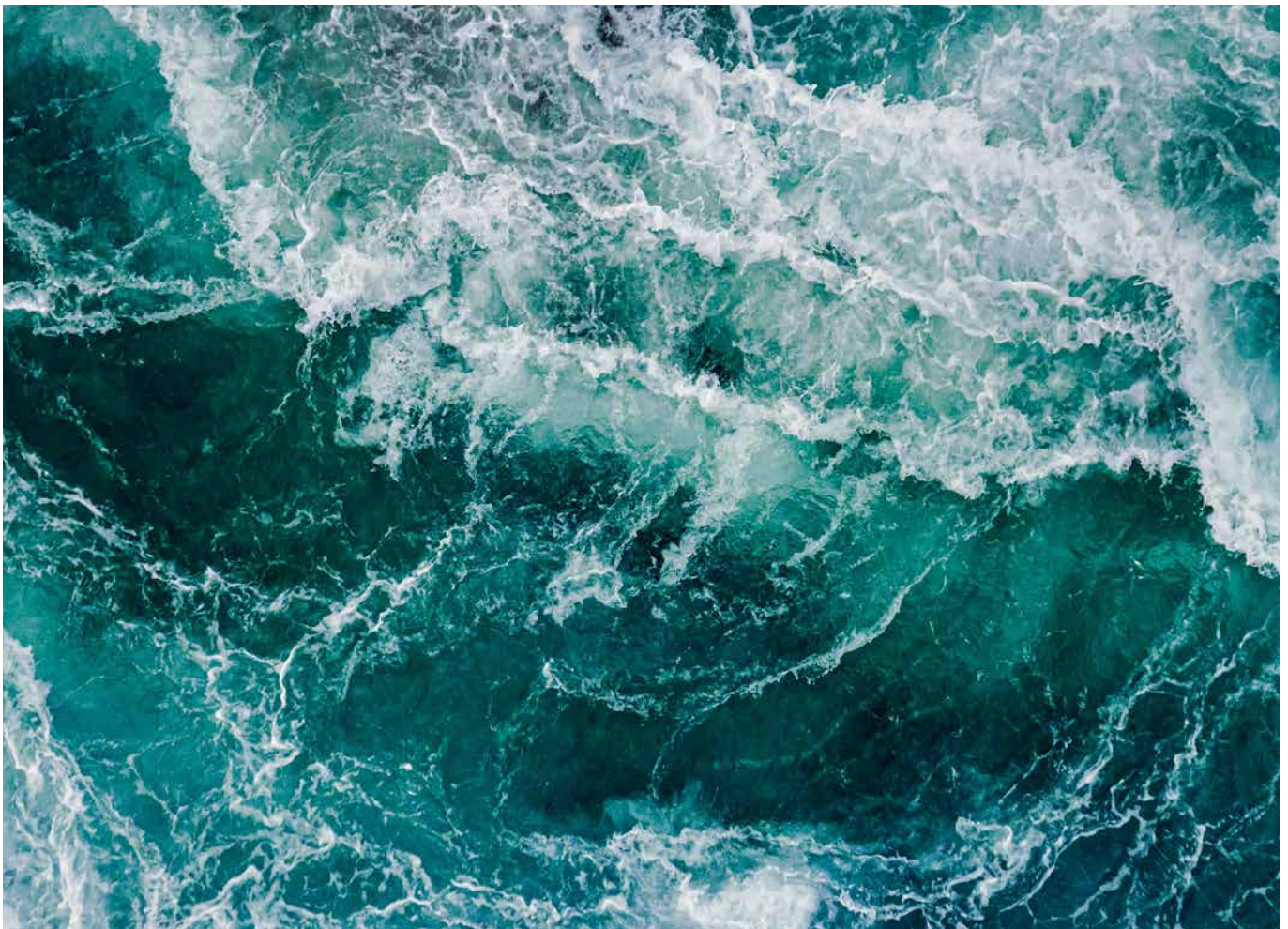
Employee commuting:

A distance-based approach is used to calculate the emissions for category 7 “Employee commuting”. We conducted an employee survey to collect data which includes travel distance, travel mode and number of days working at the office. Based on the survey, emissions per FTE are calculated, then applied to the whole EY Finland’s personnel. BEIS

conversion factors for company reporting of GHG emissions are used. The emission factors for the local transports are sourced from the Climate diet calculator by SYKE 2019. The factors are CO2 equivalent.

Homeworking:

The emissions are calculated based on the number of days working remotely, which are collected from the employee commuting survey, and an average emission factor sourced from BEIS covering both office equipment as well as heating. The factors are CO2 equivalent.



WEF-IBC Index

WEF Metric	Core (C) / Expanded (E)	EY Disclosure	Omission
People			
Diversity and inclusion	C	Diversity, equity and inclusiveness, pages 42-44	
Pay equality (%)	C	Pay equality, page 47	
Wage level %	C		Finland does not have a standard minimum wage level, and thus this indicator does not apply. Our new hires for entry-level positions are university students or recent graduates, and thus the EY entry-level wage is higher than in low-wage sectors.
Risk for incidents of child, forced or compulsory labour	C	Human rights, page 45	
Health and safety	C	Health, safety and well-being of employees, page 40	
Training provided	C	Skills for the future, page 49	
Employee well-being	E	Health, safety and well-being of employees, page 40	
Discrimination and harassment	E	Whistleblowing, page 46	
Planet			
Greenhouse gas (GHG) emissions	C	Greenhouse gas emissions and Paris aligned-targets, page 54	
TCFD implementation	C	TCFD implementation, pages 62-63	
Land use and ecological sensitivity	C	None of EY Finland's office locations is in key biodiversity areas (KBA).	
Water consumption and withdrawal water-stressed areas	C	<p>"None of EY Finland's office locations is in the high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool.</p> <p>EY Finland's total water consumption in FY22 was 3,818 cubic meters (m3) (4,697 m3 in FY19, 3,152 m3 in FY20, 1,954 m3 in FY21). The figures are estimates for the whole country based on the actual consumption per full-time equivalent in the Helsinki office. "</p>	Water withdrawal in water-stressed areas not applicable as our water consumption is quite low and we do not operate in water-stressed areas
Paris-aligned GHG emission targets	E	Greenhouse gas emissions and Paris aligned-targets, page 54	

WEF Metric	Core (C) / Expanded (E)	EY Disclosure	Omission
Prosperity			
Absolute number and rate of employment	C	Diversity, equity and inclusiveness, pages 42-44	
Economic contribution	C	Economic contribution, page 66	
Financial investment contributions	C	"Investing in innovation, page 69 Financial statements, page 80 "	
Total R&D expenses	C	Investing in innovation, page 69	
Total tax paid	C	"Economic contribution, page 66 Financial statements, page 80 "	
Infrastructure investments and services supported	E	"Community investment, page 67 Generating value with sustainability services, pages 71-73 "	
Significant indirect economic impacts	E	Community investment, page 67	
Governance			
Setting purpose	C	"Who we are, pages 10-11 How we create value, page 12-13 "	
Governance body composition	C	Legal structure, ownership and governance, pages 28-29	
Material issues impacting stakeholders	C	Material topics, pages 17-19	
Anti-corruption	C	Ethical behavior, pages 32-33	
Protected ethics advice and reporting mechanisms	C	Ethical behavior, pages 32 and 33	
Integrating risk and opportunity into business process	C	"Risks and opportunities, pages 20-21 Risk and opportunity management"	
Purpose-led management	E	How we create value, pages 12-13	

Reporting core metrics

Reporting expanded metrics

Financial Statements



Board of Director's report for financial year July 1, 2022 - June 30, 2023

The financial year of EY Finland was strong, and the business continued on a profitable growth track. The Assurance business grew strongly due to significant customer wins, and investments in the growth in other businesses areas continued.

Group structure

EY Finland has its headquarters located in Helsinki. The parent company Ernst & Young Oy has one subsidiary, EY Advisory Oy.

On November 1, 2022, Ernst & Young Oy transferred its management consulting, strategy and transactions, as well as tax and law service business operations, along with related assets and liabilities, to its wholly owned subsidiary, EY Advisory Oy, in a business transfer under section 52d of the Finnish Business Tax Act. The transferred business operations were continued by EY Advisory Oy.

Turnover and profit

The consolidated turnover of the financial year was 187.0 million euros, and the profit was 15.1 million euros. The profit margin was 8.1 percent. The parent company's revenue was 114.2 million euros (2022: 164.0 million EUR, 2021: 155.6 million EUR). The parent company's net profit for the fiscal year was 15.3 million euros (2022: 13.6 million EUR, 2021: 15.0 million EUR) and the profit margin was 13.4 percent (2022: 8.32 percent, 2021: 9.6 percent).

Balance sheet and financial position

The consolidated balance sheet total was 74.1 million euros and the parent company's balance sheet total was 62.1 million euros. Financial solidity maintained at target level and liquidity remained good throughout the financial year. Not taking the subordinated loan from the partners into account, the consolidated equity ratio was 22.4 percent. Including the capital loan (3.0 million euros), the consolidated equity ratio was 26.5 percent. The group has no other interest-bearing liabilities. The consolidated return on equity was 90.8 percent and the cash on hand on the balance sheet date was 5.0 million euros. The parent company's equity ratio was 27.4 percent without the capital loan from the partners (2022: 21.4 percent, 2021: 21.9 percent). Including the capital loan (1.5 million euros), the parent company's equity

ratio was 29.5 percent (2022: 25.9 percent, 2021: 26.4 percent). The parent company's return on equity was 73.2 (2022: 88.7 percent, 2021: 88.7 percent) and the cash on hand on the financial statements date was 0.9 million euros.

Governance

From July 1, 2022, to June 30, 2023, the Board of Directors of Ernst & Young Oy consisted of Heikki Ilkka, Mikko Järventausta, Terhi Mäkinen and Mikko Äijälä. During this period, Heikki Ilkka acted as the Chair of the Board of Directors and Mikko Äijälä as Managing Director. For the accounting period starting on July 1, 2022, and ending on June 30, 2023, the Annual General Meeting selected Authorised Public Accountant Kalle Kotka as the company auditor and Idman Vilén Oy as the deputy auditor.

Personnel

During the financial year, the group employed 1,185 people on average, with 1,172 employees at the end of the fiscal year. The parent company had an average of 636 employees during the fiscal year (2022: 1,039 and 2021: 971 employees), with 588 employees at the end of the fiscal year (2022: 1,056 employees and 2021: 944 employees). The average age of the group's employees at the end of the fiscal year was 34.5 years old and the parent company's was 34 years old.

The most important risks and uncertainties

Risk management at EY has been built to support the implementation of a growth strategy and to ensure that operative functions continue without disruptions. Risk management and quality control are implemented in a coordinated manner in all business units in accordance with international and Nordic guidelines. The Board of Directors proactively monitors any possible demands presented to the company. All business areas monitor the development of customer satisfaction systematically. There were no considerable changes in the company's risk position during the financial period.

Subordinated loan

The loan is a subordinated loan from the partners. The loan has no collateral, and it has been issued for the time being. In the case of bankruptcy and liquidation, the payment of the

loan capital and interest is a lesser priority than payments to other debtors. The interest of the loan must be adjusted annually utilizing the Finnish government's five-year bond interest rate of + 2,5%.

Company shares

The company has class A, class B and class C shares. At the date of this financial statement there were 33,490 class A shares, of which 360 were in the company's possession. There was one class B share and one class C share. The class A, B and C shares differ from each other in the following way:

- 1) In the Annual General Meeting, class A shares have one vote and class B shares have one vote, and class C shares always have one vote more than the combined vote of the class A and B shares. Class C shares are not entitled to receive funds from the company in any of the ways mentioned in the Limited Liability Companies Act. Class B and class C shares are not entitled to a distribution quota during the dismantlement of the company or its removal from the trade register.
- 2) When the company accrues profits, dividends are first paid to the class A shares, offering a good rate of return for their equity. The rest of the profits of the financial period may be paid as dividends for class B shares.

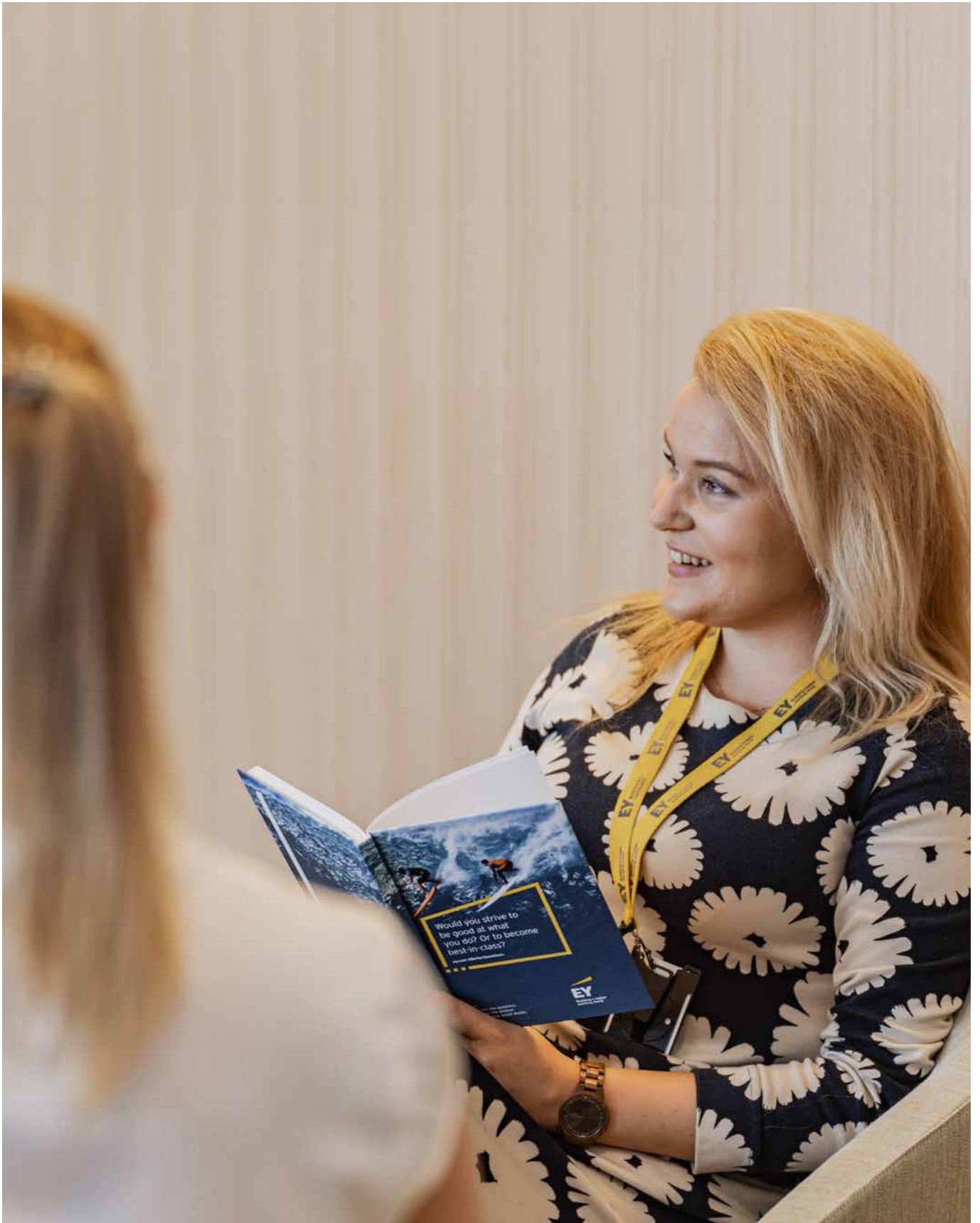
During the financial year, the company issued 2390 new shares based on a decision made by the company's Annual General Meeting for the issue price of 119,500 euros. The company also acquired 2470 of its own shares under the authorization granted to the board of directors by the general meeting. The procurement price of the shares was 123,500 euros. Acquisition of the company's own shares did not materially affect the division of ownership and voting power in the company. The obtained shares have been annulled during the fiscal year, except for the 360 shares held by the company at the end of the fiscal year.

The Board of Directors' proposal for operations regarding company profit

Regarding the distribution of parent company's profits for the financial year from July 1, 2022, to June 30, 2023, The Board of Directors proposes that, apart from shares in the company's possession, 19.50 euros per share be distributed to class A shares and 13,484,400 euros per share to class B shares.

Information on essential events since the end of the financial year and estimation of probable future developments

The Finnish economy is in a recession at the end of 2023. However, the outlook for the Finnish economy for the next year is improving: the rise in interest rates has stopped, inflation is slowing down, and demand is expected to pick up in both Finland and the wider euro area in 2024. EY Finland is actively monitoring its business development and will respond to changes quickly if necessary. Despite the challenging market conditions, EY has strong market positioning, a resilient business, a good customer base, and a growing range of services, which give it a good foundation for the new fiscal year.



Consolidated Income Statement

CONSOLIDATED INCOME STATEMENT	1.7.2022-30.6.2023	Parent company 1.7.2021-30.6.2022
Turnover	186.970.644,48	164.053.846,21
Materials and services		
External services	-36.303.963,64	-30.919.614,73
Staff expenses		
Salaries and wages	-75.413.740,55	-71.034.471,53
Indirect employee expenses		
Pension expenses	-13.796.108,38	-13.028.978,34
Other social expenses	-2.518.210,12	-2.460.326,96
	<u>-91.728.059,05</u>	<u>-86.523.776,83</u>
Depreciation, amortisation and impairment		
Planned depreciation	-1.825.382,53	-1.429.459,37
Other operating expenses	-37.934.464,85	-27.548.282,56
Operating profit	19.178.774,41	17.632.712,72
Financial income and expenses		
Other interest and financial income	3.943.460,26	1.440.914,97
Interest expenses and other financial expenses	-4.139.809,78	-1.973.643,77
	<u>-196.349,52</u>	<u>-532.728,80</u>
Profit before appropriations and taxes	18.982.424,89	17.099.983,92
Income taxes		
Taxes for the financial year	<u>-3.897.003,14</u>	<u>-3.453.810,86</u>
Profit for the financial year	<u>15.085.421,75</u>	<u>13.646.173,07</u>



Consolidated Balance Sheet

CONSOLIDATED BALANCE SHEET

ASSETS	30-06-2023	Parent company 30.6.2022
Non-current assets		
Intangible assets		
Development costs	85.319,01	143.291,72
Intangible rights	79.317,00	108.111,36
Other intangible assets	371.932,15	459.547,99
Advance payments	6.074.295,87	0,00
	<u>6.610.864,03</u>	<u>710.951,07</u>
Tangible assets		
Equipment and hardware	2.743.713,25	3.020.070,72
Investments		
Shares in Group companies	0,00	1.000,00
Other shares and holdings	677.315,99	675.789,69
	<u>677.315,99</u>	<u>676.789,69</u>
Non-current assets total	10.031.893,27	4.407.811,48
Current assets		
Trade receivables		
Accounts receivable	47.715.305,85	44.027.630,11
Accrued receivables	10.419.825,25	3.000.325,62
Other receivables	990.377,39	7.091.406,17
	<u>59.125.508,49</u>	<u>54.119.361,90</u>
Cash in hand and at bank	4.979.615,59	13.257.370,32
	<u>4.979.615,59</u>	<u>13.257.370,32</u>
Current assets total	64.105.124,08	67.376.732,22
Total Assets	<u>74.137.017,35</u>	<u>71.784.543,70</u>

Liabilities and Shareholders Equity

LIABILITIES AND SHAREHOLDERS' EQUITY	30-06-2023	Parent company 30.6.2022
Equity		
Share capital	100.000,00	100.000,00
Reserve for invested non-restricted equity	927.521,53	933.497,53
Retained earnings	495.016,54	704.658,47
Profit for the financial year	15.085.421,75	13.646.173,07
Total equity	16.607.959,82	15.384.329,07
Long-term liabilities		
Capital loan	3.010.500,00	3.318.500,00
Short-term liabilities		
Accounts payable	9.306.832,22	11.558.098,16
Accrued liabilities	31.789.470,76	31.330.353,60
Other liabilities	13.422.254,55	10.193.262,87
	54.518.557,53	53.081.714,63
Total liabilities	57.529.057,53	56.400.214,63
Total liabilities and shareholder's equity	74.137.017,35	71.784.543,70



Consolidated Cash Flow Statement

CONSOLIDATED INCOME STATEMENT

CONSOLIDATED CASH FLOW STATEMENT

1.7.2022-30.6.2023

Cash flow from operations:

Profit before appropriations and taxes	18.982.425
Adjustments	
Planned depreciation	1.825.383
Unrealised foreign currency gains and losses	-175.221
Financial income and expenses	196.350

Cash flows before the change in working capital 20.828.936

Change in working capital:

Increase (+) / decrease (-) in short-term non-interest-bearing receivables	-5.334.862
Increase (+) / decrease (-) in short-term non-interest-bearing liabilities	60.173

Cash flow of operations before financial items and taxes 15.554.247

Paid interest and payments for other financial costs of business	-4.323.620
Received interest from business	4.520.546
Direct taxes paid	-2.192.144

Cash flow from operations 13.559.028

Cash flow from investments:

Investments in tangible and intangible assets	-7.448.939
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Cash flow from investments -7.448.939

Cash flow from financing:

Chargeable increase in equity	111.500
Acquisition of the company's own shares	-125.476
Repayments for long-term loans	-341.000
Withdrawals of long-term loans	41.000
Interest paid and payments for financial costs	-218.054
Dividends paid and other profit distribution	-13.855.815

Cash flow from financing -14.387.845

Change in financial assets, increase (+) / decrease (-) -8.277.755

Cash and cash equivalents at the start of the financial year 13.257.371

Cash and cash equivalents at the close of the financial year 4.979.616



NOTES TO CONSOLIDATED FINANCIAL STATEMENTS
CONSOLIDATED INCOME STATEMENT

Accounting principles applied

Scope of the consolidated financial statements

All group companies are combined in the consolidated financial statements.

Internal business transactions

The group's internal business transactions, mutual receivables and liabilities, and internal profit sharing has been eliminated.

Valuation and amortization principles

Non-current assets

Tangible and intangible assets are capitalised to their direct procurement costs, with the planned depreciation deducted. The planned depreciation for non-current assets is based on the original procurement cost of the asset and the estimated useful life.

Depreciation periods for various groupings of assets are:

	Years
Development costs	2
Goodwill	7
Intangible rights	5
Other long-term expenditure	3-12
Equipment and hardware	7
Other equipment	5
IT equipment	2-5



Notes regarding subsidiaries

Companies included in the consolidated financial statements

Name	Domicile	Total ownership
Ernst & Young Oy	Helsinki	0 %
EY Advisory Oy	Helsinki	100 %

Notes to consolidated income statement

30.6.2023

Turnover by field

Audit	60.849.061,01
Other expert services	126.121.583,47
	<u>186.970.644,48</u>

Auditing fees

Auditing fees	47.205,00
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Income taxes

Taxes for the financial year	3.897.003,14
Non-accounted nominal tax receivables, postponed depreciation	229.306,20



Notes to consolidated balance sheet

Intangible and tangible assets

	Intangible assets	Development costs	Other long-term expenditure	Equipment and hardware
Procurement costs 1.7.2022	212.791,55	191.523,96	915.115,07	7.976.935,78
Increases	0,00	2.477,00	2.205,14	1.369.960,61
Decreases (scrapping)	0,00	0,00	0,00	-38.283,20
Procurement costs 30.6.2023	212.791,55	194.000,96	917.320,21	9.308.613,19
Accumulated depreciation 1.7.2022	104.680,19	48.232,24	455.567,08	4.956.865,06
Depreciation for the financial year	28.794,36	60.449,71	89.820,98	1.646.317,48
Decreases	0,00	0,00	0,00	-38.282,60
Accumulated depreciation 30.6.2023	133.474,55	108.681,95	545.388,06	6.564.899,94
	212.791,55	194.000,96	917.320,21	9.308.613,19
	133.474,55	108.681,95	545.388,06	6.564.899,94
	79.317,00	85.319,01	371.932,15	2.743.713,25

Investments

Other shares and participations

30-06-2023

677.315,99

Short-term receivables

Receivables from others

Accounts receivable

47.715.305,85

Other receivables

990.377,39

Accrued receivables

Advance rent payments

3.684.686,04

Amortisation of other costs of business

6.735.139,21

10.419.825,25

Short-term receivables total

59.125.508,49



Changes in equity	30-06-2023
Share capital 1.7.	100.000,00
Share capital 30.6.	100.000,00
Reserve for invested non-restricted equity 1.7.	933.497,53
Investment to the reserve for invested non-restricted equity	119.500,00
Acquisition of the company's own shares	-125.476,00
Reserve for invested non-restricted equity 30.6.	927.521,53
Retained earnings 1.7.	14.350.831,54
Payment of dividends	-13.855.815,00
Retained earnings 30.6.	495.016,53
Profit for the financial year	15.085.421,75
Total equity	16.607.959,82
Short-term liabilities	
Liabilities to others	
Accounts payable	9.306.832,22
Other liabilities	13.422.254,55
Accrued liabilities	
Deferral of personnel costs and the related social costs	26.927.785,40
Tax accrual	1.376.669,86
Other	3.485.015,50
	<u>31.789.470,76</u>



Notes on personnel and members of the organs

The average number of employees during the financial year	1.185
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Guarantees and commitments

Debts with business mortgage offered as collateral

Line of credit agreements

The total amount of granted limit	15.000.000,00
In use	3.978.331,43
Total granted mortgage	14.500.000,00

Other commitments granted on company's own behalf

Rent deposits	126.520,05
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Liabilities for leasing and rent contracts

30-06-2023

To be paid next year	1.283.114,25
To be paid in more than a year	106.005.093,07
Total	<u>107.288.207,32</u>



Signatures of the board of directors and the managing director

In Helsinki, October 27, 2023

Mikko Äijälä

Mikko Äijälä
Managing Director

Heikki Ilkka

Heikki Ilkka
Chair of the Board

Mikko Järventausta

Mikko Järventausta

Terhi Mäkinen

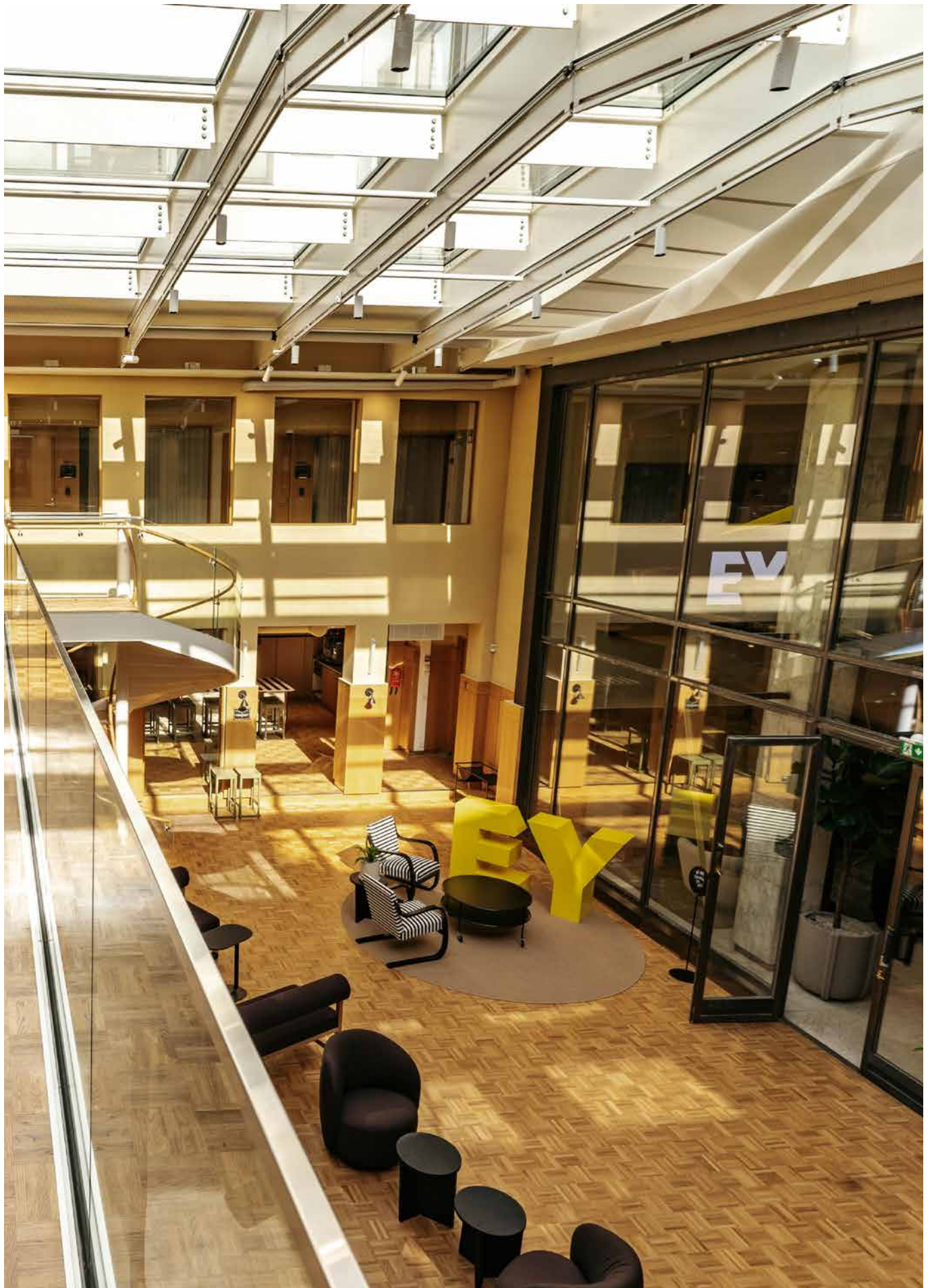
Terhi Mäkinen

Auditor's note

Auditor's report has been issued today,
In Helsinki, October 27, 2023

Kalle Kotka

Kalle Kotka
Authorised Public Accountant



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