

# The Asia-Pacific Area Operating Executive Diversity, Equity and Inclusiveness Statement

1 July 2021



In Asia-Pacific we strive to build a better working world. We will accomplish this through inclusive leadership and diverse teams, fostering a sense of belonging and advancement of social equity.

Diversity and inclusiveness are core to who we are and how we work. We hold a collective commitment to foster an environment where all differences are valued, practices are equitable, and everyone experiences a sense of belonging – where people are inspired to team and lead inclusively in their interactions every day.

At EY, we believe in maximizing the power of different perspectives and backgrounds in our teaming. Including varying points of view in our decision-making, operations and actions is fundamental to establishing long-term value for EY people, as well as long-term client, social and financial value. This helps us to fulfill the EY purpose of Building a Better Working World. Through this, we demonstrate our organization's distinctiveness, drive innovation, build trusted relationships, enable equitable and exceptional experiences for EY people and deliver the best approaches for clients. Diversity and inclusiveness are core to how we live our values. They are priorities for the Asia-Pacific Area Operating Executive (AOE) and command attention and investment from executive leadership.

Diversity is about differences. At EY, we think broadly about differences, such as nationality, language, education, gender and gender identity/expression, sexual orientation, generation, age, socioeconomic background, working and thinking styles, religious background, abilities and disabilities, experiences, career paths, technical skills and identity dimensions defined and constructed by some societies in ethnic, color, cultural, or racial terms. There are also differences according to geography, service line, sector and function.

Inclusiveness is about leveraging these differences to create an environment where all EY people feel, and are valued, for who they are, have a sense of belonging, and are inspired to contribute their personal best in every encounter.

The Asia-Pacific AOE is committed to holding the strategy, policies and accountability in place to build and sustain a diverse workforce, equitable processes and systems, and an inclusive environment. This includes the executive leadership level. As such, the Asia-Pacific AOE will strive to ensure that the broad range of differences across EY in Asia-Pacific are represented and respected at the most senior levels within the organization, including in all appointments it makes, up to and including the Asia-Pacific AOE.

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