EY Americas Community Impact Report FY24

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

Shape the future with confidence

TABLE OF CONTENTS

1

Introduction

Page 3

Welcome letter

FY24 by the numbers

2

Our people in action

Page 5

EY Corporate Responsibility

EY Connect Days

Client collaborations

3

Philanthropy and giving

Page 14

EY Foundation and University Relations

Matching Gifts for Higher Education

Social Justice Fund

EY Academic Resource Center (ARC)

Career Path Accelerator

4

Tracking our impact

Page 18

Awards and accolades

EY community impact by the numbers

CLICK TO JUMP TO SECTIONS

WELCOME LETTER FROM ELLEN GLAZERMAN

In 2024, we came together to create a new Community Impact team seeking to make even more of a difference in the communities where EY people live and work. Our efforts and investments take many forms – from large-scale skills-based volunteering through our Corporate Responsibility platform, EY Ripples, to philanthropic giving and matching grants, to the innovative resources and support we provide to higher education institutions. **The unifying force behind all our activities and investments are the global EY organization's purpose of building a better working world.**

As you'll see on the following pages, we have made great progress, and it's thanks to a lot of passion, collaboration and hard work. The FY24 highlights presented here reflect our commitments and priorities, including our EY Ripples goal of impacting 1 billion lives by 2030. **In our community initiatives with nonprofit organizations, we aim to equip and empower people – EY professionals, clients and the beneficiaries in the communities we serve – to address the causes they believe in and tackle some of society's greatest challenges**. We say thank you to everyone who contributed their time, knowledge and energy to the many worthy organizations and causes we supported this year.

Diverse skills, fresh thinking and teamwork are the best ways to address long-standing societal, business and environmental challenges. In seeking to maximize our impact, we monitor the results of our efforts via metrics you'll see throughout this report. **By being all in and working together, we can shape the future with confidence**. We hope you'll join our efforts to have an even greater impact in the year ahead.

EY Americas Community Impact FY24 by the numbers

40,000
participants in EY Ripples
(outperforming our FY24 target)

283,000
volunteer hours invested in EY Ripples
(~80,000 hours increase from FY23)

1,780
EY Ripples volunteer initiatives

$52m
charitable contributions to nonprofit organizations

Note: The metrics noted throughout the report represent EY Americas Ripples results and charitable contributions. The EY Ripples metrics are inclusive of our supporting the next generation, accelerating environmental sustainability and working with impact entrepreneurs focus areas as well as a handful of disaster response-focused initiatives that had volunteer engagement.

OUR PEOPLE IN ACTION

EY Corporate Responsibility

At the global EY organization, we believe we have a duty to act responsibly and in the long-term interests of all stakeholders, guided by our purpose of building a better working world. The organization's global Corporate Responsibility program, EY Ripples, enables EY people to help make progress toward the United Nations Sustainable Development Goals. In this section, we spotlight some of our most impactful programs from the many EY Ripples initiatives across the Americas.

The EY Ripples platform focuses our people's efforts to bring positive change in three primary areas:

1. **Supporting the next generation:** helping young people and underserved groups build the skills and mindsets they need to succeed
2. **Accelerating environmental sustainability:** promoting the adoption of models, technologies and behaviors that protect and regenerate the environment
3. **Working with impact entrepreneurs:** helping scale enterprises that prioritize social justice, economic development and environmental regeneration

"Being in a organization whose purpose is building a better working world makes me feel that I am in the right place. EY Ripples initiatives bring a lot of value to society, and I want to be part of it and see the transformation in the world.

Raquel Teixeira
Partner, Markets & Business Development,
Ernst & Young Assessoria Empresarial Ltda.

Supporting the next generation

College MAP

The path to college admission can be intimidating. EY College MAP (Mentoring for Access and Persistence) is a group mentoring program that helps demystify the process for students in underserved communities. Since 2009, EY volunteer mentors have helped guide 11th- and 12th-grade students through the complex admissions landscape while also helping them build essential qualities, such as confidence, resourcefulness and self-advocacy. The program also offers scholarships for tuition, housing and student fees via donations from Ernst & Young LLP (EY US) partners and staff.

College MAP in FY24

- Programs in **35** US cities involving 875 EY professionals and more than 3,500 students
- **99%** high school graduation rate for mentees
- **$1m** in scholarships awarded to **428** students
- Recruited **700** students to participate in the program for 2025

18,100+ EY participants supported the next generation in FY24

"The impact of College MAP extends far beyond the classroom, shaping not just my academic and career trajectory but also my identity and aspirations for the future.

Natavia Jones
Augustana College

"Thanks to College MAP's mentorship program and resources, I obtained knowledge and tools to complete the application process and increased my confidence to manage difficulties ahead. The experience gave me the tenacity and willpower to go beyond challenges in my academic career.

Alyssa Steele
Western Illinois University

"I have built excellent relationships with leaders and mentors of the College MAP program. Their unique contributions to my college experience have inspired me to become a mentor myself.

Basher Fannachi
North Carolina State University

Supporting the next generation

Network for Teaching Entrepreneurship (NFTE)

An entrepreneurial mindset and the related skills of problem solving, adaptability, initiative and self-reliance are a few key attributes employers are looking for – and some of the keys to lifelong success. NFTE is a global nonprofit organization that ignites the entrepreneurial mindset in youth from marginalized communities by providing them with unique learning experiences that empower them to own their futures. As part of our work with NFTE, EY US sponsors the annual World Series of Innovation (WSI) Challenge, which celebrates youth entrepreneurship and the power of innovative ideas. In alignment with one of the UN's Sustainable Development Goals, the 2023-24 EY WSI Challenge asked students to "design a solution to utilize artificial intelligence (AI) and entrepreneurship to create sustainable, inclusive, and peaceful communities." The challenge received more than 200 submissions involving 600 students.

On Intern Celebration Day (March 1), more than **160** EY interns from six offices participated with NFTE students in business plan coaching and other NFTE activities.

Mentoring at EY

Skills-based volunteer mentoring programs strengthen our communities and the EY culture by creating a more inclusive, engaged and future-ready workforce. Mentoring is a key component of many of our EY Ripples initiatives.

"Mentoring is a two-way street — both people are enriched with new perspectives, fresh inspiration and greater opportunities.

Ginnie Carlier
EY Americas Vice Chair - Talent

"My mentors showed me that the best careers at EY are not career ladders, but career lattices – not only moving vertically in one line of work, but also across various interests.

Kevin Cole
Chicago Office Managing Partner, Ernst & Young LLP

"I'm a firm believer that I wouldn't be where I am in my career if it weren't for my mentors. Helping the next person is my purpose in life.

Valery Guerrero
Senior Associate, Finance, Ernst & Young LLP

Accelerating environmental sustainability

EY employees performing citizen science

ZOONIVERSE
PEOPLE-POWERED RESEARCH

In collaboration with **Zooniverse**, EY volunteers participate in projects that help advance professional environmental research through Zooniverse's people-powered platform. Acting as citizen-scientists, EY participants analyze images of whales, penguins, elephants and other animals to help scientists gather specific data (e.g., the size of whale tails). The insights collected from EY volunteers help scientists understand the status and health of animal populations around the world and the impact climate change is having on biodiversity. Without the support of citizen-scientists and volunteers, it would take the researchers years to analyze the data before it can be published in peer-reviewed papers informing policy and strategy.

earthwatch

EY US and the **Earthwatch Institute** have been collaborating since 2009. Through the EY-Earthwatch Ambassador program, EY professionals conduct environmental field research alongside leading scientists while honing their leadership skills and coaching local organizations through skills-based engagements. The program deepens appreciation for the diversity of global communities and the need for local sustainability programs. In FY24, 40 EY Earthwatch Ambassadors dedicated 2,800 hours in programs in Maine, Arizona and Florida.

18,700+
EY participants accelerated environmental sustainability in FY24

Accelerating environmental sustainability

Minimizing food waste and expanding access to food resources

Food waste has a larger impact on the environment than is generally known. To address this issue, EY people engaged with various non-profits throughout the year to connect the hungry with healthy and fresh food that would otherwise be discarded, helping reduce food insecurity and protecting the environment. **Lemontree**, a nonprofit building a comprehensive data set on upcycled food resources, engaged EY volunteers across multiple events in FY24. Training focused on Lemontree's digital platform, which connects individuals in need to nearby food pantries and executes strategies for reducing the amount of food going to landfills.

The EY commitment to sustainability

EY US is committed to improving our environmental footprint by reducing our overall carbon emissions. Our priority initiatives include decreasing emissions from business travel and office electricity usage. For more information about our sustainability efforts, see our EY US Value Realized report.

Working with impact entrepreneurs

fastforward

Promoting social innovation with Fast Forward

Impact Hives are brief targeted innovation sessions where EY leaders assist entrepreneurs in overcoming key business challenges. This year, the EY team collaborated with **Fast Forward**, an accelerator focused on scaling startup tech nonprofits aiming to solve social problems, to support the following startups:

- **Learning Equality:** bridging the digital divide by enabling universal access to quality education resources
- **Tarjimly:** providing interpretation and translation services to refugees, asylum seekers and immigrants in need of humanitarian support
- **Closegap:** providing K-12 students with access to daily emotional support and mental health resources
- **The Climate Change Project:** developing digital tools to enable companies to measure, offset and reduce carbon emissions

1,900+ EY participants worked with impact entrepreneurs in FY24

"Our participation in the Impact Hive sessions was highly beneficial. We were introduced to innovative strategies and fresh perspectives in volunteer recruitment. Some of the ideas are now central to our approach for this year.

Atif Javed
Executive Director and co-founder, Tarjimly

Working with impact entrepreneurs

Fostering growth with SEED SPOT

In collaboration with SEED SPOT, a nonprofit dedicated to educating, accelerating and investing in a diverse range of impact entrepreneurs tackling social problems, EY professionals provide coaching on sustainable profitability and effective scaling.

> "The experience of mentoring and coaching startups means I can help others improve their business, and I also get to refine my craft as a consultant.
>
> **Bora Hopali**
> Staff, Tax Technology Services, Ernst & Young LLP

Powering up women

The EY POWER Up™ program acknowledges the systemic barriers women face in rising to the most senior leadership positions in business and promotes the development of personal leadership skills. For the second year in a row, women entrepreneurs came together from many entrepreneurial programs – including the EY Entrepreneurs Access Network, EY Entrepreneurial Winning Women™ and EY Ripples Impact Entrepreneurs – for a special POWER Up event encouraging in-depth conversations on topics such as cultivating authentic confidence, expanding networks and mastering effective communication.

EY Connect Days

Every year, thousands of EY professionals across the Americas come together on dedicated days of volunteer service called EY Connect Days. Through hundreds of volunteer projects, EY professionals collaborate with nonprofit organizations to support their missions of creating healthier, happier and more caring communities.

By the numbers

22,000+
EY participants

20+
countries

400+
nonprofit organizations supported

"EY Connect Day is fantastic for many reasons. It's a day when we contribute positively to our communities and connect with fellow EY professionals. Volunteering has been a pleasure and an enriching experience.

Jackie Fitzgerald
Senior, Audit, Ernst & Young LLP

"I am proud to work for a firm that values the communities we live in and provides us opportunities to actively create a better working world.

Christine Bigney Stephens
Senior, Risk Consulting, Ernst & Young LLP

Amplifying contributions through client collaborations

Since 2023, **the global EY organization and Microsoft** have collaborated to deliver impactful programming throughout Latin America with the nonprofit The Trust for the Americas. The collaboration provides underserved students in Latin America free ongoing access to EY Future Skills Workshops via Microsoft's Community Training technology platform. In-person events occurred in FY24 in Mexico City, MX and Bogota, CO where EY and Microsoft volunteers trained students and taught content on workforce readiness.

"It is a joy partnering with Microsoft, and I'm delighted that our shared values and coordination with Trust for the Americas have helped various communities across Latin America.

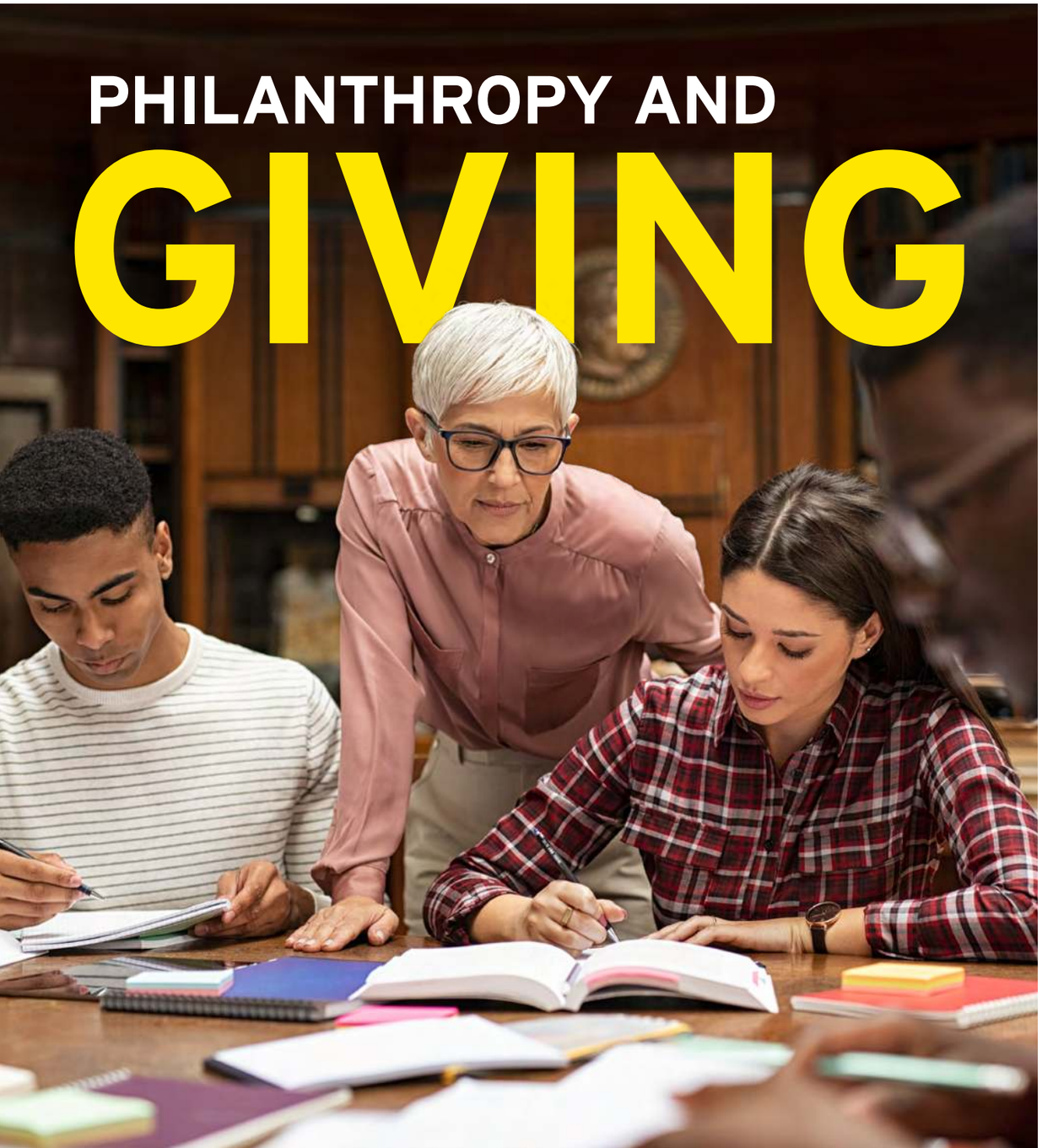
Matthew Alexander
Principal, Consulting, Ernst & Young LLP

Since the start of this initiative,
6,500 students
have completed
24,000 EY Future Skills Workshops

EY organization and SAP collaborated on a career readiness event supporting students from Perspectives Leadership Academy. During the session, five leaders from SAP's Black Employee Network led a panel on transitioning to college, time management, resume building and interview skills. These leaders joined more than 40 EY volunteers in breakout groups for more focused student mentoring.

"Collaborating with SAP's Black Employee Network to mentor the bright minds at Perspectives Leadership Academy was an uplifting experience. It's inspiring to see the impact of collective wisdom on the future leaders of tomorrow.

Will Miller
Senior Manager, Forensic & Integrity Services, Ernst & Young LLP



The EY Foundation and University Relations

The EY Foundation's mission is to support excellence in education, with a particular focus on higher education and preparation for professional service careers in business. The foundation focuses its support on quality educational institutions, encouraging leadership excellence; continuous improvement and innovation; quality; diversity; and accountability within these institutions.

Matching Gifts for Higher Education Program

The EY Foundation's Matching Gifts for Higher Education Program matches contributions to accredited nonprofit colleges and universities made by active and retired partners, principals and employees.

In 2024, the EY Foundation matched **$10.4m** in gifts to US-based colleges and universities. Over the past five years, more than **$52m** in matching gifts has been donated.

EY Social Justice Fund

Since 2021, the **EY Social Justice Fund** has awarded grants to organizations addressing inequity, discrimination and racism. Grants aim to increase the engagement, access and influence of marginalized communities in education, technology, health care, the environment and economic empowerment. In 2024, more than $1.4m was awarded to eight organizations.

GI Go Fund assists miliary veterans and their families with the transition back to civilian life by providing employment, education, housing and guidance on Veterans Affairs benefit opportunities. After an initial EY grant in FY22, GI Go Fund received a second grant in FY24. Both grants supported the Center for EQUALpreneurship and Job Training, which provides incubator space and resources to support minority- and veteran-owned small businesses.

Based in Los Angeles County, the **California Conference for Equality and Justice (CCEJ)** has a mission to eliminate bias, bigotry and racism by educating and empowering youths and adults to lead change for equity and justice in their communities. In 2024, the CCEJ received a grant to build youth engagement with school and support networks by developing critical thinking skills, wellness, resiliency and the ability to address conflict using healthy restorative strategies.

Disaster Relief

The EY organization comes together to address disasters impacting our communities. The **EY Disaster Relief Fund** was established to provide financial assistance to victims of disasters. The fund prioritizes EY organization employees affected by war, natural disasters or other events. In FY24, a total of $2.6m was directed toward disaster relief efforts.

Ernst & Young FOUNDATION™
Academic Resource Center

The EY Academic Resource Center (EYARC) is a state-of-the-art virtual resource center dedicated to providing university faculty the knowledge and tools they need to prepare their students for careers in professional services. To support staff from nonprofit higher education institutions, the EYARC gives them free resources and tools (including videos, lecture notes, case studies, data sets and analytics workbooks) focused on critical trends and topics impacting the business world and accounting profession. Leading accounting academics and retired EY US partners create the curriculum.

The advent of generative AI (GenAI) represents a paradigm shift for educational content. The EYARC has created a self-contained platform, the EYARC Experience, which will give university faculty new ways to engage students by using GenAI for creative problem solving and research. One of the faculty members – Professor David Wood from Brigham Young University, a recognized specialist in the use of GenAI in accounting – led the development of the EYARC platform and content. EY US believes that the EYARC Experience, the first tool of its kind, will accelerate the transition to learning augmented by artificial intelligence and revolutionize the way concepts in business and accounting are taught and understood.

▶ Learn more about the EY Academic Resource Center

Career Path Accelerator

EY US launched the Career Path Accelerator in summer 2021 to address the declining pipeline of accounting professionals by helping to remove affordability and accessibility barriers that many students face in become a CPA. Through a partnership with Hult International Business School, an institution accredited by the Association to Advance Collegiate Schools of Business, interns and incoming staff can take online courses to earn the necessary credits to meet each state's business and general elective requirements at a low cost. The EY Foundation also offers scholarships for students who need additional assistance.

Since the program launched, approximately 1,000 students from various locations and service lines across the US have enrolled. The EY Foundation has also awarded more than $905,000 in scholarships to over 50% of enrolled students, with more than 75% of them coming from a variety of racial and ethnic backgrounds and 51% identifying as female.

Enrollees:

~1,000
since 2021

329
in FY24

Scholarships:

$905,000
since 2021

$300,000
in FY24

Learn more about the Career Path Accelerator program

Awards and accolades

Our leadership in community impact continues to garner honors and attract recognition in the market.

Junior Achievement USA
Member of JA Worldwide

Recipient of the Junior Achievement USA Gold US President's Volunteer Service Award

EY ANTHEM AWARDS

Anthem Awards Bronze Winners for Supporting the Next Generation/ Working with Impact Entrepreneurs and the EY-Earthwatch collaboration

MENTOR

2024 National Corporate Mentoring Honor Roll by MENTOR

nfte!

NFTE's 2024 Corporate Volunteer of the Year

FAIR360 TOP COMPANIES MENTORING 2024

No. 3 in Mentoring from Fair360

Ragan CSR & DIVERSITY AWARDS WINNER

2024 Ragan CSR & Diversity Award Winner for Employee Volunteer/ Community Relations Program

CSR THE INTERNATIONAL CSR EXCELLENCE AWARDS WINNER 2024 for companies that have a heart

2024 International Corporate Social Responsibility Excellence Gold Award Winner for Service Industries, Employee Engagement

EY community impact by the numbers

FY24 EY Ripples across the Americas

Canada 3,100+
EY participants

United States 30,000+
EY participants

Israel 1,600+
EY participants

Latin America 4,700+
EY participants

Participating countries across the Americas:
29

Lives impacted:
14m+

▶ **Learn more** about how the global EY organization is creating value

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

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

Ernst & Young LLP is a client-serving member firm of Ernst & Young Global Limited operating in the US.

© 2024 Ernst & Young LLP.
All Rights Reserved.

US SCORE no. 25490-241US

2404-4518740
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com