Shape the future with confidence

EY Greater China FY24 Environmental, Social and Governance Report

About the Report

This is the fourth Environmental, Social and Governance (ESG) report ("the Report") published by the EY Greater China Region. It presents our mission, values and commitment, as well as key initiatives and outstanding performance in the ESG area. The use of photographs in the report is carried out with authorization.

Reporting period

The Report mainly covers the fiscal year 2024 (FY24), which runs from 1 July 2023 to 30 June 2024. To ensure consistency of the information and data, part of the content is outside this time span.

Organizational scope

The Report covers the offices in the EY Greater China Region in the Chinese mainland, Hong Kong, Macau and Taiwan.

Designations

In the Report, "we", "our", "us" and "EY Greater China" refer to the EY Greater China Region.

Basis of compilation

This Report has been compiled with reference to the Global Sustainability Standards Board (GSSB) Sustainability Reporting Standards (GRI Standards), the World Economic Forum (WEF) International Business Council (IBC) Stakeholder Capitalism Metrics, the International Sustainability Standards Board (ISSB) General Requirements for Disclosure of Sustainability-Related Financial Information (IFRS S1) and Climate-Related Disclosures (IFRS S2), the A-share Sustainability Reporting Guidelines and the Hong Kong Stock Exchange's Environmental, Social and Governance Reporting Code. It discloses EY Greater China's contribution to the United Nations Sustainable Development Goals (SDGs).

Data sources

The data in the Report is derived from EY Greater China internal documents and associated statistics. Unless otherwise specified, the financial data in this report are in RMB.

Principles of disclosure

The Report adheres to the principles of materiality, quantification, balance and consistency.

Availability

To conserve resources, this report is distributed electronically, with a limited number of simplified versions being printed.

Language

The Report was originally written and published in simplified Chinese. This English version serves as a translation of the Chinese original, and the Chinese version shall prevail.

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Letter from the Chairman

Jack Chan
EY China Chairman
EY Greater China Regional Managing Partner

In recent years, ESG has emerged as a pivotal concern for major economies worldwide. Originated at the United Nations in 2004, the ESG concept has become indispensable in advancing global sustainable development efforts. The year 2024 marks not only the 20th anniversary of the inception of the ESG concept but also a significant milestone for China in implementing ESG and sustainable development policies. These measures offer a robust institutional foundation for enhancing global ESG management.

At EY, our purpose is building a better working world. Against the backdrop of a changing landscape, in 2024, EY launched the **All in** global strategy aimed at shaping the future with confidence. EY Greater China firmly believes that embodying the ESG concept and championing eco-friendly, sustainable progress is not just a corporate obligation, but a mission entrusted to us by the current era. As a leading global professional services organization, EY Greater China consistently integrates ESG principles into its overarching developmental blueprint, dedicated to creating long-term value for clients and society through professional services.

Fostering confidence and cultivating sustainable value

The EY organization remains steadfastly committed to bolstering national development. Our dedication to enhancing our business footprint is unwavering, with offices and innovation centers spanning 34 locations in Greater China. We persist in driving business through innovation, forging new quality productive forces, excelling in the "five major focus areas" of finance, supporting coordinated regional development, championing high-level opening up, aiding the growth of key regions like Beijing-Tianjin-Hebei, Yangtze River Delta, Guangdong-Hong Kong-Macao Greater Bay Area, Taiwan and others, implementing the Belt and Road Initiative, facilitating the global expansion of Chinese enterprises, propelling financial innovation, and championing green and low-carbon transformations. Through these efforts, we actively contribute EY professionalism and acumen to the broader landscape.

Shaping the future together in response to climate change

Climate change impacts the development of every nation, organization and individual. We have established a systematic climate-related governance framework to identify climate change risks and opportunities, incorporating them into the overall risk management process for ongoing monitoring. Our climate risk stress testing solution is designed to help clients enhance their responsiveness to climate risk comprehensively. Our primary objective in addressing climate change is the reduction of absolute greenhouse gas emissions. In the fiscal year 2024, we reduced 7,031 barrels of bottled water by transitioning to direct drinking water, resulting in a reduction of 22.15 tons of carbon emissions, equivalent to planting 1,230 trees. The launch of the Didi Enterprise Edition application led to a significant reduction of 62,810 kilograms of carbon emissions. By the end of June 2024, we had achieved LEED certification for 11 green office locations.

Working together with all stakeholders to promote high-quality development

With Chinese enterprises venturing into a new phase of global expansion, the EY organization harnesses the network across the globe to offer services to Chinese clients throughout all phases of their overseas investments. Our dedication lies in delivering thorough and holistic support for the international development of Chinese companies, fostering sustainable growth. EY teams have continuously updated the *Global Green Tax Tracking Report* across eight editions, enabling companies to stay abreast of the latest trends in global sustainable development tax policies and understand the potential impact, opportunities and challenges associated with these policies. Over the past three years, EY teams have assisted more than 3,600 Chinese companies in their global ventures and undertaken more than 90,000 overseas service projects.

Driven by innovation, help delivering smart solutions

We are committed to driving business growth through innovation, seamlessly incorporating artificial intelligence (AI) technology into various enterprise management scenarios and introducing a range of innovative intelligent products and services. For example, we have developed a "full data" model using digital methods and launched cutting-edge digital audit tools to improve the quality of audit services. The EY METIS AI enterprise application platform integrates multiple management fields such as finance, tax, enterprise management and compliance, offering exclusive AI solutions to enterprises. Additionally, EY Atlas stands as a cloud-sharing information platform for clients, significantly reducing the cost of enterprise information acquisition. Our new generation of AI digital risk control platform provides a comprehensive intelligent risk management solution in a single, easy-to-use interface. Moreover, the enterprise cloud ESG solution equips small and medium-sized enterprises with cost-effective IT tools for comprehensive sustainable development management. These tools are designed to be user-friendly, lightweight and intelligent, ensuring efficient and affordable management of sustainable practices.

People-oriented, creating a great place to work

At EY Greater China, we prioritize our people, recognizing them as the foundation of corporate development and key advocates of the ESG concept. With nearly 24,000 employees, of whom 65% are female, we consistently uphold a people-oriented approach. We focus on fostering the growth and development of our people, ensuring they have access to abundant learning opportunities, diverse work experiences and professional career guidance. Each year, we organize a series of milestone activities for newly promoted advisors, managers, senior managers, directors and partners. These events provide participants with the opportunity to broaden their professional networks, hone skills related to their new roles and cultivate personal growth. In fiscal year 2024, we allocated RMB56.32 million to training expenditures, marking a 39% year-on-year increase. Our commitment extends beyond offering a safe, healthy and supportive working environment, we are dedicated to creating a workplace that is diverse, equitable and inclusive. To empower women and expand their sphere of influence in the workplace, we introduced the POWER Up™ workshop aimed at helping women achieve greater personal impact. Our efforts have been recognized with various accolades, including the 2023 Best Company x DE&I Best Practices Award, Greater China Best Workplace™, 2023 Employer Brand Management Model Award and Forbes China's 2024 Best ESG Practice Employer.

Working together to foster social prosperity

The EY organization is committed to advancing high-quality sustainable development, utilizing its professional services and global network to actively advocate for the dissemination of sustainable development and ESG concepts, policy recommendations and market expansion in China. We recently hosted the third CSO Forum and Sustainability Excellence Awards, where we identified exemplary green innovation practices, gathered insights from various stakeholders, and explored innovative pathways for corporate green transformation. The EY organization is actively involved in promoting gender equality and empowerment. In 2024, we selected 18 female entrepreneurs for the EY Entrepreneurial Winning Women Asia-Pacific program aimed at supporting and uplifting women in business. With a bold objective of positively impacting the lives of 1 billion people by 2030, EY launched the EY Ripples program in 2019. In EY Greater China alone, we have organized more than 200 events supporting the next generation, fostering corporate development and promoting environmental sustainability. These initiatives have engaged more than 23,000 volunteers, collectively reaching and influencing over 8.6 million individuals.

This year commemorates the 20th anniversary of the inception of ESG, coinciding with the two-decade milestone of professional organizations like EY providing professional support for ESG sustainable development across all sectors of society. Collaborating with stakeholders from diverse backgrounds, we remain steadfast in assisting Chinese companies in charting sustainable development strategies, enabling them to proactively adapt to evolving management demands and meet global market growth expectations. By shaping the future with confidence, while leveraging our global network and professional resources, EY continues its commitment to collaborating with industry peers to promote the implementation of policy standards and bolster the high-quality development of ESG practices.

FY24 ESG performance highlights

Environmental

Green office locations obtained **11** LEED certifications

Saved **7,031** barrels of bottled water,

equivalent to reducing carbon emissions by **22.15** tons,

and planting **1,230** trees

The launch of Didi Enterprise Edition application reduced carbon emissions by **850,273.39** kg

Scope 1: Greenhouse gas emissions
495
(tons of carbon dioxide equivalent)

Scope 2: Greenhouse gas emissions
6,620
(tons of carbon dioxide equivalent)

Scope 3: Greenhouse gas emissions
26,582
(tons of carbon dioxide equivalent)

Total greenhouse gas emissions
33,697
(tons of carbon dioxide equivalent)

Scopes 1 and 2: Indoor gas emission intensity
0.30
(tons of CO_2 equivalent/person)

Scopes 1, 2 and 3: Indoor gas emission intensity
1.40 (tons of CO_2 equivalent/person)

Note:
The surveyed areas only included data from EY Greater China. EY Greater China will actively implement EY global green office and green operation measures, and contribute to EY global net zero initiative.

Governance

Percentage of women in leadership positions in Greater China in FY24: **52%**

Ranked second in overall sustainable development service provider ranking, **leading** in project execution

Source: HFS Research, HFS Top 10: Sustainability Services, 2022

Recognized as a prominent **leader** in climate change consulting

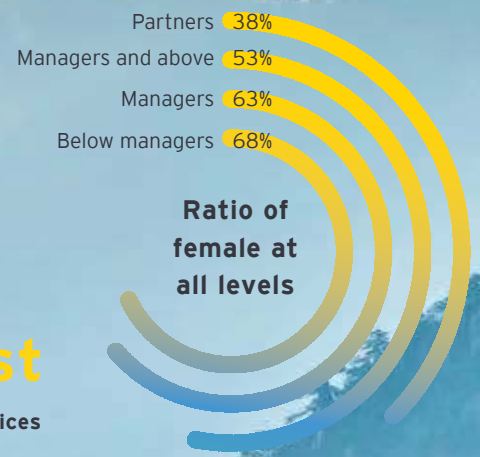
Source: Verdantix, Green Quadrant: Climate Change Consulting 2023

Social

Total number of employees is nearly **24,000**

Ratio of female employees: **65%**

Forbes China's **Best** Employer for ESG Practices in 2024



Indicator	Unit	FY24
Total expenditure on full-time employee training and development	RMB 10,000	5,632
Employees participating in on-site training	Person-time	132,856
Average hours of on-site training	Hours	37.07
Employees participating in online training	Person-time	651,617
Average hours of online training	Hours	35.62

The number of mainland suppliers reached 352, and the proportion of local supplier procurement expenditure was **100%**

Number of professional volunteers **8,133**

Duration of professional volunteering services **19,579.15** hours

Number of beneficiaries of community investment **4,532,082** people

In FY24, more than **8,133** EY volunteers participated in the EY Footprint program, bringing positive impacts to the lives of **4.53** million people

EY x Golden Education ESG University Student Innovation Challenge Contest gained participation from more than **500** colleges and universities, with **8,000** teams of more than **30,000** students

Hong Kong, Macau and Taiwan Student Summer Internship Program recruited a total of **240** youth interns

Fudan-EY National Undergraduate Green Finance Competition attracted participation from more than **600** teams and about **2,000** students

About EY Greater China

Our mission and vision

The EY organization introduced the **All in** strategy to amplify its sustainable impact. As one of the world's leading professional services organizations, we develop outstanding leaders who team to deliver on our promises to all our stakeholders. The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We strive to forge a foundation of mutual trust, support corporate sustainability and promote increased collaboration among businesses. EY proactively engages in sustainable development efforts, upholding our unwavering commitment to all stakeholders, and collaborates with like-minded organizations and individuals to build a better working world.

Our purpose

Building a better working world.

Our mission

To lead high-quality and sustainable growth with leading class talent, innovation, entrepreneurship and corporate responsibility. Committed to creating long-term value to be the most trusted professional services organization.

Our goals

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

We develop outstanding leaders who team to deliver on our promises to all our stakeholders.

Our business and markets

The EY organization is one of the leaders across the globe in Assurance, Consulting, Tax, Strategy and Transaction services, extending professional services in more than 150 countries and regions around the world. With a presence in Greater China for 56 years, the EY organization currently employs nearly 24,000 people. It continues to expand and improve its business layout and has established offices in 34 locations in Greater China, playing an active role in fostering regional coordinated development.

Nearly **24,000** employees

with **34** office locations in Greater China

Awards and accolades

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1. Strategic cooperation unit for high-quality economic development in Dongcheng District, Beijing in 2024
2. Service unit for the comprehensive service platform for two-way investment in Beijing to promote the joint construction of the Belt and Road
3. The first batch of Shanghai global partners for promoting foreign investment
4. Appointed as an "Invest Guangzhou Global Partner"
5. Best Financial Services Award in the Guangdong-Hong Kong-Macao Greater Bay Area
6. Best Audit and Tax Services Agency Award in 2023
7. 2023 Science and Technology Innovation Board Excellent Services Team Award
8. Xi'an Social Responsibility Enterprise in 2023
9. ESG Financial Innovation Award from Cailian Press for the ESG Investment Solution Series – ESG Intelligent Management System

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10. Green Practice Performance Award in the 2nd China Enterprise Carbon Neutrality Performance List
11. Top Ten Exhibitors with the Most Influential Communication in the Service Trade Exhibition Area of the 6th China International Import Expo
12. Best IPO Service Agency Award at the Phoenix Financial Forum for the Greater Bay Area 2023
13. SAP Cloud Business Delivery Rapid Growth Partner
14. ISACA China 2023 Collaboration Award
15. Executive Director Unit of the Smart Logistics Branch of the China Federation of Logistics and Purchasing
16. Advanced Cloud Digital Transformation Consulting and System Integration Partner by Huawei Cloud

ECONOMY

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIE
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Support national strategies

On 18 October 2024, Jack Chan, EY China Chairman and EY Greater China Regional Managing Partner, participated in the ESG Global Leaders Conference for the fourth consecutive year. During the event, he delivered a keynote speech centered on four ESG key areas: Chinese companies going overseas, green tax, climate risk and ESG global management. Chan emphasized that in the future, leveraging innovation advantages will be crucial for Chinese companies to make significant strides in overseas markets. Using green tax as an illustration, Chinese companies encounter ESG regulatory requirements across various countries and regions during their overseas expansion. From an investment viewpoint, ESG investments are poised to drive sustainable growth, necessitating financial institutions to prioritize climate risks. Hong Kong is strengthening the connection between global capital and local companies by aligning local sustainable development criteria with ISSB standards, with plans to extend this integration to the Chinese mainland and other regions. This situation mirrors the evolving landscape of ESG global management. In light of the opportunities and challenges posed by globalization, Chinese companies are urged to enhance their ESG management practices. Chan put forth four recommendations: first, incorporate the ESG concept into strategic planning and major decisions; second, develop a comprehensive understanding of ESG laws and regulations in the company's target market; third, emphasize effective data management; and fourth, pursue ESG report certification.

"

Positioned as a new driver for economic growth, the high-tech, high-efficiency and high-quality attributes of new quality productivity are profoundly reshaping China's industrial framework and business models. In recent years, EY has continuously enhanced its operational standards and innovative capacities, aligning with national development strategies, catering to governmental and societal requirements, actively engaging in scientific and technological innovation and sustainable transformations. Leveraging global EY network and resources, the organization aims to deliver targeted professional services, foster high-quality development, and contribute to elevating the nation's high-level opening up and the optimization of the business landscape.

Forging the development of new quality productivity

At this year's National People's Congress, "new quality productivity" was introduced in the government work report for the first time, sparking extensive discussion and emerging as a cornerstone for propelling China's high-quality economic development. The essence of new quality productivity lies in effecting a green shift in production methodologies through innovation, advancing the optimization and enhancement of industrial structure, improving resource utilization efficiency and augmenting the share of eco-friendly industries. This approach is crucial for achieving sustainable development objectives and bolstering corporate competitiveness.

Technological innovation propels new quality productivity, serving as a new engine for economic growth

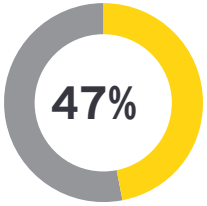
Strategy and objectives of technological innovation: We are committed to strengthening our digital service capabilities to elevate service efficiency, quality and client experience through the adoption of cutting-edge technical tools and platforms.

EY has consistently leveraged its global network and professional advantages to help companies in navigating changes. In the field of technological innovation, EY teams have developed a range of digital tools to help companies improve management efficiency and sustainable development. For example, EY teams developed EY METIS, an AI enterprise application platform. EY METIS serves as a field model platform underpinned by AI technology, consolidating various management domains such as finance, tax, corporate management and compliance. In addition, EY offers companies specialized tools for intelligent finance, enabling swift access and retrieval of pertinent accounting standards and guidelines, alongside access to leading-edge insights and professional interpretations. This streamlined access significantly reduces companies' information acquisition costs.

Since the end of June 2022, the EYAcademy has established a leading-edge "Science and Technology Innovation +" research group. Aligned with the trajectory of the Shanghai Stock Exchange STAR Market, this group conducts in-depth research on new-generation information technology, high-end equipment, new materials, new energy, energy conservation environmental protection and other aspects. By offering in-depth insights, the research aims to help listed companies in capitalizing on opportunities within the market. To date, more than 20 insightful articles have been published. Additionally, the research group has organized both online and offline engagements with industry experts, focusing on trending topics. Through these initiatives, the team provides thorough analyses and interpretations on critical issues pertinent to enterprises, fostering a comprehensive understanding of the landscape.

In 2024, EY, one of the leading global professional services organizations, garnered recognition as the recipient of the prestigious annual accolade for the top accounting firm catering to technology innovation within the 13th BRICS Value List. This esteemed award honored EY for its exceptional dedication to serving technology innovation enterprises and its remarkable performance in supporting the global capital market.

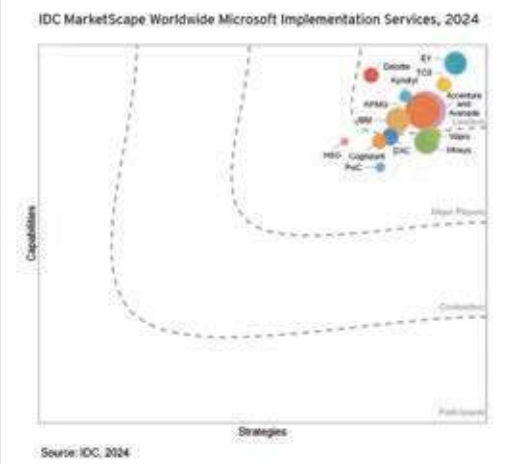
Furthermore, according to the 2023 Forbes Global 2,000 rankings, EY services for companies secured a substantial market share of 47%[1], solidifying its position as a key player in the global technology industry.



[1] *Calculated based on company market value, data from sources including US Fortune, US Forbes, US Russell Index and CapIQ.*

On 25 May 2024, EY teams collaborated with the MBA Center of the University of Science and Technology of China to introduce a series of lectures titled "Science and Technology Innovation +". This initiative seeks to establish a premium platform for attracting scientific and technological talent, broadening global perspectives, fostering innovative thinking and igniting creativity within the community.

The results of EY Fudan's Most Promising Companies 2024 have been unveiled, featuring a selection of 36 emerging companies that have been shortlisted for their potentials.



EY has been recognized as a Leader in IDC MarketScape's newest 2024 Global Microsoft Implementation Services Vendor Assessment.

On 8 November 2024, EY released the white paper *Intelligent new productivity II: Potential application of artificial intelligence generated content (AIGC) in pharmaceutical retail*. This release aims to advocate for compliance, high quality and sustainable development within the pharmaceutical retail industry.

Green productivity: Paving the way for "dual carbon" goals

In the face of pressing global climate challenges, the imperative to reduce carbon emissions and attain carbon neutrality stands as a shared objective across the international community. The EY organization has long been at the forefront of proposing strategies to realize the "dual carbon" goals. Our dedication lies in collaborating with stakeholders to foster a robust sustainable business environment, actively engaging in the enhancement and advancement of low-carbon sectors, consistently offering innovative green solutions and leading-edge perspectives to propel the dynamic growth of green and low-carbon industries.

2024 Shanghai International Carbon Neutrality Expo

During the 2024 Shanghai International Carbon Neutrality Expo, the EY organization took "Zero carbon promotes sustainability, new quality creates the future" as the theme, focusing on the four major themes of new quality "green technology", energy transformation "new frontier", green tax "new practice" and sustainable disclosure "new milestone", continuing to explore the development context of China's economic and social green and low-carbon transformation, and helping to promote the pace of sustainable and high-quality development. Considering the importance of technology to green development, the EY booth used a dynamic flow screen that combines technology and art for the first time, using visual impact to convey the green background of new quality productivity. A number of AIGC solutions brought by EY Wavespace™ Innovation Center, including AI face-changing, digital human + H-BOX holographic cabin interaction, etc., made technology empowering low-carbon life more concrete.

EY introduced the ESG IT Solution, a platform that offers efficient and user-friendly digital management tools for enterprises to facilitate the establishment of comprehensive ESG management systems.

EY launched *the EY Green Tax Tracking Report (Eighth Edition)* and organized an expert dialogue focusing on the interpretation of the Carbon Border Adjustment Mechanism (CBAM) policy.

EY teams hosted a roundtable discussion on ESG disclosure: Global vision and Chinese characteristics practice, sharing insights on climate change response, ESG governance, and management to collectively work towards green, low-carbon and sustainable development.

EY concentrated on various critical topics including the international integration of China's green power green certificates, the application of AI in energy transformation, industrial carbon reduction challenges in the dual carbon process, the impact of EU green policies on Chinese firms expanding overseas, and the concept of electricity-carbon linkage to foster a new era of low-carbon transformation.

Responding to the "five major articles" of finance

In 2023, the *Government Work Report* for the first time included the "five major articles" focusing on science and technology finance, green finance, inclusive finance, pension finance and digital finance. This inclusion further delineated the future financial service priorities aimed at fostering the high-quality development of the real economy.

During the 2024 China International Fair for Trade in Services (CIFTIS), EY teams showcased its professionalism in the digital transformation of the financial sector by introducing the Reshaping Client Experience solution. This innovative solution evaluates internal and external client services across five dimensions using a cutting-edge client experience insight system. It integrates data from multiple client touchpoints, enables data consolidation, analysis and modelling, and provides visual representations of the client experience. Furthermore, EY teams leverage digital technologies such as AI and big data to advance the realms of digital finance and science and technology finance. By deeply integrating these technologies, the EY organization is not only driving the development of digital finance but also offering robust support for the "five major articles" of service finance.

Technology finance

- EY teams have established the EY wavespace™ flagship center to drive financial technology innovation. The flagship center not only fosters innovation but also emphasizes talent development and the creation of collaborative ecosystems to bolster the long-term growth of financial institutions amidst digital transformation.
- EY teams have put forth a broad approach involving the concept of "three closed loops" for technology finance. This approach serves as a guide for financial institutions to enhance the construction and evolution of their technology finance models.
- EY teams introduced the groundbreaking Lingyue Technology Finance Integration Platform. This platform seamlessly integrates diverse technology innovation data, intelligent decision-making models and practical insights. It aids financial institutions in efficiently initiating and advancing technology finance operations while also improving their capacity to provide targeted support to technology innovation enterprises.

Pension finance

- EY teams conduct research on pension finance and publishes the *China Pension Report*, providing valuable insights into the pension finance landscape.
- EY teams conduct regular observations within the banking industry, with a particular focus on pension finance products to stay abreast of market trends.
- EY teams actively participate in forums to interpret pension finance policies and discuss the development trends shaping the pension finance sector.

Inclusive finance

- EY teams utilize AI and big data to help optimize client service, support diverse scenarios with AI, and enhance digital service capabilities for inclusive finance, offering small and micro enterprises comprehensive and intelligent financial services.

Green finance

- EY teams conduct green finance certification processes and offers strategic planning consultations.
- EY teams regularly update green finance online management system to provide clients with intelligent solutions.

Digital finance

- EY teams emphasize the sharing and integration of credit information to support financial institutions in accelerating their digital transformation efforts. By leveraging technology to optimize credit processes, the EY organization has streamlined operations within financial institutions, empowering small and micro enterprises by improving credit service efficiency.

On 13 December 2023, the EY Asset Management Industry Hotspot Sharing Conference was successfully held in Beijing, Shanghai and Shenzhen, drawing 260 professionals and senior managers to participate.

EY was also a key participant at the 2023 Global Energy Internet Conference on 27 September 2023. During this event, EY co-hosted the Green Finance and Investment and Financing Forum, which attracted over 400 attendees both on-site and online.

EY published the *China financial reform and opening-up 2023 annual report*. This report meticulously detailed the primary policies, events and trends characterizing China's financial market reform and opening-up in 2023. The aim of this report was to offer both domestic and foreign institutions an all-encompassing view of China's financial reform progress, facilitating a deeper understanding of the advancements in financial reform and opening-up initiatives.

Feature

Injecting wisdom and energy into the high-quality development of the financial industry, the EY organization appears at Sibos 2024

Swift International Banker's Operation Seminar (Sibos) 2024, the iconic annual international conference, exhibition and exchange event for the financial services industry organized by Society for Worldwide Interbank Financial Telecommunications (SWIFT), was held in Beijing from 21-24 October. The EY organization appeared in the Sibos exhibition hall with the theme of "Will you shape the future of banking, or be shaped by the future?", focusing on the future prospects of cash management, as well as on the four major modules of open banking and cross-border payments, generative artificial intelligence (GenAI) payments, cybersecurity and climate risks.

> "We are very pleased to welcome industry leaders from the global financial services industry to Beijing for the Sibos 2024 annual event. This is a rare opportunity for us to jointly discuss how to improve the efficiency of cross-border payment systems and promote the widespread application of financial technology in the digital economy. EY looks forward to working closely with industry experts from various markets around the world to inject confidence and momentum into the future development of the financial services industry. We firmly believe that through such in-depth exchanges and cooperation, we can work together to shape a more sustainable, innovative and inclusive financial future."
>
> ——Jack Chan, EY China Chairman
> EY Greater China Regional Managing Partner

22 sessions

Dynamic exchange at the booth

Throughout the exhibition, the EY booth meticulously planned and organized 22 content-rich and professional sharing activities. These included personal speeches, fireside chats, solution demonstrations, and more, covering topics such as cybersecurity, climate risk, GenAI and women in technology. They offered cutting-edge industry insights and analyses for more than 10,000 banking leaders worldwide. Additionally, special arrangements were made for in-depth interactive exchanges with industry veterans.

6 sessions

EY leaders address key topics at plenary sessions

Senior EY representatives delivered speeches at six plenary sessions during Sibos 2024, discussing crucial topics such as cross-border payments and financial flows, GenAI, as well as ESG and climate change.

5 deliverables

Banking insights and future-forward solutions

At the exhibition, EY released its latest banking research report, *Voice of the Treasurer*, delving into the concerns, challenges and expectations of corporate treasurers and chief financial officers regarding corporate banks, commercial banks and SME banks.

Furthermore, EY introduced four solutions, sparking significant dialogues on the future of finance.

- GenAI solution
- Climate risk solution
- Cybersecurity solution
- Local solution practice for Chinese multinational companies in the financial market

Facilitate regional coordinated development

Currently, the nation is actively exploring new economic growth models and paths for industrial transformation, with a specific emphasis on fostering regional economies and leveraging the strengths of particular regions to propel economic advancement. Regions of economic significance such as the Beijing-Tianjin-Hebei area, the Yangtze River Delta, the Guangdong-Hong Kong-Macao Greater Bay Area (referred to as the "Greater Bay Area" or "GBA"), and Taiwan have emerged as key drivers of China's high-quality development. The EY organization stands as a staunch advocate and engaged participant in the country's major development strategies. Concurrently, EY professionals remain committed to adhering to regional coordinated development plans, continually enhancing its regional service network, and aligning additional service resources and capabilities to support and complement the regional growth objectives.

Serving the all-round high-quality development of Beijing-Tianjin-Hebei

In 2024, the coordinated development of Beijing-Tianjin-Hebei celebrates its 10th anniversary as a pivotal national strategy. Throughout this decade-long journey, EY teams have played a significant role by integrating its professional services capabilities in auditing, tax, strategy and transactions, and consulting. By bolstering its service capabilities comprehensively, EY teams have been able to provide high-quality and efficient services to enterprises and institutions within the Beijing-Tianjin-Hebei region.

The EY organization reached a strategic cooperation with the Beijing Daxing Economic Development Zone Management Committee. At the Beijing Digital Ecosystem Overseas Plan and Digital Economy Overseas Innovation Ecosystem Partner Signing Ceremony, a cooperation agreement was signed.

The EY organization co-organized the "Enter the Hong Kong Stock Exchange, embrace new opportunities" event on 21 August 2024. This event provided insights into the Hong Kong Stock Exchange's listing rules and key issues for Tianjin's potential listed companies, aiding them in navigating the Hong Kong capital market and optimizing their listing and financing strategies.

The EY organization hosted the Multinational Company Development Forum during the 2024 Wangfujing Forum. This forum facilitated discussions among leaders from Dongcheng District, Beijing, senior executives of multinational corporations, chamber of commerce representatives, and industry experts. The forum also explored the opportunities and challenges faced by overseas brands in China's evolving business landscape.

EY teams participated in the 27th Beijing Hong Kong Economic Cooperation Seminar and Investment Promotion Conference – Xicheng District's Professional Services event

EY active engagement in fostering collaboration and sharing knowledge continues with its participation in the 27th Beijing Hong Kong Economic Cooperation Seminar and Investment in Hong Kong Promotion Conference – Xicheng District's Professional Services event on 21 September 2024. During this event, EY teams shared insights on prioritizing new quality productivity and advancing the high-quality development of the CPA industry. Discussions also revolved around leveraging intellectual property, human resources, corporate consulting and other professional service aspects to bolster the construction of the "two districts." The aim was to enhance high-quality development and cooperation in professional services between Beijing and Hong Kong, laying a robust foundation for future deep integration and advancement of professional services in both regions.

Actively increase the development of the Yangtze River Delta region

In recent years, the EY organization has been significantly expanding its presence and involvement in the cities within Yangtze River Delta region, infusing dynamism into the region's high-quality development. Beyond establishing branches in various locations, EY teams have deeply integrated into the local innovation ecosystem through initiatives like local leading partner programs and science and technology innovation programs, actively fostering innovation and progress within local enterprises.

EY teams have played a key role in advancing think tanks related to the integration of the Yangtze River Delta, exporting professional insights through its experience as a service agency. It has engaged in multiple alliances initiated by the Business Innovation Institute. Notably, as a founding member, EY teams have contributed to the Yangtze River Delta Digital Alliance and the Yangtze River Delta Pharmaceutical Innovation Development Alliance. Additionally, EY serves as the Deputy Secretary-General of the Yangtze River Delta International Green Development Alliance. Furthermore, EY teams have taken part in hosting prestigious events in the Yangtze River Delta region, such as the Yangtze River Delta ESG Green Innovation Forum. In 2024, EY teams played a crucial role in preparing the fifth chapter of the first *Shanghai ESG Development Report*, focusing on the current landscape of Shanghai's ESG third-party professional services. Through in-depth analysis, EY teams have provided valuable insights into the opportunities and challenges faced by ESG third-party service agencies, contributing to Shanghai's sustainable development journey with expert services and knowledge.

EY teams participated in the preparation of the first *Shanghai ESG Development Report*.

On 3 April 2024, the Yangtze River Delta International Green Development Alliance was established, with EY professionals serving as the Secretary-General.

In September 2023, EY participated in hosting the 5th Yangtze River Delta Business Innovation Conference and Yangtze River Delta ESG and Green Development Innovation Forum. During these events, EY teams introduced the Corporate Green Development and Social Responsibility Empowerment Plan initiative. This initiative aims to support the Yangtze River Delta integrated development strategy and collaboratively drive green development efforts forward.

The Six Connects in the GBA structure

In line with the national vision for the development of the GBA, we are dedicated to bringing our global network and rich experience in the Chinese market, integrating our talent pool and network in the Chinese mainland, Hong Kong and Macau. We have set up an EY Greater Bay Area Center of Excellence with the structure of "Six Connects" and "11 cities" to cultivate a flexible and connected GBA team, to help our clients seize the opportunities in the GBA with our international perspective and local market knowledge.

On 28 September 2023, Jack Chan, EY China Chairman and EY Greater China Regional Managing Partner, was invited to attend the Phoenix Financial Forum for the Greater Bay Area and discussed a wide range of topics including opportunities and challenges for the global economy amid tests, deepening reform of the GBA, the competitiveness of Hong Kong, and AI-driven industrial upgrading, contributing ideas to the economic development of the GBA and China, even the world.

On 29 February 2024, EY Hong Kong held a Chief Financial Officer Forum for in-depth discussions on ESG integration into business strategies and the latest regulatory requirements.

On 6 June 2024, EY teams supported the Economic Development Bureau of the Guangdong-Macau In-depth Cooperation Zone in Hengqin in holding a seminar themed with Assisting Hengqin-based companies in listing on the Hong Kong Stock Exchange with diversified IPO Services and discussed with nearly 80 representatives how to better harness the Hong Kong capital market to help Hengqin-based companies go global.

On 21 September 2023, EY teams held a seminar on Shenzhen-Hong Kong private equity connect, inviting more than 40 executives from asset management companies in Shenzhen and Hong Kong and professionals from all walks of life to discuss the status quo of economic development in the GBA and hot topics, analyze the latest policies and share practical experience, focusing on industry development and cross-border investment.

Synergize GBA Forum

To support the industrial transformation and innovative allocation of production factors, and promote the high-quality development of the Greater Bay Area, EY has been organizing the Synergize GBA Forum annually. In 2023, the forum centered around "Envisioning the future of the GBA through a technology lens", striving to establish an intelligent ecosystem for envisioning the forthcoming development of the GBA. More than 200 guests attended the forum in person, while nearly 10,000 viewers tuned in virtually, showcasing the theme-driven feature and impact of this premier flagship program.

On 30 June 2023, EY and the Hong Kong Metropolitan University signed a memorandum of cooperation toward a common goal to promote talent development, working together to cultivate the next generation of business talent and professionals in the GBA.

On 13 July 2023, at the Hong Kong-Shenzhen Investment Exchange Conference, the EY organization and the Commerce Bureau of Shenzhen Municipality signed a strategic cooperation agreement to pursue a sound industrial strategy and work together for the common development of the GBA.

"With our international perspective, professionalism and innovative mindset, the EY organization has helped integrate resources in Guangdong, Hong Kong and Macau to establish a 'Six connects in 11 cities' structure and develop future-oriented professional services. Meanwhile, EY teams have set up the EY Greater Bay Area Center of Excellence in Qianhai to accelerate the incubation and application of innovative technologies and help build an innovative industry ecosystem in the GBA."

——Jack Chan, EY China Chairman
EY Greater China Regional Managing Partner

EY supports Taiwan on its journey toward net zero carbon

With rich local experience and international perspective, the EY organization has deep knowledge of the challenges and opportunities faced by Taiwan amid energy transition, and provides organizations with a full range of professional services including renewable energy development, energy infrastructure construction, carbon audit and green electricity trading, assisting companies and financial institutions in investment and financing assessment and sustainability disclosure, achieving net zero carbon emissions, enhancing sustainability for future competitiveness and accelerating Taiwan's movement toward a new milestone for sustainable development.

2024 marks the 20th anniversary of the launch of EY Entrepreneur Of The Year™ in Taiwan. A gathering to celebrate the 20th anniversary was held, where previous winners joined the celebrations.

EY teams released its latest report *The Impact of Family Governance on Family Harmony, Wealth Inheritance and Business Sustainability* to provide insights into the status quo of family business governance, propose proper family governance models, and encourage family businesses to make early succession planning.

The 20th EY Entrepreneur Of The Year™ Forum was held, inviting six entrepreneurs to share their experience.

The 2024 Intelligent Manufacturing Forum was held to support companies on their pathways toward zero carbon emissions and achieve low carbon transition.

The EY Family Office has been operated for 10 years.

Promoting high-level opening-up

Assisting companies in going global

In recent years, Chinese companies have stepped up their pace of going global, expanding to wider areas and shifting the focus of the model of going global. According to *Overview of China Outbound Investment in H1 2024* released by EY teams, in the first half of 2024, China's overall outward direct investment was US$85.3 billion, a year-on-year increase of 16.6%; non-financial outward direct investment was US$72.62 billion, a year-on-year increase of 11.4%, showing that China's outward direct investment maintained a rapid growth. Chinese companies are faced with challenges amid going global including ever-changing international policies and regulations and complex and dynamic tax environment. As such, risk management and early prevention have become a focus of management in Chinese companies when doing business overseas.

EY teams keep eye on the internationalization process of Chinese companies. We have offices in over 150 countries, with more than 400,000 people. To better support Chinese companies to go global, EY teams have established the China Overseas Investment Network (COIN) that connects EY professionals around the globe to provide our clients with one-stop services, assisting Chinese companies in going overseas and doing business overseas.

On 24 October 2023, the EY China Overseas Investment Network held a forum on high quality opportunities in the new era of going abroad. Nearly 300 people attended and discussed going global among Chinese companies, including representatives from government, business community, large state-owned enterprises and private enterprises, as well as professionals from EY Greater China and other member firms of global EY network.

On 14 July 2023, EY held an exchange meeting on sustainability among multinationals, themed with "Promoting high-quality development and building a sustainable future", to discuss the key issues for multinationals moving toward green transition and sustainable development in the "dual carbon" era, thus encouraging companies to set green transition goals and pathways tailored to their needs to improve sustainability management.

On 11 June 2024, EY held a seminar themed with "ESG+CBAM – Opportunities and challenges faced by companies going overseas", bringing together academics and representatives from businesses across diverse sectors to discuss the challenges and opportunities faced by Chinese companies going global in the context of ESG and Carbon Border Adjustment Mechanism (CBAM).

The EY team was invited to attend the Huawei Cloud Go Global Summit 2024 and shared insights on Chinese companies going global.

EY holds a seminar themed "Investment and tax environment in Kazakhstan and Uzbekistan"

On 19 June 2024, EY teams held a seminar with the theme of "Investment and tax environment in Kazakhstan and Uzbekistan", introducing the latest policies in the Kazakhstan and Uzbekistan markets and discussing the key issues in depth to help companies address business challenges in Central Asia and seize investment opportunities in emerging markets. Participants spoke highly of the seminar and gained a deeper understanding of the investment environment in Kazakhstan and Uzbekistan.

EY holds the 2023 China-Germany Roundtable Forum to build a platform for communication between government and business

On 1 July 2023, EY held the 2023 China-Germany Roundtable Forum, attended by a German economic and trade delegation, composed of representatives from more than 20 high-tech companies, industry associations and experts, as well as a Chinese delegation consisting of 80 people from local governments from Jinan, Changchun, Hebei, Taiyuan to Tianjin. The forum focused on new opportunities for China-Germany cooperation in the new era, providing a platform for friendly communication and closer cooperation between local governments and German companies, assisting both sides in expanding mutual market access. This marked a good start for future exchange promoting potential industrial cooperation and bringing key investment projects to life.

EY holds a seminar themed "Going global for a win-win future – Saudi Arabia"

On 9 May 2024, EY held a seminar themed "Going global for a win-win future – Saudi Arabia", focusing on Saudi Arabia's latest policies and investment environment, the updates on China-Saudi Arabia industrial cooperation and tax and legal practices. Meanwhile, EY teams released the *China-Saudi Arabia Industrial Investment* report to help companies take deeper roots in Saudi Arabia and beyond.

Feature

2024 China International Consumer Products Expo

On 13-18 April 2024, the EY organization participated in the 4th China International Consumer Products Expo with the theme of "Unlock new consumption scenarios, empowering new Silk Road", focusing on four topics, encompassing consumption, Silk Road, cooperation and greenness. EY teams have presented the world for four consecutive years. During the Expo, over 20 public events were held at the EY booth, including the launch of more than 10 new products and reports, attended by participants via both online and offline channels across six countries.

Green productivity

Releasing *A Path Guide to ESG*, providing insights into the ESG concepts, connotations and best practices.

Market-oriented innovation

Launching innovative products, technologies and market solutions to navigate the complex and dynamic marketplace, supporting governments and enterprises to improve efficiency and achieve sustainable growth.

Transformation capability

Continuing to lead industry innovation, delve into AI, cultural tourism and retailing, consumer products overseas promotion and omni-channel operations, assisting companies with technology-driven transformation and growth.

Consumption leadership

Focusing on a wide range of topics, including the evolving trends of Chinese-made consumer products reaching overseas markets, consumer behavior of Gen Z and the elderly, the new era of 5G for consumers, insights into state-owned enterprises in the Hainan Free Trade Port, and consumer products reaching the Belt and Road countries.

Feature

2024 China International Fair for Trade in Services

On 12-16 September 2024, the China International Fair for Trade in Services (hereinafter referred to as CIFTIS) was held in Beijing. This is the fifth consecutive year that the EY organization has attended the CIFTIS. This year, EY teams participated in the exhibition with the theme of "AI shaping future", sharing our latest achievements in diverse areas, including new quality productive forces, digital intelligence, new momentum for going overseas, green and sustainable development.

On 13 September, at the CIFTIS Achievement Release Conference, EY teams released a white paper *Improving the green tax system through sustainability practices* and our solutions to reimaging experience of clients and account managers, contributing wisdom to green and low-carbon development and digital transformation in the financial sector.

The white paper demonstrates the effectiveness and challenges of green tax policies in practice through case studies. It is inspiring for organizations to understand and adapt to the evolving trends of green tax and integrate green tax into corporate strategy. Also, it provides organizations with practical solutions, which is of great guiding significance.

The solutions to reimaging experience of clients and account managers aim to assist financial institutions in pursuing "new" and "quality" in the new era, developing their own new quality productive forces, helping improve client satisfaction, enhance the efficiency of account managers, promote internal collaboration and build differentiated competitiveness to support financial organizations in digital transformation.

Feature

2024 China International Import Expo

On 5-10 November 2024, the EY organization attended the 7th China International Import Expo (CIIE) with the theme of "Building a new quality future empowered by digital intelligence", focusing on technology empowerment, AI application, sustainable development, ESG, business upgrading and transformation, and Chinese companies going global, to name a few. During the Expo, EY teams held press conferences and signing ceremonies, as well as in-depth discussions on industry-specific issues. This is the seventh consecutive year that EY teams have presented to the world our achievements and solutions to assist collaborative organizations in addressing key issues with our stakeholders.

EY people received a letter of thanks from the China International Import Expo Bureau for having been attending the Expo every year since it was inaugurated. Michael Bi, EY Greater China Markets Managing Partner, said that EY had benefited a lot from the CIIE and expanded cooperation and exchange with Chinese and foreign companies. EY will work with all parties to attend the CIIE, share development opportunities and promote China's high-quality economic and social development.

EY held a live streaming session with the theme of "A fan of the Expo for seven years and beyond". Patricia Xia, EY China Central Managing Partner, Hoffman Cheong, EY China North Managing Partner, and William Huang, EY China South Managing Partner, shared their experience and feelings of participating in the CIIE for seven consecutive years, and introduced our fruitful results brought by the CIIE, showcasing the important role of EY as a professional service organization in promoting China's economic development.

On the ESG-themed day, EY teams held special events at the booth, including cloud-based ESG solutions, dialogue with ICMA: the evolving trends of transition finance, green tax-empowered sustainability, EU sustainability reporting standards, global sustainability practices and China's efforts. The professional service team released intelligence-powered achievements focusing on sector-specific hot topics to provide ESG and sustainability solutions and assist companies with green and low-carbon transition.

Gather professional strength

The EY organization has been supporting the nation's 'dual carbon' strategy, identifying and promoting China's best practices of green and low-carbon transition and sustainable and high-quality development among listed companies, assisting companies in building green competitiveness for the future. EY will continue to strengthen cooperation with all parties to help build an innovative and high-quality capital market.

The third CSO Forum and Sustainability Excellence Awards

In 2022, the inaugural CSO Forum and Sustainability Excellence Awards was held, marking an innovative probe of EY to promote sustainable development across industries. The Awards aims to recognize leaders in sustainability, discuss innovative practices and share experience of Chinese listed companies in contributing to the country's high-quality development. Our goals are to explore new models and pathways toward sustainability and encourage more companies to play a leading role in promoting China's high-quality development, thereby developing a win-win situation between business and social environment.

On 22 November 2024, the third CSO Forum and Sustainability Excellence Awards was held, themed "Forging new quality productive forces for global sustainability", discussing the significance of new quality productive forces in promoting the country's high-quality development and global sustainability. The Awards continues to follow a fair evaluation system and our professional and rigorous judging criteria, the past two sessions, combined with the latest sustainability disclosure standards, to identify outstanding companies, individuals and practices/cases that are accelerating green transformation of industries, exploring high-quality international expansion, proactively adapting to changes and striving for innovation. Finally, an independent judging panel selected two special jury prize winners, 16 outstanding companies, three outstanding individuals and 15 best practices/cases.

Special Jury Prize

Outstanding individuals

Outstanding companies

Outstanding practice

Building confidence and trust in the capital markets

With China's expansion of high-level opening-up, professional service organizations should serve as a bridge of communication, enhance mutual trust in domestic and international capital markets and promote high-quality development of the Belt and Road initiative. The EY organization continues to promote the innovation in audit technology, cultivate a quality-first culture, develop and improve quality management system, protect data security and build a value aligned risk prevention and value creation mechanism.

Improving audit services with new technology

EY teams have developed a multidomain data model through digitalization and launched a series of digital audit platforms, including an data analytics platform EY Helix, a communication platform EY Canvas Client Portal and Data Automation, shifting from on-site to off-site audit, from post-audit to lifecycle supervision, thus optimizing audit staffing, improving efficiency, mitigating risks and enhancing the effectiveness of audit services.

Trust in capital markets and audit quality

- Providing assurance and advisory services to support the functioning of capital markets
- Providing information to enhance confidence in financial and non-financial information
- Integrating and advocating better and aligned non-financial standards
- Audit quality
- Audit independence
- Maintaining professional skepticism
- Communicating with regulators and other stakeholders

Providing quality assurance services

The EY multidisciplinary team includes professionals in key risk areas and is firmly committed to serving investors and public interests by providing quality assurance services. We persist in improving ourselves to adapt to the ever-changing business environment.

On 8 May 2024, EY held a high-level meeting with the Beijing National Accounting Institute and renewed *Strategic Cooperation Agreement* to further integrate the advantageous resources of both parties and develop closer cooperation in relevant professional fields.

Establishing research groups to promote the transformation of research outcomes

The EY organization has established an array of research groups to conduct studies and support talent cultivation and outcome transformation.

Metaverse research group

We are committed to promoting the healthy and sustainable development of the market from a professional perspective, providing science-based approaches to analyze strategic landscape, investment options, transformation ideas and innovative methods to help organizations identify opportunities to ride on the wave of metaverse and continue to create higher value for their industry and society. Since its establishment, the group has published eight featured articles and hosted multiple seminars.

ESG research group

With the experience in supporting green and sustainable development amid our decarbonization efforts and our professional capabilities, the ESG research group helps businesses, institutions and organizations move toward sustainability. The group consists of leaders from five service lines across five regions. Since its establishment, the group has published more than 100 professional articles, which are included in the tags of "Intelligence-based ESG" and "Carbon Neutrality Vision" on the EY WeChat account.

Life sciences and healthcare industry research group

The group aims to share insights on the evolving trends of the life sciences and healthcare industry and build a platform to exchange views on the prevailing topics within the industry and discuss with industry experts, thus helping the industry and businesses grow and develop.

SRDI research group

The SRDI research group has released the report *Innovation and Development of listed SRDI companies* for consecutive years with a clearer definition and understanding of the connotations of specialization, refinement, distinctiveness and innovation, aiming to provide businesses with policy and strategy support.

"Sci-tech and innovation +" research group

The "Sci-tech and innovation +" group conducts in-depth study on diverse industries based on companies listed on the Science and Technology Innovation Board, including new generation of information technology, high-end equipment, new materials, new energy, energy conservation and environmental protection, helping listed companies seize opportunities in the capital market. Since the end of June 2022, more than 20 articles with deep insights have been published.

State-owned asset management research group

The state-owned asset management research group brings together leaders to conduct in-depth study on prevailing topics, pain points and difficulties in state-owned asset management and put forward policy recommendations from a professional perspective, explore an innovative theory on state-owned asset management, and proactively answer the call for papers on state-owned asset management.

Data security and privacy protection

Data security

For information security and data protection, we strictly abide by the *Cybersecurity Law, Data Security Law, Personal Information Protection Law* and other regulations. EY Greater China has established a dedicated information security center to be responsible for the development and implementation of cybersecurity strategy. In addition, we provide employees with ongoing security education and learning to enhance their awareness of potential information security threats and protect information of the EY organization and our clients against unauthorized access, storage, processing, disclosure, modification or destruction.

On 7 August 2023, the EY organization held a roundtable on cybersecurity compliance updates with the theme of "Creating a security-based win-win scenario in the Greater Bay Area", where diverse topics were discussed including the updated regulation, AI algorithm security, App governance, cross-border data transmission and industrial control security.

On 1 September 2023, Ernst & Young (China) Advisory Co., Ltd. and Cyber Research Institute jointly released the *Global Data Compliance and Privacy Technology Development* report, which outlines the compliance systems of data security and algorithm applications at home and abroad. This is based on a survey of nearly 100 leading companies, providing an objective understanding of the status quo of data compliance among businesses and their needs for privacy technology, serve as a reference for domestic and foreign companies in data compliance practices and innovation.

With a rigid information security management system and stringent security management measures, EY China has been certified to ISO/IEC 27001:2022 and ISO/IEC 27017:2015 (Cloud Services Information Security Management System), demonstrating EY China excellence in information security and cloud security management and leadership in in-cloud security.

ISO/IEC 27001:2022 Information security, cybersecurity and privacy protection

The EY Hong Kong Cybersecurity and Privacy Protection Consulting team and a global partner Splunk Hong Kong jointly held a cybersecurity seminar to analyze the status quo of cybersecurity and discuss the opportunities and challenges brought by artificial intelligence.

On 6 November 2023, the EY Hackathon Challenge 2023 concluded, focusing on selecting cybersecurity talent and improving awareness of privacy security.

Privacy protection

We adhere to the following principles and measures to effectively protect client data and privacy, meet the requirements of laws, regulations and firmwide rules and build client trust.

Compliance

Ensuring that data processing complies with applicable data protection laws and industry-specific standards, including the Data Security Law of the People's Republic of China.

Data classification and grading

Establishing a data classification and grading system to implement protection measures by data grading and provide a higher level of protection for sensitive data and national core data.

Security measures

Taking physical, technical and management measures, including SSL encryption, access control, data encryption and security emergency response, to protect data security.

Data breach response

Establishing a data breach emergency response mechanism to take immediate remedial measures and reporting to relevant parties in case of an incident.

Third-party cooperation management

Screening and managing partners rigorously to make sure that they comply with the same data protection standards and sign data protection agreements when necessary.

Continuous monitoring and evaluation

Regularly reviewing and evaluating data protection measures to ensure their effectiveness and adapt to technology advances and regulation changes.

Employee training and awareness raising

Conducting regular trainings on data protection and privacy awareness for employees to better understand the importance of data and privacy protection.

Complaint management

We understand the importance of client satisfaction to our business. We have established a stringent professional management system to help us handle client complaints and reports in accordance with laws and regulations on an objective and fair basis. Our goal is to resolve client complaints and enhance client trust and satisfaction.

Quick response

We promise to respond to client complaints once received.

Detailed records

We will record the details of client's complaints for in-depth analysis, including specifics and expected solutions.

Professional evaluation

Our management team will evaluate the complaints to ensure that we handle them in compliance with laws and regulations, firm-wide rules while accommodate reasonable needs of clients.

Continuous improvement

We will leverage client complaints and suggestions as a valuable resource for improving services while optimizing our service process and quality.

Effective communication

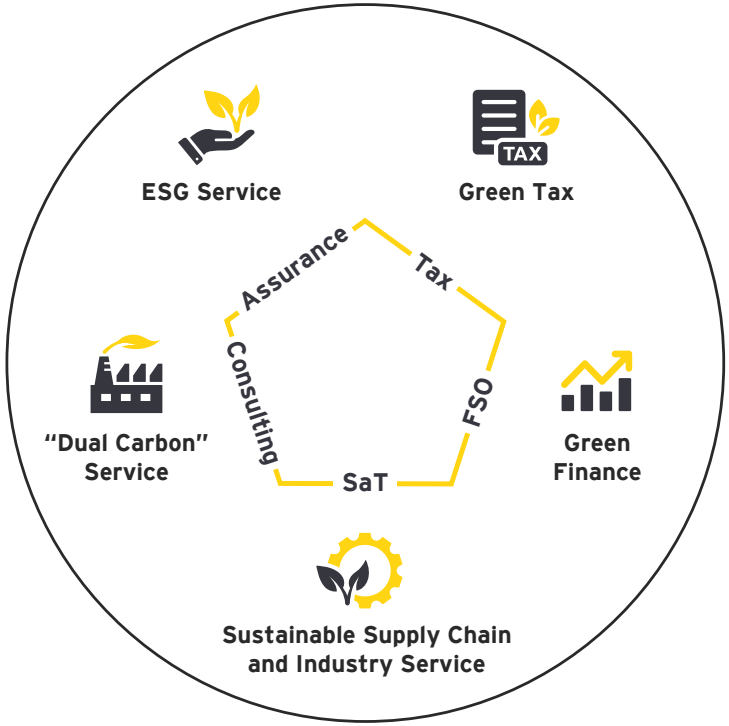
We will maintain effective communication with clients, providing timely feedback and progress and following up after complaints are resolved to ensure clients are satisfied.

Fair handling

When handling complaints, we adhere to the principle of objectivity and fairness with no compromise with any improper factors to ensure complaints are handled in a fair manner.

Contribute industry-specific wisdom

Embracing the strategy of 'Shape the future with confidence', the EY organization has been committed to high-quality and sustainable development to create long-term value for clients and stakeholders and contribute wisdom and strength to green transition and sustainable development across the economy and society.



ESG and Sustainability Services

Since the "dual carbon" goal was proposed, EY Greater China has taken proactive actions and leveraged our professional services and global network to promote the ESG efforts, provide policy recommendations and expand market presence.

Integrating sustainability into account services

Establishing multidisciplinary teams is unique to EY integrating sustainability into account services. EY Greater China consolidates its service lines to offer ESG and sustainability services across five key areas.

Assisting an electronic device manufacturer in navigating the European Plastic Packaging Tax

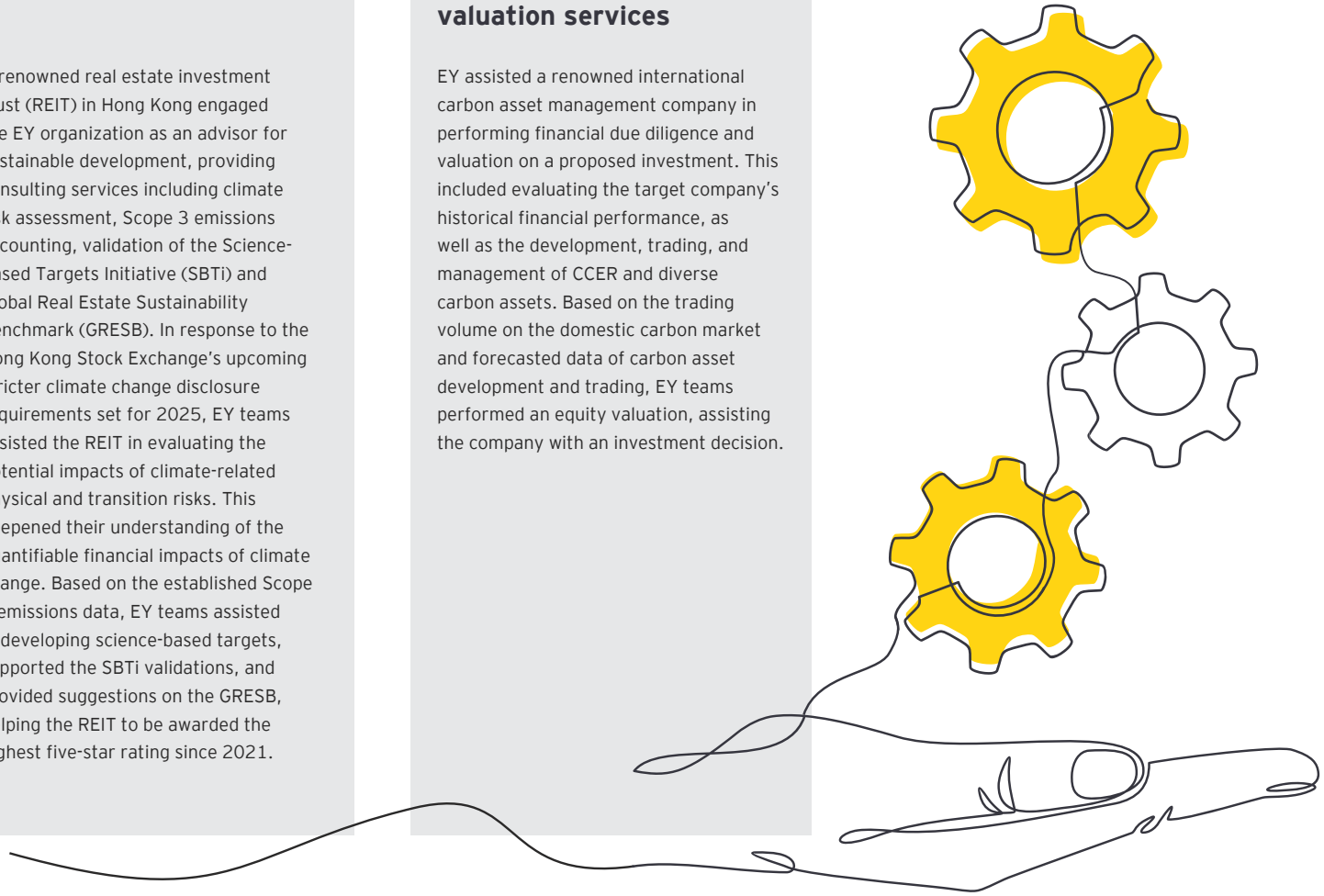
According to the European Plastic Packaging Tax, companies need consider providing compelling and sustainable products and use recycled plastic or more environmentally friendly materials for packaging. This has significant implications for businesses in terms of tax compliance and tax costs. EY assisted a large electronic device manufacturer providing IoT solutions in Europe with green tax services. We helped the company gain a comprehensive understanding of the underlying policies on Spain's plastic packaging tax and the potential impacts on its operations. With our help, the company established a robust plastic packaging data system and a tax reporting mechanism to reduce tax compliance costs and mitigate risks.

Providing a real estate investment trust with sustainability advice

A renowned real estate investment trust (REIT) in Hong Kong engaged the EY organization as an advisor for sustainable development, providing consulting services including climate risk assessment, Scope 3 emissions accounting, validation of the Science-Based Targets Initiative (SBTi) and Global Real Estate Sustainability Benchmark (GRESB). In response to the Hong Kong Stock Exchange's upcoming stricter climate change disclosure requirements set for 2025, EY teams assisted the REIT in evaluating the potential impacts of climate-related physical and transition risks. This deepened their understanding of the quantifiable financial impacts of climate change. Based on the established Scope 3 emissions data, EY teams assisted in developing science-based targets, supported the SBTi validations, and provided suggestions on the GRESB, helping the REIT to be awarded the highest five-star rating since 2021.

Providing a global asset management firm with financial due diligence and valuation services

EY assisted a renowned international carbon asset management company in performing financial due diligence and valuation on a proposed investment. This included evaluating the target company's historical financial performance, as well as the development, trading, and management of CCER and diverse carbon assets. Based on the trading volume on the domestic carbon market and forecasted data of carbon asset development and trading, EY teams performed an equity valuation, assisting the company with an investment decision.



EY Climate Change and Sustainability Services

The EY organization has established a global Climate Change and Sustainability Services (CCaSS) team, integrating our resources in assurance, tax, strategy and transactions, and consulting. With a deep climate change and sustainability knowledge, we provide customized services tailored to industry-specific needs. Wherever our clients are located, our professionals can help them explore pathways toward sustainability.

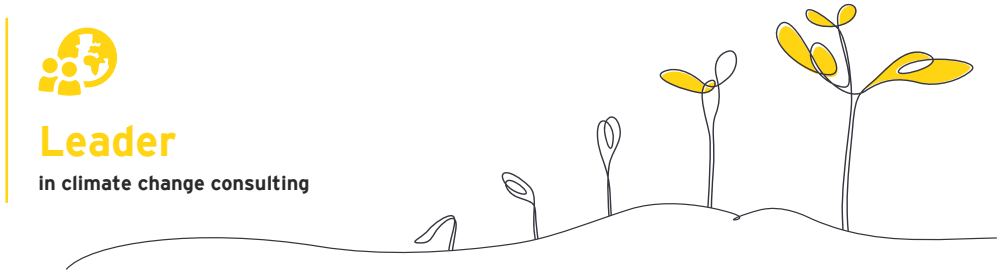
Our value-led vision and strategy for sustainable development, along with our capabilities in sustainability and climate change services, have been recognized by HFS Research. Based on the report *HFS Top 10: Sustainability Services, 2022*, EY ranked second as an overall winner among 18 leading sustainability service providers and topped the ranking of project execution.

In August 2023, the independent research firm Verdantix released the *Green Quadrant: 2023 Climate Change Consulting* report, recognizing EY as a leader in climate change consulting for our market leadership.

Overall winner – ranking second among sustainability services providers

Topping in the ranking of project execution

Leader in climate change consulting



Integrated ESG Management Services

Since 2023, the EY organization has been providing integrated ESG management services to a beverage company, with an aim to meet stakeholders' sustainability expectations and enhance the company's overall ESG competitiveness. We started with ESG report preparation and rating improvement in the capital market and established ESG matrix to analyze management gaps. By doing so, EY teams helped the company develop annual improvement plans across governance, management, practices and performance dimensions, providing an underpinning for its long-term sustainable development. As a result, the company's MSCI ESG rating improved from B to BBB, reflecting the capital market's recognition of its ESG initiatives. In 2024, EY assisted the company in further enhancing ESG governance, allowing the ESG governance to be communicated systematically and the ESG matrix to be deepened. With our in-depth understanding of the company and insights into the evolving industry trends, EY teams assisted the company in developing short- medium- and long term development plans to promote its high-quality, efficient and sustainable growth.

How EY teams help you with digital ESG solutions

With extensive experience in sustainability and ESG services, EY teams have developed a range of diversified digital and intelligent data platforms and tools tailored to clients' management needs, including the ESG Intelligent Management System, the EY CapES digital solution and the Corporate ESG Information Database.

On 5 June 2024, at the Shanghai International Carbon Neutral Technology Products and Achievements Expo, EY launched an ESG IT solution encompassing all application scenarios related to corporate ESG strategy, management, reporting and disclosure. This solution aims to enhance cost efficiency and enable effective management, integrating the sustainability values and priorities among Chinese companies. With more intelligent ESG management scenarios, the solution assists organizations in deepening reforms, promoting green productivity and aligning with global sustainability framework.

EY corporate ESG information database application

The EY corporate ESG database app aggregates vast fragmented ESG information with variable quality, extracting, destructing and transforming into a systematic ESG data set to enhance data availability.

EY CapES digital solution

The EY CapES digital solution offers one-stop intelligent services for ESG information disclosure, management and responses to capital markets, assisting organizations with their digital transformation of ESG management.

Online climate risk analysis system

This system aims to help organizations to optimize climate risk management with adaptive parameters and AI empowerment.

Online green finance management system

This system manages green credit data digitally, promotes the integration with regulation system and enable digital-empowered decision-making to achieve synergy across functions.

3060 Carbon Management System

With our proprietary digital solutions, this system assists organizations with carbon management, emission reduction, carbon data analysis and carbon account establishment, thus supporting of the efforts toward carbon neutrality.

ESG Intelligent Management System

This system includes multiple intelligent modules designed to address pain points amid corporate ESG strategic planning, digital reporting, scenario assessment, risk alerting, opportunity identification and information disclosure, providing an integrated solution to enhance ESG management capability.

EY mobile applications (Smart ESG)

The mobile application provides organizations with a comprehensive, diverse and convenient ESG management tool, allowing reporting personnel to easily submit data via mobile devices while enabling a more precise management within the system.

Sharing ESG insights and perspectives

EY organizes various events, such as forums and seminars, to provide the public with insights into sustainability and ESG topics. Additionally, as a drafting or participating organization, EY actively engaged in setting national and industry sustainability standards. In 2023, EY was one of the drafting units involved in the creation of the *Guidelines for building enterprise ESG management system*, a group standard published by China Association for Promoting International Economic & Technical Cooperation.

EY has formed an ESG taskforce that leverages the green and sustainable development experience gained during its own decarbonization efforts, combined with EY's expertise, to assist companies, institutions, and organizations on their sustainability journeys. Since its inception, the ESG task force has published approximately 100 professional articles, which are featured under the EY official WeChat account's tags "Intelligence-based ESG" and "Carbon Neutrality Vision".

At the 22nd China International Environmental Protection Exhibition and Conference, EY teams organized a dialogue on the context and significance of the *Interim Regulations on Administration of Carbon Emissions Trading*. The session focused on the main contents of the regulations, key points for various stakeholders to consider, and recommendations for future actions, while also providing prospects of China's future carbon market.

In June 2024, EY teams were invited to the press conference hosted by the Beijing Municipal Commission of Development and Reform to launch the *Implementation Plan for Advancing the High-quality Development of Environmental, Social, and Governance (ESG) Systems in Beijing*. EY team provided interpretations of the policy and responded media inquiries.

In September 2024, EY teams joined ReThink HK for the third time. Through creative and interactive exhibits, they explored how different stakeholders and industry representatives are making positive impacts on the environment and society. Over 40 members of EY Hong Kong's Climate Change and Sustainability Services team engaged in in-depth discussions, providing advice for promoting sustainable transformation.

On 1 November 2024, EY co-hosted a corporate governance and ESG discussion forum at EY Shanghai wavespace™, focusing on corporate governance, investor relations practices, and ESG. The forum highlighted the high-quality development paths of listed companies and the latest updates in the capital markets.

On 17 July 2023, the ESG Professional Committee of the China Association for Public Companies, hosted an online seminar co-organized with the EY organization on the "Impact and Action Recommendations of International Financial Reporting Sustainability Disclosure Standards on Listed Companies", which attracted a total of 47,000 views.

On 25 March 2024, to further strengthen the sustainability efforts, EY teams signed a memorandum of understanding with the Hong Kong Polytechnic University to support ESG research and best practices, aiming to foster talent in sustainable development.

On 12 October 2023, more than 100 independent non-executive directors of Hong Kong-listed companies met with representatives from regulators, academia, business and financial institutions, as well as EY experts, to discuss ESG and macroeconomic board strategies at EY's "Boardroom Briefing: for INEDs ESG ▸ Economy" seminar.

Supporting the implementation of sustainable disclosure standards

With the evolving landscape of regulatory reporting, Ministry of Finance issued the *Sustainability Disclosure Standard for Business Enterprises – Basic Standard (Exposure Draft)* while the Shanghai Stock Exchange (SSE), Shenzhen Stock Exchange (SZSE) and Beijing Stock Exchange (BSE) issued the sustainability (ESG) reporting guidelines for listed companies. We support companies in improving the clarity, standardization and credibility of non-financial reporting disclosures.

To help enterprises better understand and adapt to these changes, the EY team held multiple in-person seminars across China. These sessions provided in-depth interpretations of the sustainability standards, discussing the challenges and opportunities these guidelines pose for corporate operations and information disclosure, thereby assisting businesses in achieving their sustainability goals.

Launch of *A Path Guide to ESG*, drawing a panoramic picture of the roadmap for corporate ESG practices

During the fourth China International Consumer Products Expo, EY teams released the second volume of its series, titled *A Path Guide to ESG*. This book addresses the challenges enterprises face in their ESG practices, detailing the core framework and key steps for establishing an ESG management system, from governance structure and strategic planning to risk management, disclosures of reporting, technological innovation, talent development, and brand enhancement. It also reveals the intrinsic connections between ESG and the capital markets, exploring the logic between ESG investment and valuation, which helps companies understand and improve their ESG ratings.

The book highlights winners of Sustainability Excellence Awards, covering 8 major industries and 21 listed companies. It showcases how ESG principles drive real-world corporate development from various perspectives. Meanwhile, it aims to help business leaders integrate ESG into corporate strategy, facilitate transformation, and enhance competitiveness. Additionally, it assists investors in identifying ESG investment opportunities and assessing environmental, social and governance risks. The book is also a resource for students and general readers to comprehend the basic concepts and significance of ESG, underlining its importance in shaping the future business landscape. Furthermore, this book helps more enterprises integrate ESG into their operation and management practices, promotes all parties to reshape their cognition and grow consensus. Enterprises are encouraged to leverage ESG principles, proactively embracing change and meticulously planning ahead. This strategic approach will enhance the depth and practicality of corporate ESG practices, boost competitiveness with sustainability as a core tenet, and foster high-quality economic and social progress. Since its debut in June 2024, the book has surpassed 10,000 copies in sales within three months, topping the bestseller list in its respective category.

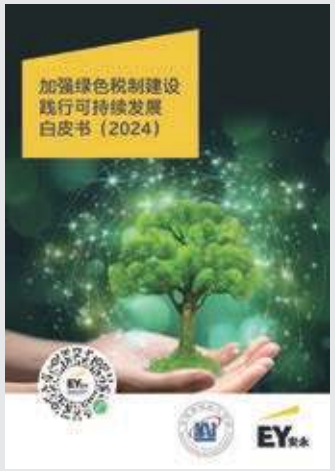
Building EY insights, sharing global perspectives and professional reports

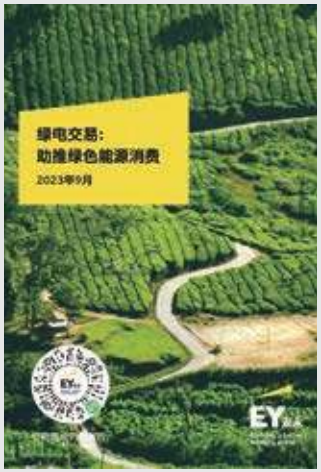
EY teams have made its insights resource freely accessible. As of mid-August 2024, it has compiled over 3,370 reports and insights. Readers can quickly browse and search the resources by industry, topic or report type. We keep collecting insights and optimizing the search functionality to provide the public with forward-looking global perspectives and inspire deeper thinking.

For more information, please scan the Insights mini-program on EY WeChat account.

3,370

reports and insights





Supporting the development of ESG talent

We prioritize the growth of young students by continuously hosting the ESG University Student Innovation Challenge and ESG study tour programs, aimed at recognizing and supporting ambitious talent committed to achieving sustainability goals. These initiatives not only contribute intelligence and strength to the green transformation of the economy and society, but also incorporated new vitality into China's modernization and high-quality development.

Since its launch in 2021, the Ernst & Young Hua Ming LLP × Golden Education ESG University Student Innovation Challenge has now entered its third year. The 2024 competition focuses particularly on new quality productive forces, closely tracking trends in technological innovation and green development. We encourage students to explore strategies, and implementation plans for ESG practices, stimulate their innovative potential and nurture them into a new generation capable of taking on responsibilities for high-quality development. Over the past three years, more than 500 universities, approximately 8,000 teams, and over 30,000 students have participated in the competition.

The EY Academy in collaboration with the ESG task force, has also created an innovative product, the ESG study tour program, targeting university students. This program is based on a composite model for ESG talent development, transforming EY's capability to outcomes like cultivating ESG professionals. By combining theory with practices and integrating learning with drills, we promote the employment and development of young talent.

Over 500 universities

Approximately 8,000 teams

More than 30,000 students participated

In August 2023, the EY Academy successfully delivered an ESG summer study tour program, inviting professionals from various service lines of EY to build an ESG knowledge framework from different perspectives. The program included enterprise site visits and group learning sessions.

On 6 June 2024, the ESG University Student Innovation Challenge and ESG study tour program issued a green declaration at the EY booth of Shanghai International Carbon Neutrality Expo in Technologies, Products and Achievements, with the theme of "Towards 'new' and for 'green'".

On 3 December 2023, the sixth Fudan-EY 2023 National University Student Green Finance Competition was held at Fudan University. Experts and scholars from the green finance sector, along with teams from various universities, participated in this competition. After fierce contest, the competition awarded two first prizes, three second prizes, and five third prizes.

Completion of the sixth internship program in EY Hong Kong, Macau and Taiwan

On 3 April 2024, after more than 30 days of intensive learning, 44 young participants from Hong Kong, Macau and Taiwan completed the sixth EY Hong Kong, Macau and Taiwan University Student Internship Program. Over the past three years, the internship program has assisted 240 students from Hong Kong, Macau and Taiwan to complete internships at EY Guangzhou and Shenzhen offices and has helped them get decent opportunities and effective methods to find employment and understand the social scene in the Greater Bay Area.

"I am very grateful to EY for organizing two full days of practice and training programs, which provided us with a deeper understanding of talent demand in the digital era, the development of the capital market in the age of tech innovation and tech achievements in the GBA. The GBA offers vast market and development space, which is highly attractive for young people from Taiwan."

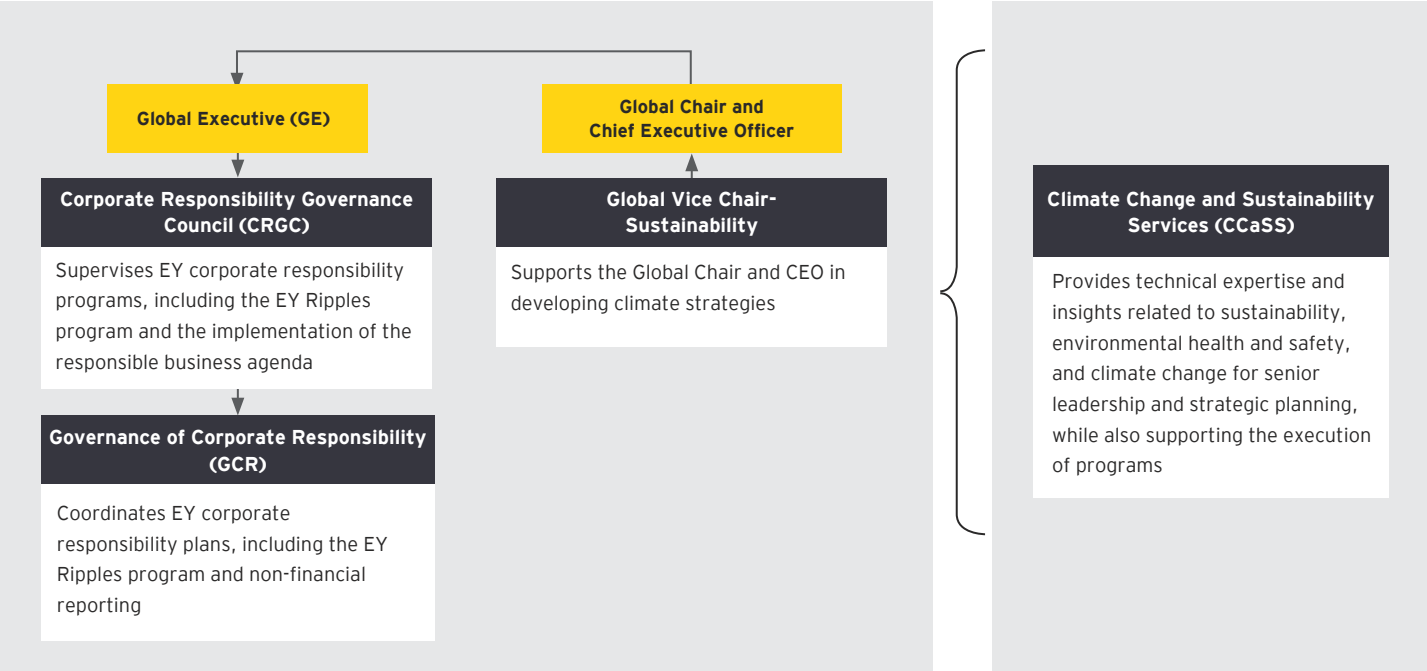
—— Lian Jianjun, a student from Jinan University

ENVIRONMENTAL

Address climate change

Governance

EY Global has established a systematic governance framework for climate issues. The executive committee and senior management regularly assess demand for climate business, integrating risks and opportunities into strategic planning and decision-making processes. Additionally, EY teams have helped implement an internal quarterly reporting mechanism to supervise the execution of strategies. This process allows for real-time tracking of carbon reduction targets and facilitates adjustments to the plans as needed.



EY Global Climate Governance Framework

Strategy

In 2022, the EY organization conducted its inaugural assessment of climate-related risks and opportunities, leveraging its global risk management processes. This assessment adopted a macro perspective on climate change, identifying both physical risks and transition risks related to operations and markets. The findings have been integrated into our overall risk management framework, enabling EY to continuously track and help manage these risks and opportunities.

Priority climate-related risks and opportunities analysis

Category	Type	Risk/opportunity description	Impact
Physical risks	Long-term	Business disruptions caused by rising average temperatures, changing precipitation patterns and rising sea levels.	Operations
	Short-term	Business interruptions caused by increased frequency of hurricanes, wildfires, and floods.	Operations
Transition risks	Reputation	Higher disclosure and compliance requirements may damage reputation, increasing stakeholder concerns.	Services
	Market	Market demand shifts with the energy transition, driven by policy and regulatory changes.	Services/Clients
Opportunities	Services	Growing demand for sustainability-oriented services.	Services
	Market	Enhanced brand value through maintaining and developing climate leadership.	Services

Ongoing climate-related risks and opportunities analysis

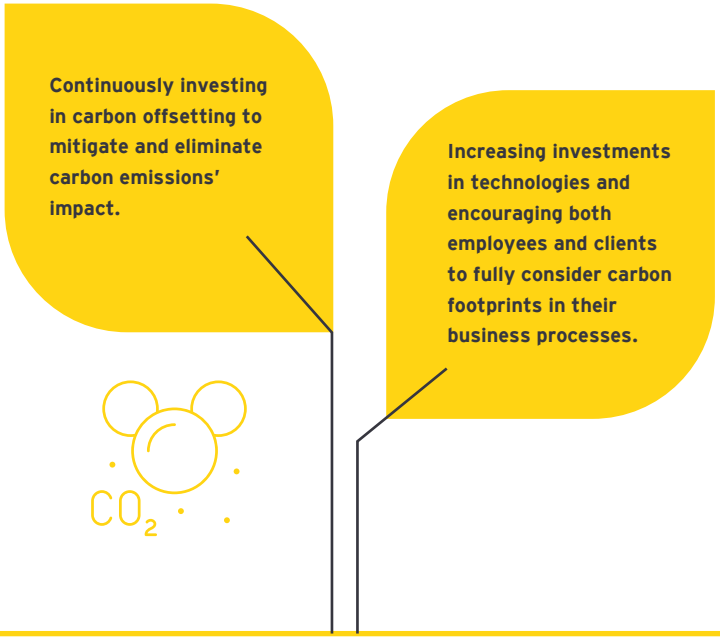
Category	Type	Risk/opportunity description	Impact
Physical risks	Long-term	Changes in labor productivity due to rising average temperatures.	Operations
Transition risks	Market (Short-term)	Market demand changes due to the impact of extreme temperature variations.	Clients
	Market (Long-term)	Market demand shifts because of increased frequency of extreme weather events.	Clients
Opportunities	Resource efficiency	Adoption of new technologies to reduce reliance on air travel for internal and/or client meetings.	Operations

Risk management

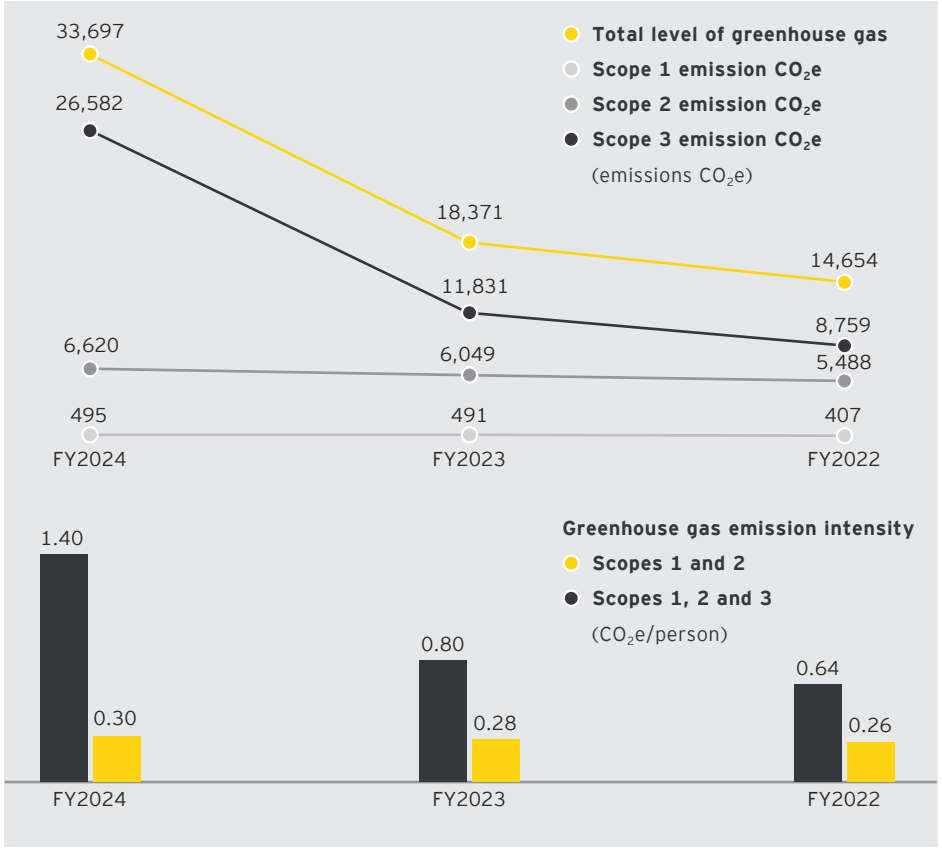
EY Global has conducted a detailed assessment of climate-related risks and opportunities, integrating these into its risk management processes. The team has performed climate scenario analyses, performing quantitative scenario modeling of the physical risks, transformation risks and associated opportunities under both "Business as usual (BAU)" and "Net zero scenarios". The analyses include a thorough examination of how these risks and opportunities impact EY, leading to the development of response solutions and future plans. The findings are being incorporated into EY's broader enterprise risk management framework to monitor the execution of risk and opportunity management.

Metrics and targets

Reducing absolute greenhouse gas (GHG) emissions is one of EY primary goals, with decarbonization at the core of EY sustainability strategy.



EY Greater China FY24 GHG emission performance



Note:
The statistics only includes data of EY Greater China. FY24 GHG emissions data has raised due to increased production activities. EY Greater China will continue to actively implement EY Global green working and green operation actions and actively contribute to EY Global decarbonization initiatives.
Scope 1 Emissions: Gasoline consumption.
Scope 2 Emissions: Purchased electricity consumption.
Scope 3 Emissions: Air travel consumption. EY encourages employees to replace short-haul flights with rail travel to reduce carbon emissions associated with business travel.

Practice green operations

With increasing global resource constraints and growing environmental pressures, the overconsumption of resources and the deterioration of this planet have become major challenges for human being. Circular economy is a key concept for realizing sustainable development and coping with global challenges such as climate change, resource shortage and environmental degradation. Forming awareness of conservation, environmental protection and ecological is a proactive action for all EY people to build a beautiful China.

The EY organization is committed to creating a comfortable and healthy work environment for our employees, adhering to sustainable operational principles. We emphasize the development of green office spaces and has achieved LEED certification for 11 locations. EY teams continually improve energy efficiency by utilizing energy-saving devices, such as LED lighting, and encourages resource conservation and waste reduction. Additionally, the company provides training on water and energy conservation to enhance awareness among all employees, aiming to reduce GHS emissions.

According to data from the US Green Building Council (USGBC):

LEED buildings reduce energy usage by 25%

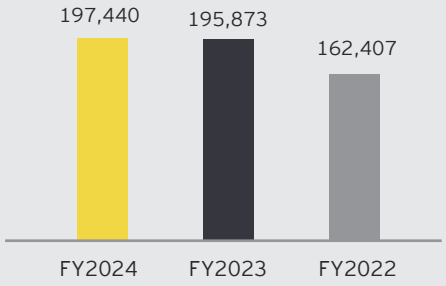
CO_2 emissions decrease by 34%

Water consumption is cut down by 11%

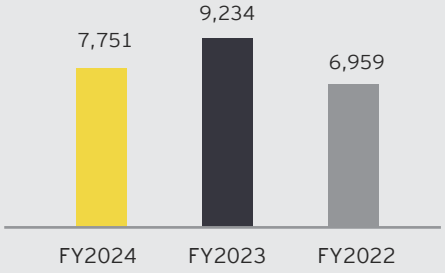
11 LEED Certifications

City	Office	LEED certification level
Shanghai	SWFC	Platinum
	Jin Mao Tower	Platinum
	Century Plaza	Platinum
Guangzhou	EY Tower	Platinum
Suzhou	Suzhou Modern Media Plaza	Platinum
Jinan	China Life Tower	Platinum
Kunming	Hang Lung Plaza	Gold
Chongqing	Chongqing World Financial Center	Gold
Nanjing	Nanjing International Finance Center	Silver
Zhengzhou	Kineer Business Center	Sliver
Changsha	Kailin Commercial Center	Silver

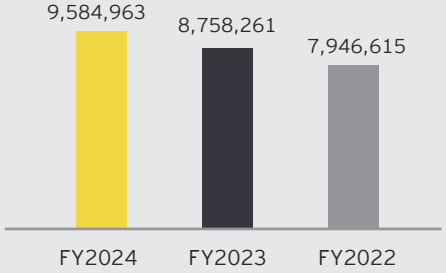
Energy use – Gasoline (liters)



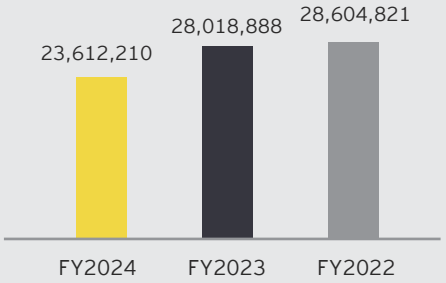
Water consumption (tons)



Purchased electricity (kWh)



Paper consumption (sheets)



Note:
The statistics include only data from EY Greater China. Due to raised production activities, energy use has shown a slight increase in FY24. EY Greater China will continue to actively carry out EY Global green office and green operation actions, contributing to the global "net zero" initiative.

Green electricity

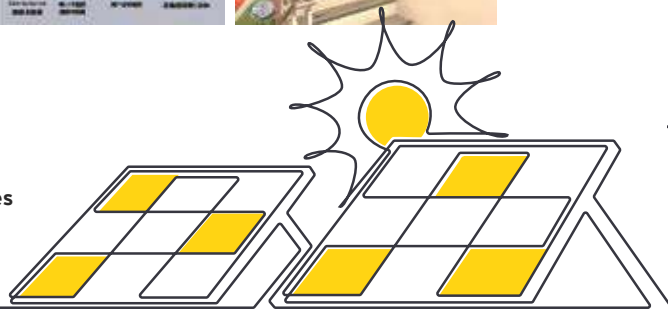
Electricity consumption is one of the primary sources of carbon emissions for the EY organization. While continuously improving energy efficiency and promoting energy-saving practices, we will also continue to purchase renewable energy to meet our electricity demand and reduce carbon emissions caused by office power usage.

- Energy conservation reminder signage

- "Walk the talk" initiative: This program encourages everyone to minimize elevator use, promoting a healthier work environment. Additionally, a mobile app has been launched to support this initiative.

As of June 2024, participants have accumulated a total of 1,088,184 steps, resulting in the burning of

13,602,300 calories



Green office practices

When selecting and upgrading office locations, we incorporate sustainability principles into our decision-making process, prioritizing buildings that have achieved internationally recognized LEED certification. In our office space design, we help maximize natural light use and support flexible working arrangements to improve spatial utilization and reduce energy consumption in operation.

We have reduced the number of bottled water containers by using direct-drinking water, saving

7,031 bottles

in FY24. This is equivalent to a reduction of 22.15 tons of carbon emissions, which is comparable to planting

1,230 trees

- In February 2024, EY Beijing office received the WELL Platinum Certification from the International WELL Building Institute, the highest level of this certification, reflecting the EY organization puts priority on employee health, safety and comfort.

- Environmentally friendly disinfectants are used in daily cleaning operations.

- Since 2023, the use of reusable mugs has been encouraged as a substitute for disposable paper cups.

- Standard-compliant direct-drinking water has replaced bottled water services.

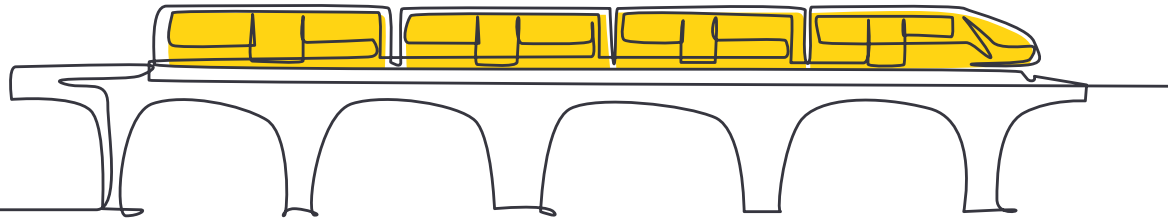
Green mobility

High-speed rail, as an example of green travel, offers significant low-carbon advantages. We encourage employees to prioritize this option.

In 2024, we launched the Didi Enterprise Edition app to provide employees with convenient travel options, effectively reducing carbon emissions by a total of

850,273.39

kilograms



Green supply chain

The EY organization follows sustainable procurement principles, considering environmental, social and governance (ESG) while purchasing. We have established sustainable supply chain management guidelines to help minimize the adverse impacts of purchased products throughout their entire lifecycle.

Total number of domestic suppliers:

352

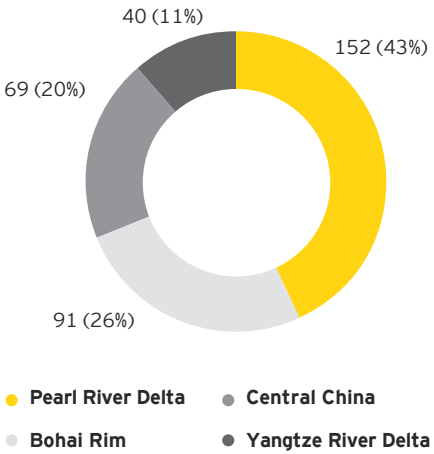
Percentage of procurement expenditure from local suppliers:

100%

Procurement contract performance rate: Continuously maintain

100%

Number and percentage of suppliers



On 3 April 2024, EY teams participated in the official launch of the Green and Low-Carbon Supply Chain Public Service Platform, which aims to help industry chain get greener and promote green, low-carbon and high-quality development across various sectors in Shanghai.

Promote environmental initiatives

Climate change is a challenge shared by all humankind and requires cooperation among all countries to address it. The 2015 *Paris Agreement* marked the first time that humankind reached a high degree of consensus on a comprehensive response to climate change. Economies at different levels of development jointly address the climate issue. Moreover, it requires consultation and cooperation at the international level, to find a balance between different national conditions and interests, to stimulate all parties to take active action.

At the 2024 ZGC Forum-ESG Enabling Global Sustainability Conference, EY teams signed the ZGC Forum Declaration on Corporate ESG Actions. This initiative aims to deepen the understanding and implementation of ESG principles among listed companies and enterprises across various industries, fostering comprehensive development in environmental, social, and governance dimensions. It also supports China's dual carbon goals and promotes high-quality, sustainable economic development. The EY organization, as the initiator of the initiative, became one of the first members of the initiative.

In April 2024, EY teams were invited to National Strategy and Corporate Action Seminar and Business Biodiversity Protection Capacity Building Workshop organized by the Foreign Environmental Cooperation Center of Ministry of Ecology and Environment. During this workshop, EY teams shared its experiences on green finance supporting biodiversity with 31 alliance members, international partners, and representatives from relevant companies and institutions, discussing actions for the "Corporates and Biodiversity" priority.

On 10 April 2024, EY teams participated in 22nd China International Environmental Protection Exhibition and Conference, where it showcased digital solutions in the environmental sector, provided interpretations of ESG policies, and shared the latest research and insights in carbon markets and carbon border adjustment mechanisms.

On 5 June 2024, EY teams launched a celebration of World Environment Day and Hong Kong Green Day, inviting colleagues to participate in surveys, share insights on sustainable development practices, and give away eco-friendly tableware.

EY teams fully engaged in COP: Contributing sustainable development insights

On 30 November 2023, the EY Greater China delegation participated extensively in the 28th Conference of the Parties (COP28) to the United Nations Framework Convention on Climate Change. During the conference, multiple trending sessions and immersive experiences were shared, including one-on-one net-zero transformation workshops. These events brought together industry leaders, experts, and representatives from the public sector, sustainability research institutions, financial institutions and businesses, to discuss corporate green transformation and share opportunities for development under the Belt and Road Initiative. EY teams were also invited to attend thematic side events at the China Pavilion, including Glacial Memories: Witnessing the Climate Crisis and Green Finance and Climate Response: The Role and Opportunities of China's Banking Sector.

On 8 December 2023, EY teams officially released a report, *If every energy transition is different, which course will accelerate yours?* at COP28, attracting significant attention from industry experts and stakeholders. The subsequent forum sparked active discussions, highlighting concerns regarding the speed and challenges of energy transformation.

On 11 November 2024, EY teams attended COP29, sharing the latest insights and innovative case studies across various fields, including energy transition, climate change, sustainable development and emissions reduction, with the aim of working with all walks of life to advance global climate governance.

SOCIAL

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
17 PARTNERSHIPS FOR THE GOALS

Symbiosis with clients

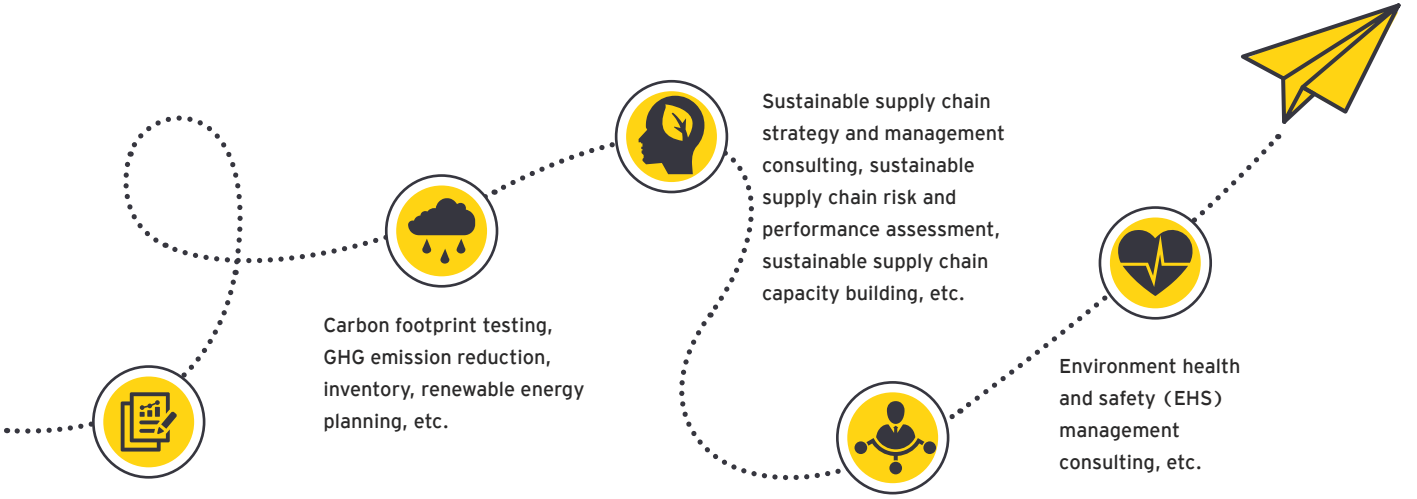
EY brings together the strength of teams from all service lines to create long-term value for clients with professionalism and high-quality service capabilities.

Creating sustainable value

Assurance

EY Sustainability Services team is committed to helping clients demonstrate and improve non-financial value performance and provide advice on the development of non-financial reporting and integrated reporting frameworks. We also help clients identify stakeholders' expectations and assist the market to provide confidence in operating performance and long-term value creation.

On 30 May 2024, EY teams co-hosted the "Decarbonizing the real estate value chain: Seizing opportunities for climate transition" seminar with Arup to share our latest findings on how market participants are developing, managing and advancing climate and Scope three disclosures to support more real estate companies to move towards sustainability.



Consulting

EY consulting service team is guided by sustainable development risks, based on corporate comprehensive risk management framework, using risk management, internal control and internal audit as the carrier, and utilizing a large network of talent to provide sustainable development risk solutions for clients. From government to industry, EY consulting services team is always client-centric, combining years of experience in sustainable development to help clients successfully navigate the changes of the times, and move forward on the road of green and low-carbon transformation in sustainable development.

Government services

- Green strategic think tank: government "dual carbon" development planning, "dual carbon" action plans and solutions
- Green industry planning: industry research and planning, "dual carbon" policy consultation, park development planning
- Green operation management: green project development forecast and reception of investment planning, SOE management and reform training, service system construction, green mechanism innovation
- Intelligent monitoring of carbon emissions

Industrial services

- Green development planning: enterprise "dual carbon" development strategy, "dual carbon" action plans and solutions, "dual carbon" action disclosure
- Carbon monitoring and carbon management: carbon footprint monitoring, carbon intensity benchmarking, carbon emission check, carbon emission management system planning, emission reduction program management, carbon management financial system construction, visualization application of carbon-related data
- Low-carbon and emission reducing actions: low carbon and emission reduction advisory for green manufacturing, green transportation, green building, green service and other industries

In November 2023, EY teams released the *White paper on the development of industrial chain and supply chain ecosystem*, focusing on the integration of the industrial chain and supply chain, synergizing to enhance value chain, supporting win-win cooperation between Chinese and foreign companies, and promoting the development of economic globalization.

In May 2024, EY held the 4th EY China International Talent Management Intelligence Forum and had an in-depth discussion and shared their experience in international talent management with more than 90 companies from high-tech, telecommunications, e-commerce, new energy, automotive, manufacturing and other industries, with more than 130 human resources, overseas operation executives and experience professionals.

On 14 April 2024, at the 4th China International Consumer Products Expo, Ernst & Young (China) Advisory Co., Ltd. and the Investment Promotion Bureau of Qionghai Municipality co-organized the promotion of Qionghai medical consumption industry and the pre-launch of the Qionghai Investment e-Station, which assisted the Qionghai Municipality in attracting investment and advertising.

Tax

EY teams are committed to assisting enterprises with a multi-functional approach to tax management, from assessing the impact of relevant tax policies on the enterprise, calculating the carbon footprint of the corporate value chain, working with the enterprise's business arrangements, and identifying tax incentives, reductions, and other funding mechanisms in a phased and step-by-step manner, to ultimately realizing the ideal state of tax arrangements that are aligned with the corporate supply chain and business model. We provide innovative services to our clients to help them cope with the challenges of tax management with carbon neutrality.

Analysis and review of global sustainable green tax system	· Regularly update the green tax systems of enterprises in different countries/regions around the world · Pay attention to overall new trends · Analyze the tax preferential and incentive policies applicable to multinational companies to ensure that the policy dividends are fully leveraged
Green tax management for "going global" enterprises	· Conduct in-depth research on tax policies in specific countries/regions and assist enterprises in conducting sustainability policy applicability/feasibility studies · Identify tax incentives, exemptions and other financing mechanisms step by step · Develop tax plans suitable for enterprises based on their own conditions and provide multiple options · Make tax arrangements consistent with the supply chain and business model of enterprises
Green tax management for local and "brought in" enterprises	· Formulate multiple green tax policies for pollution control, energy conservation, environmental protection, comprehensive resource utilization, renewable energy, etc. · Make timely adjustments to some restrictive tax policies to promote green development · Assist enterprises to achieve multi-functional tax management methods and give full play to the cost-reduction and efficiency-enhancing functions of green tax

On 19 January 2024, EY teams assisted the first Guangzhou Innovative and Integrity Tax Service Expo, providing "specialized and refined" services to pave way for the development of the real economy.

On 19-20 October 2023, the EY 2023 China Enterprise Senior Tax Managers Forum was successfully held in Beijing to help enterprises improve their comprehensive competitiveness, seize the first opportunity in the fast-changing future full of uncertainties, and go far steadily.

Strategy and Transactions

EY Strategy and Transactions team is rooted in long-term value creation and sustainable development consulting services. It is committed to assisting clients in coping with ESG and sustainable development challenges based on in-depth industry insights and expertise, while optimizing resource allocation, achieving sustainable value creation capabilities in the innovation of traditional business models, meeting the opportunities and challenges brought by the low-carbon economy, and opening up the growth engine of key technologies in climate change through forward-looking capital market operations.

Low-carbon transformation, ESG and sustainable development strategy consulting services	Innovation, green business model and ESG carbon assets, long-term value consulting services	Green investment and financing consulting services
· Carbon neutrality/net zero emission strategic consulting · Transformation strategic consulting · Green electricity/clean energy strategic consulting · Sustainable development/ESG strategic consulting · Digital transformation consulting	· Business model design and innovation consulting · Long-term value analysis · ESG value/impact assessment · Carbon asset management consulting · Strategic reshaping	· Investment and financing consulting for key climate change technologies · Renewable energy strategy and transaction consulting · Green/sustainable infrastructure investment and financing consulting

In September 2023, EY teams released the white paper *Green power trading: Boosting green energy consumption*, which systematically sorted out the policies, development achievements and international market practices related to green power trading, and explored typical practical issues, in order to promote the orderly development of green power trading and help China's steady progress in its "dual carbon" goals.

On 20 September 2023, EY teams released the *2023 Global CEO survey and M&A transaction market outlook*, which interviewed 1,200 CEOs from the Americas, Europe and Asia Pacific, focusing on global challenges and opportunities, growth strategies, portfolio optimization, mergers and acquisitions, etc. The report aims to provide deep insights into the main development trends of leading global companies and the expectations of corporate leaders for long-term value creation.

Financial Services

EY teams have long been committed to providing professional services in the field of sustainable development to the financial industry. We actively help financial companies achieve carbon neutrality goals and provide clients with a variety of carbon neutrality consulting and certification services. The service content covers greenhouse gas inventory, carbon neutrality implementation path, green investment consulting and climate risk management, etc., to provide support for the financial industry to achieve the "dual carbon" goals. In addition, EY teams use technology to empower the green transformation blueprint, support the green development of enterprises, and help achieve the country's "dual carbon" goals.

Green financial services

- Green finance development plan, green finance management framework, green finance management system
- Green finance management system
- Green finance product system, green operation management and environmental information disclosure
- Climate change risk stress test, climate change risk analysis and assessment report, environmental and social risk management and support for the adoption of the Equator Principles
- Sustainable development financial product certification
- Climate risk analysis online system

ESG services

- ESG, social responsibility, sustainable development report
- ESG management system
- ESG investment strategy, ESG due diligence, ESG investment report
- Customized ESG performance analysis model, ESG performance analysis report, ESG investment index system
- ESG rating improvement recommendations
- ESG intelligent management system

Carbon neutral services

- Greenhouse gas emission inventory
- Carbon neutrality related certification
- Carbon neutrality path planning and management consulting
- "3060" carbon management system

On 27 May 2024, EY teams hosted the Ministry of Finance's Accounting Standards Committee to assist the International Accounting Standards Board in organizing a research meeting on the new insurance contract standards in China.

On 10 November 2023, EY teams held the 2023 EY China Financial Industry Climate Risk Development Forum, which attracted hundreds of senior executives and professionals from financial institutions to share and have in-depth exchanges on more than 10 topics, including regulatory trends, commercial banks' climate risk management practices, climate risk measurement and assessment and implementation practices, financial industry investment and financing carbon emissions accounting, and climate risk disclosure.

On 28 March 2024, the "Belt and Road" Green Investment Principles Sustainable Information Disclosure Working Group Seminar was held at the EY office to promote the green and sustainable development of the Belt and Road.

Improve service quality

Through innovation and investment in services, talent, technology and operations, EY teams continue to provide professional value to clients.

EY teams continue to increase investment in relevant resources, develop and carry out professional and ethical training, research methodology, invest in key areas, and explore new ways of working and delivery, and invest heavily in new technologies to continuously improve the service capabilities and efficiency of various business lines.

EY teams focus on "data-driven, automatic intelligence" and conducts risk-oriented data exploration, striving to identify major audit risks in advance, reasonably formulate audit plans, and allocate audit resources; combined with the focus of regulatory attention, build a fraud analysis model to reveal risks more broadly and deeply, and eliminate the false and retain the true; broadly use digital tools and technologies to improve the level of automated auditing, and implement digitalization throughout the audit project.

Grow with employees

Attract extraordinary talent

The EY organization places talent management as its upmost priority. From refining career models to enhancing skillsets, the EY organization is steadfast in revamping every facet of talent management to establish a platform conducive to personal and professional growth for its employees. The EY organization is dedicated to fostering individuals who are adaptable to changes, market-savvy and proficient in digital competencies.

Total number of employees: nearly
24,000

New employees: 4,286

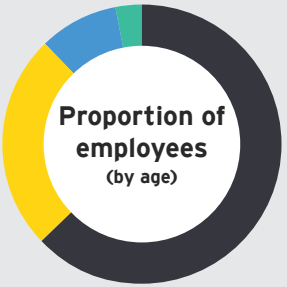
Foreign employees: 239

Interns: 4,783

Labor dispatch staff: 256

65% (Female)
35% (Male)

63% (30 years old and below)
25% (31-40 years old)
9% (41-50 years old)
3% (51 years old and above)



26.65% North China
34.01% Central China
12.33% South China
15.57% Hong Kong
0.32% Macau
11.12% Taiwan

Awards and accolades

Forbes China

Best ESG Practice Employer of 2024

Universum Consulting

2024 China's "Most Attractive Employer" No.1 in Auditing and Accounting

2024 Hong Kong's "Most Attractive Employer" Top 10 Business List

Shixiseng

2023 Shixiseng's Favorite Employer

Yongyou Dayee

2023 Employer Brand Management Model Award

Guangdong Provincial Committee of the Communist Youth League, Guangdong Provincial Youth Federation

2023 "Wings Plan" Internship Program for Hong Kong, Macau and Taiwan University Students Excellent Work Unit

Moka

2023 China Human Resources "Sirius" Award

JobsDB

Most Popular Employer Brand in Hong Kong (Accounting/Auditing/Tax Services)

HR Innovation Award of the Year in Hong Kong

Brandon Hall

One Gold Medal, one Silver Medal, two Bronze Medals

Tsinghua University Technology Innovation Research Center

Most Innovative Knowledge-Based Organization (MIKE) Award (2018-2022)

Great Workplace®

2023 Best Workplaces in Greater China™

Digital recruitment

Digital means are widely used in different aspects of EY recruitment, and continue to provide job seekers with a digital recruitment experience, such as comprehensive data statistics and real-time report presentation, data visualization, replacing the original manual operation, promoting recruiters to grasp the overall recruitment progress in a timely manner, providing data support for improving recruitment business, enabling business decision-making and will try and iterate according to the latest technical means launched in real time on the market.

Campus recruitment

- Using professional recruitment systems to help complete large-scale recruitment processes efficiently and compliantly
- In the talent selection process, we use online assessments to examine students' all-round competence, use AI English assessments to evaluate candidates' English proficiency; use AI video interviews for preliminary interview screening to help business departments do preliminary skills screening
- In terms of employee data management, data presentation is achieved through visual dashboards and employee data security is further guaranteed through hierarchical authority settings, while improving data visibility and readability, providing data support for employment decisions

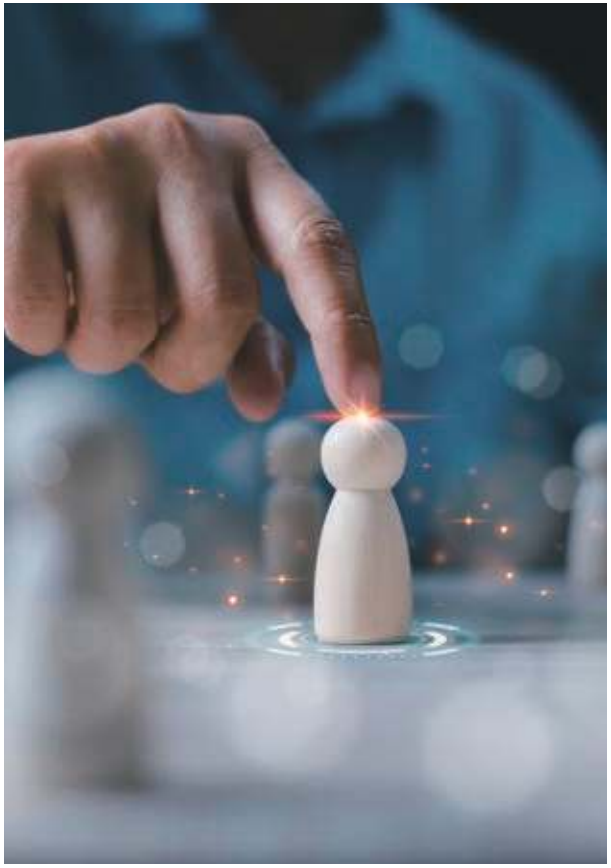
Social recruitment

- Upgrading the mobile platform further expands the functions and application scope of the mobile recruitment platform, allowing the EY Recruitment WeChat portal and the online recruitment management platform to be more closely integrated, resulting in increased user engagement
- Upgrading the visual report, using the online recruitment platform to design a visual recruitment data report to replace the traditional offline manual report maintenance, which not only greatly improves the efficiency of report production and maintenance, but also improves the accuracy and stability of recruitment data, the readability and diversity of report presentation

Sustainability of recruitment

The campus recruitment team has always been committed to the concept of sustainable development. From recruitment promotion to the entire process of employment, the project design is based on creativity and diversity, achieving a smooth transition from campus to workplace, making campus recruits valuable human resources for the sustainable development of the organization.

Equal and diverse



Through the "Fast Pass Day" for fresh graduates in the autumn recruitment, the "Easy Chat" tea party, the school-enterprise collaborative "The Key to Success" career planning course and other colorful campus recruitment activities, the students' experience is enhanced. Starting from October 2023, nearly 50 professional courses of "The Key to Success" will be completed, covering dozens of well-known universities in China.

More than 2,000 students participated, with a satisfaction rate of 95%

Through the elite program, we provide students who join EY team with a higher starting point and more possibilities in the workplace.

Through brand activities such as EY Open Day, employer brand promotion videos, Go Beyond EY University Creative Competition, Tax Elite Competition and Hackathon Competition, we invite outstanding students from multiple universities across the country to visit EY, understand EY teams and master more necessary skills and knowledge reserves for future career development.

During the 2023 autumn campus recruitment, we used a variety of social media platforms and the EY campus ambassador network to promote and received very positive feedback. The announcement of the launch of the autumn recruitment received more than 100,000 hits, and the total number of fans of "EY Campus Recruitment" increased by 4.5% in two months.

Creativity and diversity in campus recruitment

Campus recruitment

- Orientation party helps students integrate into the new city and new life more quickly
- EY new people training camp helps employees experience EY cultural atmosphere, learn various soft skills necessary for professional service personnel in advance
- EY campus WeChat applet "Offer Circle", a comprehensive communication platform carefully built for young talent who are about to enter the workplace
- New employee adaptation and skill advancement courses help new employees understand the latest industry trends and optimize their own professional skills
- "Seniors are here" series of online sharing sessions to help answer questions from new employees
- Participating in EY Ripples not only provides sustainable development support for candidates who aim to join the EY family, but also has a positive impact on more next-generation youth through their own influence

Social recruitment

- In the process of social recruitment, we always adhere to the concept of social responsibility and sustainable development and formulate clear recruitment principles and recruitment standards
- Develop annual or ad hoc recruitment plans in line with EY's sustainability strategy and the actual staffing needs of the business units to improve recruitment efficiency and quality and lay the foundation for EY's sustainable development
- To achieve long-term sustainable development and strengthen the construction of talent echelons, we actively establish and manage intelligent talent pools to meet immediate recruitment needs and future talent gaps

Communications

Building a more diverse, equitable and inclusive workplace environment is an important part of our talent development and even the entire EY development strategy. We believe that diversity, equity and inclusion are not only the source of human social progress, but also the key factors for the sustainable development of enterprises. The EY organization will continue to strengthen the construction of a diverse and inclusive culture, cultivate and develop inclusive leadership, promote workplace equality, maximize the potential and creativity of employees and gradually influence the social interaction of other members such as business partners, widely build consensus on diverse cultures, and make positive contributions to building an inclusive, equal and harmonious society.

On 8 December 2023, EY was awarded the sHero Award for Diversity, Equity and Inclusion

"2023 Best Company × DE&I Best Practices"

New initiatives in the field of diversity, equity and inclusion (DE&I) were once again included in the annual *Driving DE&I Best Practices Guide 2023*, This is the third consecutive year that EY has won this honor.

Jack Chan, EY China Chairman and EY Greater China Regional Managing Partner, won the sHero

"2023 People to Watch × Top DE&I Leaders"

Rebecca Zhou, EY Greater China Human Resources Leader, Public Relations and Market Development Partner, EY Greater China Entrepreneurial Winning Women Project Director won the

"2023 Women to Watch × WomenIMPACT"

Judy Li, Partner, Leader of ESG & Sustainability, EY Greater China, won the

"2023 Women to Watch × Women in ESG - Power & Pioneer"

Seamless communication with employees

At EY, we always respect and listen to the opinions of our employees. We attach importance to the communication of information between global teams and local areas, strengthen the two-way communication between management and employees. We also pay attention to the real thoughts of employees to find and solve problems as early as possible. To this end, we have established a management system including employee satisfaction surveys, employee meetings, diversified communication and participation mechanisms to ensure efficient communication.

By promoting the coordination between global projects and our local service lines, EY teams will help ensure that important information from EY leadership can be conveyed to employees at all levels, and help ensure that EY people can participate in the priority development of EY strategic projects through All EY people webcast and Global Chair and CEO communication emails. Regarding important initiatives in Greater China, topics of concern to employees are also communicated through EY Greater China all-people communications/webcast. Our Counselling Family Leader helps organizational members better understand strategic concepts and integrate them with actual work.

Communication channels

Quarterly meeting of employee representatives	• Employee representatives can reflect on issues they observe on a daily basis, or collect opinions/suggestions from colleagues to directly feed back to management and participate in the discussion of feasible improvement plans. In addition, we also set up discussion sessions in various theme meetings, where participants can directly express their ideas and express their opinions on some plans, practical initiatives, and focus issues. • In Counselling Family (CF), if employees need to provide reasonable feedback to management, they can conduct preliminary discussions and communication with their Counselor and provide feedback to the business line supervisor through the CF Leader.
Staff meeting	• We hold regular staff meetings to share the latest business developments, recent achievements, talent development initiatives and various activities. We also introduce best practice sharing and hot topic group discussions to strengthen communication and exchanges between employees and partners and supervisors.
Employee satisfaction survey	• The three-times-a-year EY Global People Pulse Survey is our wise ear for listening to the voices of our employees. The survey covers issues such as professional values, ethics and trust, client service, culture and values, inclusiveness, equity, quality, recognition and rewards, skill training and development, leadership, office environment, technology tool efficiency and corporate social responsibility and sustainable development. We integrate and compare the data from each survey to better understand the ideas of those involved in the survey appeal so that their ideas can be actively promoted. We also encourage everyone to take the initiative to participate, put forward constructive suggestions and jointly create an excellent EY workplace experience.

Empowering women's career development

The EY organization has maintained a longstanding commitment to working with external organizations to support and empower women. Toward the close of 2023, EY Greater China introduced the inaugural POWER Up™ workshop, targeting EY people and female executives and employees from EY clients. Throught strategic collaborations with pertinent organizations, the EY organization is steadfast in advancing the Cross-field Mentoring Program to facilitate the expansion of women's impact in professional spheres, thereby catalyzing societal progress.

Chinese mainland and Hong Kong teams jointly held POWER Up™ workshops with clients to enhance the skills required for high-potential women in the workplace to develop their careers, so that they can express themselves more freely and better realize their full potential at work.

EY Taiwan office invited health coaches to hold a health seminar titled "Love yourself no matter how busy you are" to provide nutrition guidelines and exercise suggestions.

On 25 January 2024, EY Hong Kong supported Amber Foundation in hosting an EMPOWER seminar for young minority girls in Hong Kong, with approximately 70 participants involved in the event.

The Financial Women's sharing session with the theme of "Hearing the flowers bloom" was held at the EY Beijing Eagle Fintech Experience Center. The event invited female leaders from EY teams and related financial industries to share their personal stories and insights from their own unique perspectives based on their different professional backgrounds and experiences.

Starting from August 2023, the EY organization and its client collaborators launched a cross-field mentoring program to provide six months of cross-industry mentoring support to female employees of cooperating institutions, promoting the development of female leadership, and to create a workplace environment where they can fully tap their potential.

During the International Women's Rights Day, EY Hong Kong held a series of celebration activities, including seminars and special discussions.

Focus on cultural diversity

To further deepen the integration and understanding of diverse cultures, EY launched the first Cultural Month event in October 2023 to help employees break through workplace cultural barriers and promote more efficient win-win cooperation among all parties. In May 2024, during the celebration of the World Cultural Diversity Day for Dialogue and Development, EY offices in many locations held workshops on embracing a culturally diverse workplace.

Disability inclusion

The EY organization remains committed to fostering disability inclusion in the workplace through a multifaceted approach. This includes active participation in diverse job fairs to discover talent, offering professional guidance on employment for disabled college students, and crafting tailored resources like the Guide to accessible information and assistive technology. In 2023, EY teams also conducted lectures to enhance awareness and foster the inclusion of individuals with disabilities in the workplace.

Diversity and inclusion

The EY organization continues to amplify its investment in employee development, championing diversity, equity and inclusion. The organization values and celebrates employees' diverse talents, strengths, personalities, genders and ages, recognizing their potential to usher in unparalleled innovation.

From the end of October to November 2023, EY Greater China held the Pink Friday event to support LGBT+ inclusion with actions; Taiwan office participated in the local annual Pride Parade; Hong Kong office supported the 11th Gay Games and participated in seminars and job fairs held by NGO groups dedicated to promoting LGBT+ inclusion.

Promoting talent development

Having an excellent team of employees is the foundation for providing high-quality client service. The EY organization provides all employees with rich learning opportunities, diverse work practice experiences and professional career development guidance to help them fully realize their potential and grow into future business leaders.

The EY organization is a successful practitioner of professional knowledge management and excellent talent training, committed to cultivating outstanding leadership and implementing firm commitments to all stakeholders through teamwork. In addition to a clear career development ladder, EY teams insist on investing in people, encouraging everyone to develop a growth mindset, build curiosity and the courage to explore continuously, and design a wealth of specific talent training courses according to different business lines and job levels.

Index	Unit	Fiscal Year 2024	Fiscal Year 2023
Number of EY Badges issued	Piece	3,459	8,279
Completion rate of ethics and compliance training for partners and employees in Greater China	%	100	100
Total expenditure on training and development of full-time employees	RMB10,000	5,632	4,058
Employees participating in on-site training	Person-time	132,856	99,479
Average hours of on-site training	Hour	37.07	45.18
Employees participating in online training	Person-time	651,617	640,781
Average hours of online training	Hour	35.62	35.22

EY talent development training series

Onboarding

The two-day Welcome to EY orientation course was rich in content, integrating the wonderful sharing and interaction of EY people at different levels. At the same time, EY teams launched the carbon reduction city walk team-building activity with the theme of "Fall in love with this city, understand life and work wisely" in major cities, allowing new colleagues to understand EY and each other during the walk and start their EY career journey.

Greater China New Senior Manager and New Manager Milestones program

Milestone program

The EY organization values the development of people from the inside out. To recognize and celebrate the career achievements of newly promoted employees, we have set up a series of milestone activities for newly promoted consultants, managers, senior managers, directors and partners, giving participants the opportunity to build new professional networks and develop skills related to their new levels. At the same time, they will have the opportunity to meet and dialogue with the leadership and industry leaders in Greater China to gain a deeper understanding of our vision and strategy and celebrate their career achievements together. At EY, we are committed to gradually introducing the concept of ESG into our daily operations. In milestone activities, we choose environmentally friendly materials as much as possible to prepare souvenirs for trainees to reduce the impact on the environment.

Greater China New Partner Milestone program

EY Badges

EY Badges is a talent development system that helps employees develop future skills. It aims to help people master cutting-edge skills, transform leadership and business knowledge to win in digital transformation. As of the end of June 2024, 37% of EY people in Greater China region have participated in EY Badges learning, with a total of more than 7,300 people and more than 16,500 badges.

Master of Business Administration (MBA)

EY people can complete 300 hours of free online courses to learn about technology, leadership, business and other aspects, apply them in practice, acquire relevant professional basic knowledge, and then apply for MBA degree studies. After graduation, they will receive a virtual business MBA degree certificate issued by Hult International Business School. This is also the first fully certified online business MBA program in history. As of the end of June 2024, two employees in Greater China region have successfully graduated.

EY Degrees

EY has collaborated with Hult International Business School (the first triple-accredited business school in the United States) to launch three different master's degree programs: the Master in Sustainability, the Master of Business Administration (MBA) and the Master in Business Analytics.

Comprehensive ESG training

EY teams provide broad sustainability training for employees. By incorporating sustainability into our learning and development programs, everyone can understand our environmental commitments and the measures we take to reduce our carbon footprint, enabling employees to become environmental stewards and advocates for sustainable business transformation.

EY teams provide professional courses focused on sustainability for the climate change and sustainability service team and the professional teams involved in sustainable development client projects, covering topics such as environmental reporting, green supply chain management and sustainable business practices, so that they can master the knowledge and skills needed to meet the challenges of sustainability.

EY Master in Sustainability

The EY Master in Sustainability program is designed to provide EY professionals with a unique opportunity to explore the ESG and economic risks and opportunities behind sustainability. Participants in the program will not only gain valuable knowledge, but also develop practical skills and experience. As of the end of June 2024, an outstanding Greater China employee has successfully completed this program and received the EY Master in Sustainability certificate issued by Hult International Business School. This is not only a recognition of his personal professional achievements, but also an affirmation of the efforts made by all of us in promoting sustainable development and ESG practices.

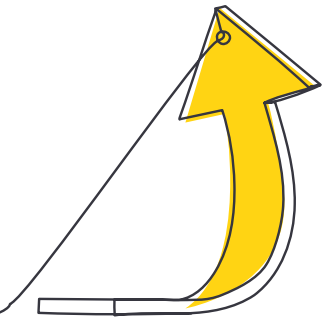
EY Master in Business Analytics

The EY Master of Business Analytics program provides EY people with the opportunity to receive leading-edge technology education and development, thereby enhancing and expanding the data and artificial intelligence literacy of EY people. As of the end of June 2024, two employees in Greater China region have successfully graduated and received a Master in Business Analytics degree certificate issued by Hult International Business School.

Professional qualification certification

EY teams have formulated the EY Greater China Professional Qualification and Development Policy, which provides study leave, examination leave and examination-related subsidy support for a professional qualification selected by employees, and provides various rewards for employees who successfully obtain professional qualifications, such as professional qualification allowances and membership annual fee reimbursement. The policy covers a total of 42 qualifications and provides examination benefits and rewards. It also provides candidates with a pre-exam coaching program, online courses, mock exams, and pre-exam sprint courses for all colleagues taking the exam, and provides Q&A services.

In the 2023 exam season, the total number of applicants for the CICPA exam in the company was 5,325, and the total number of subjects registered was 13,318. The total number of applicants for the HKICPA exam in the company was 432, and the total number of subjects registered was 830.



Employee health and wellness

Healthy and safe working environment

In terms of health and safety, the EY organization strictly abides by laws, regulations and policies, and have adopted a series of preventive measures to help minimize occupational risks in the workplace and is committed to creating a safe and healthy working environment for people.

The EY organization is driven by people-oriented core, and continuously optimizes welfare experience, improves office environment and employee health and safety protection, such as introducing work guidelines under bad weather interference to ensure employees' safety during work hours, and flexible office policies provide employees with free working hours and locations, which is more in line with current work-life balance needs, etc., to stimulate talent vitality and jointly build a better working world.

Every winter, employees are given free influenza vaccination to strengthen their immune barrier and protect them from influenza. In addition to providing basic health protection such as psychological counseling services, annual physical examinations and commercial insurance, the company also keeps up with market trends, iterates and upgrades, integrates welfare resources and uses digital platforms to provide convenient, efficient and caring employee health and welfare experiences, such as 7×24 hours online diagnosis platform, interpretation of body check results, green channel at the hospitals, prescription services and more. These are remote hospital services and resources providing health support for our staff.

On 15 April 2024, EY Greater China held National Security Education Day activities in Beijing, Shanghai, Dalian and Chongqing to continuously strengthen EY people's information security awareness.

EY Taiwan continues to promote a series of healthy workplace campaigns, sending weekly health special emails for each series of topics.

EY Hong Kong supports the Hong Kong Cancer Fund by sponsoring 55 colleagues to participate in the "Run for hope" running event hosted by CPA Australia.

EYCare - Employee Care Program

The EY organization has been actively promoting the EYCare employee care concept, creating an excellent workplace experience through a series of physical and mental health services and popular science activities, while providing health and happiness protection for EY employees and their families.

"Listen to your heart" EAP Psychological Counseling Hotline

We continue to provide professional psychological counseling services to employees and their families in need. Professional counselors will listen to the counselors' voices, provide emotional comfort and advice, and help counselors gain a new perspective on work and life.

EAP Care Platform

The newly launched EAP Care Platform, in addition to the traditional consultation hotline, employees can also make appointments with consultants through the platform, and there is a 24-hour "instant talk" service to relieve emotions. Employees can also obtain psychological assessments, psychology courses, mood diaries, life habits check-in interactions and other interesting service content on the platform.

EYCare Health Corner

The EYCare Health Corner was launched in the frontline pilot office, which is equipped with health monitoring equipment such as blood pressure monitors, blood oxygen meters, BMI body fat scales, thermometers, and health tips for colleagues to use at any time and easily self-test health indicators.

EY Health Month

EY teams hold the Physical and Mental Health Month as scheduled in June every year. Combining current hot topics from the dimensions of physical health, financial health and social health, psychology professionals are invited to share and discuss online with colleagues from all over the world, which is very popular among employees.

A variety of employee activities

Share with society

The EY organization has always been committed to building a better business world and firmly believes that only by better establishing a foothold in society, giving back to society and promoting social development can we better "fulfill our corporate social responsibilities.

The EY organization has an ambitious goal: to have a positive impact on the lives of 1 billion people by 2030. With the potential to bring about considerable positive change through our capabilities, people and influence, the EY organization is committed to playing a role in helping societies rebuild and reset, helping those most in need to transform their lives and share in economic prosperity.

EY Ripples

In addition to pursuing excellence and continuous innovation in daily business, the EY organization has also launched the corporate responsibility program across the globe - EY Ripples, leveraging the knowledge, skills and experience in multiple fields to have a positive impact on millions of people by working with impact entrepreneurs, promoting environmental sustainability and supporting the next generation, in order to achieve the mission of helping 1 billion people worldwide by 2030.

Since the launch of the EY Ripples program in 2019, EY Greater China has held more than 200 events, calling on more than 23,000 employee volunteers to participate, covering more than 8.6 million people in total. In fiscal year 2024, more than 8,133 EY volunteers have participated in the EY Ripples program, bringing positive impacts to the lives of 4.53 million people.

More than 23,000 employee volunteers have participated in the EY Ripples program

Covering more than 8.6 million people

In FY24, 8,133 volunteers have participated

Positively impacting the lives of 4.53 million people

Supporting the next generation

With high-end and high-quality services, EY teams launched a series of "Supporting the Next Generation" activities to empower young talent in various fields, and is committed to contributing more wisdom and strength to the green transformation and sustainable development of the economy and society, and to build momentum for promoting China's modernization and achieving high-quality development.

"Every child deserves to be loved. In the summer of 2023, we had unforgettable memories: we volunteered together in Guizhou. In an atmosphere of love and being loved, we and the children had a positive impact on each other and grew together!"

——EY Volunteer

Through Xinghua Shanghai City Summer Camp, 200 computers were donated to outstanding students

Xinghua Summer Camp

Supporting the operation and development of NGOs: providing guidance to more than 100 NGOs, with a positive impact on more than 2 million people

Future Skills Seminars: Held more than 50 future skills seminars to help students and disadvantaged groups improve their future job skills

Enabling business development

EY uses knowledge, skills and experience to collaborate with impact entrepreneurs through the Impact Hive to help companies expand and develop their businesses, empower people to change their lives, and promote the realization of the United Nations Sustainable Development Goals.

Impact Hive: Helping companies solve business problems and bringing positive impact to 700,000 people

Environmental sustainability

EY teams held an urban farming event in Hong Kong to introduce vegetable cultivation related to the circular economy and integrate nature into the daily work of EY colleagues. Zooniverse is an event we have promoted for many years, where EY colleagues around the world work together to contribute to the research of scientists.

Urban Farming

Zooniverse

Helping rural revitalization

We are committed to using our professional advantages to promote community development, participate in a wider range of social and economic activities, actively respond to the national rural revitalization strategy, and work with multiple partners to provide targeted assistance, charitable donations and skills training to help rural revitalization.

Practicing corporate social responsibility, invited to participate in the counterpart support project of Dongcheng District Commerce Bureau of Beijing

In 2024, EY was invited to participate in the Dongcheng District Counterpart Support Project to share professional experience for government officials in Dongcheng District, Beijing, who are supporting Huaide County, Ulanqab City, Inner Mongolia Autonomous Region, focusing on current economic development and business management. In January 2024, three live courses have been delivered, with a total of more than 300 person-time learning online, effectively improving the professional skills and professional capabilities of grassroots organizations and personnel in the jurisdiction and poverty-stricken areas.

300+

Person-time received online training

EY Hua Ming visits Yongsheng, Yunnan to carry out charity donation activities

In July 2024, with the support and coordination of the Yongsheng targeted assistance work team sent by the Ministry of Finance, 22 party member representatives from the four party organizations of EY Hua Ming in Beijing, Shanghai, Guangzhou and Shenzhen gathered in Yongsheng, Yunnan, and carried out a charity donation and joint party building activity involving five places and government and enterprises. A total of 200 computers, 4,500 books, three printers and three display devices were donated to the Yongsheng County Education and Sports Bureau, with a total value of more than RMB200,000, which effectively improved the education and teaching hardware facilities of the local education system and further enriched students' reading resources. It showed that EY actively fulfilled its social responsibilities and cared for and supported education through its own professional and industry resource advantages, and implemented its commitment to "contribute to the general public" with practical actions.

'This donation is not only a concrete measure for EY to fulfill the cooperation agreement and continuously increase its support for Yongsheng, but also a vivid manifestation of EY commitment to 'contribute to the general public'."

——Zhang Xueliang, leader of the Yongsheng targeted support team assigned by the Ministry of Finance and deputy secretary of the Yongsheng County Party Committee

Advancing gender parity

The EY organization has always been committed to the advancement of women's development in their careers and the creation of a workplace that is more equitable and inclusive. Not only is this idea at the core of our values and vision, but also it is the key factor in the creation of long-term value for our clients. The EY organization advocates for the discovery and empowerment of female talent, and join hands with them in building a better business world.

POWER Up™

EY launched the POWER Up™ workshop, which focuses on female leadership to inspire positive actions among working women and their male allies, empowering every "her" in their career development. This initiative aims to create a more equitable and inclusive work environment and fulfill its commitment to promoting gender parity in the workplace. According to EY statistics, the EY POWER Up™ workshop has entered more than 30 countries and regions around the world, inspiring at least 5,000 person-time to support the development of women.

EY Entrepreneurial Winning Women Asia-Pacific Program

The EY Entrepreneurial Winning Women Asia-Pacific program is designed to identify and recognize outstanding female entrepreneurs who established their businesses with high growth potential and are ready to scale their operations globally, providing them with professional support and resources to help these ambitious female entrepreneurs break away from current roadblocks, fully exhibit their enterprising potential and achieve sustainable business growth. On 27 March 2024, EY announced the list of 18 female leaders in the business world that had been selected for the EY Entrepreneurial Winning Women Asia Pacific Program 2024. The female entrepreneurs selected for this year's program work in eight industries. The total revenue of their enterprises in 2023 exceeded US$1.3 billion, with employees numbering more than 6,000.

In May 2024, an event on EY Entrepreneurial Winning Women Asia-Pacific 2024 was held offline. The female entrepreneurs from Greater China gathered by the Huangpu River to explore the future of global business.

Charitable activities

EY teams have long supported the work of the Supervisory Board of the Shanghai Senior Citizens Foundation and has been recognized by the Foundation.

In 2023, after an earthquake in Jishishan County, Linxia Prefecture, Gansu Province, the Party Committee of EYHM issued a donation initiative letter, calling on party members to donate RMB200,000 to overcome the difficulties together with the affected people and help them resume production and rebuild a better home as soon as possible.

EY Hong Kong has sponsored the fundraising event "Walk Up Jardine House" organized by the Jardine Matheson charitable organization "Mindset" for eight consecutive years. From 13 to 26 October 2023, more than 200 colleagues participated in the event to raise awareness of mental illness and change views on mental illness.

Through the "Sunrise Chunhui Computer Classroom" public welfare project and the Share for Good platform, the EY and Compassion Award – Xu Xiaohui Memorial Fund donated 50 second-hand computers to charities and grassroots families in need, providing students with smoother learning and development opportunities and broadening their horizons.

On 7 September 2023, EY Hong Kong established "Embrace You Pet Reason" to provide support for pet lovers by providing pet health and wellness knowledge, sharing adoption stories, professional training, etc. Since its inception, it has 208 members.

Since the end of 2023, EY has jointly launched the #PEN Pals from an Early Age – Pen Pal Program with Teach For Taiwan to communicate and interact with students from Dayu Elementary School in Hualien to share their lives and work experiences.

The EY Parents Club cooperated with charity organizations to organize charity handicraft courses and donated all the proceeds to the Green Charity Foundation to support environmental protection education.

On 21 December 2023, EY visited the Guangzhou No. 2 Welfare Home, playing games with the children and giving them warm gifts.

EY Hong Kong raised HK$77,388 in the 2024 Corporate Wellness Challenge: 8-Hour Charity Spin, winning the Best Fundraising Award for the third consecutive year.

GOVERNANCE

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Improve governance capabilities

The EY organization is committed to adhering to the laws, regulations, and regulatory requirements of the countries and regions where it operates. We continuously improve and refine our governance mechanism, actively follow up on and implement regulatory requirements, strengthen risk management, and enhance our corporate governance.

The proportion of women in leadership positions at EY Greater China

52%

The EY organization explicitly prohibits any form of commercial bribery and has incorporated this policy into our rules and regulations. Through enhanced training and communication, we ensure that all our employees have a clear understanding of this. We also require our suppliers to comply with anti-corruption and anti-bribery requirements, provide clients with consulting services on anti-bribery management systems, and comprehensively strengthen our compliance management related to anti-bribery.

The EY organization has established an extensive network of professionals to respond to compliance requirements in different regions and respond quickly when needed. Based on the potential impact on EY strategy and operations, EY sorts out key risk categories, and leverages Archer, a technology-enabled risk management solution, to manage the planning, monitoring and response for each key risk category.

Risk management: Three lines of defense

The first line of defense consists of frontline business leaders, supported by service line quality and risk management teams. Key activities include clarifying the scope of business with clients and defining and managing risk ownership during project and audit delivery.

The second line of defense consists of experienced risk management professionals who provide support to the first line of defense. The second line of defense provides policy development, frameworks, tools, professional consulting guidance and monitoring.

The third line of defense is the annual global internal audit plan. In addition to the sustainable development goals of individual member firms, EY teams have also developed globally coordinated sustainable development goals, including our net zero target. Likewise, climate-related risk management processes will be assessed globally.

Deepen ESG management

Based on the All in strategy, EY continues to integrate ESG into its daily operation. It has established an ESG governance structure, bolstered communication with stakeholders, enhanced employees' ESG awareness and strengthened ESG-related information disclosure. At the same time, EY maintains its commitment to the UN Global Compact and the Sustainable Development Goals (SDGs).

ESG management framework

In 2021, EY Greater China established an ESG Management Committee responsible for formulating ESG strategies and objectives, overseeing and guiding the implementation of ESG plans, maintaining efficient communication with internal and external stakeholders, and continuously enhancing EY's influence in the ESG field. The EY Greater China ESG Management Office launched a monthly meeting mechanism for the ESG core working group, which is attended by the Managing Partners of each market segment in Greater China, service lines leaders, and the relevant ESG leaders to share latest ESG results and insights, explore the latest cooperation opportunities, and jointly promote business growth. In November 2024, the ESG Management Committee of EY Greater China held a meeting to listen to the summary report of the annual work of EY Greater China in FY24, and reviewed and approved the *FY24 Environmental, Social and Governance Report*.

EY Greater China ESG Governance Framework

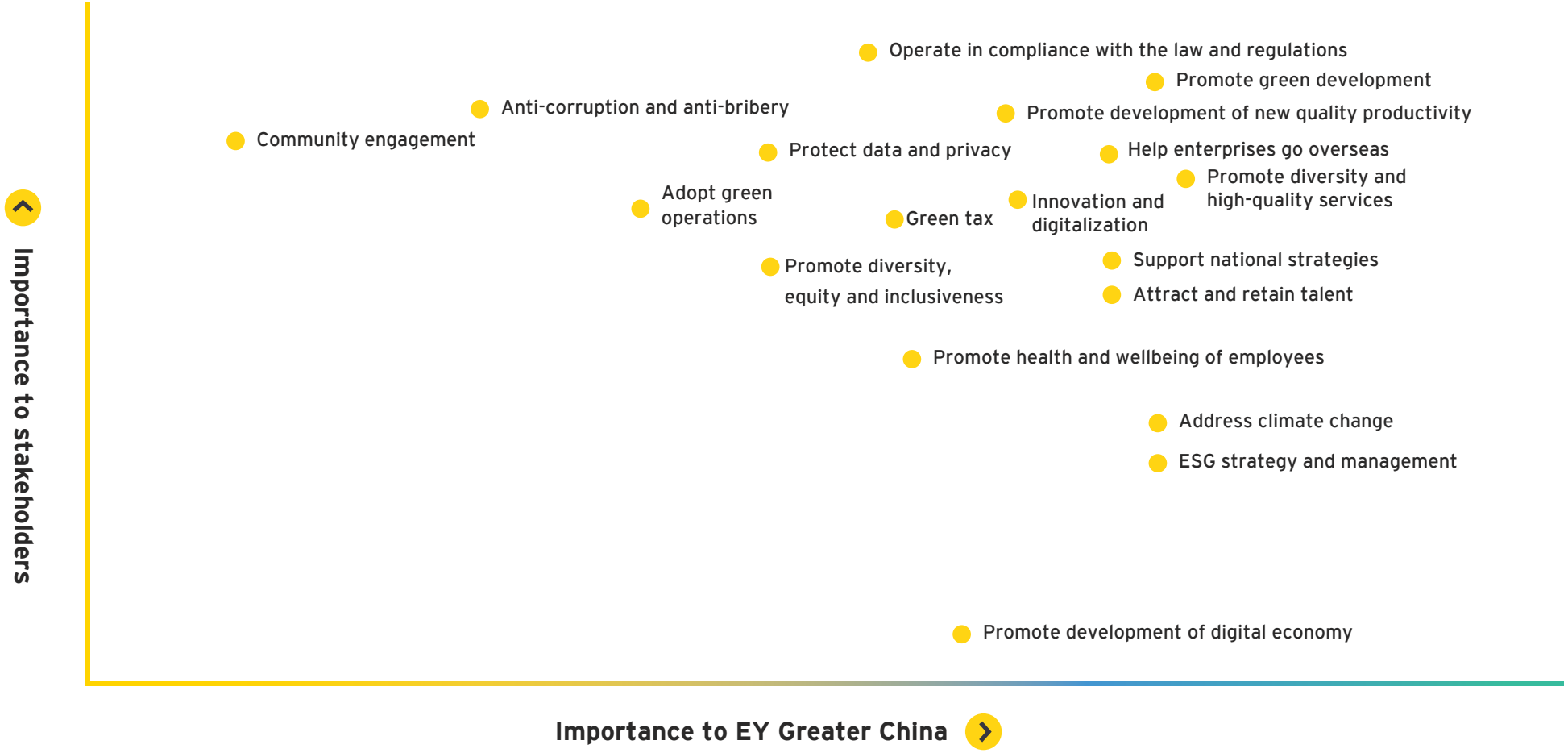
Communicating with stakeholders

With respect to the demands from stakeholders, we constantly improve the participation mechanism and communication methods to understand their needs and requirements. We promptly improve the communication mechanism based on feedback from stakeholders to clarify our ESG strategy and key ESG issues.

Stakeholders	Stakeholders' demands/expectations	EY team's response (including but not limited to)	
Government and regulatory agencies	• Support for national strategies • Promotion of regional development • Operation in compliance with the law and regulations • Ensuring tax compliance	• Signing up to a strategic partnership agreement • Getting involved in formulating policy and making policy suggestions • Supporting national and regional development • Cooperating with regulatory inspections	• Serving in external positions and on committees • Responding to public policy • Responding to regulatory policy
Clients	• Satisfactory service • Effective communication • Data security and privacy protection	• Carrying out client satisfaction surveys • Implementing data protection and information security plans • Holding meetings with clients	• Providing a diverse range of services • Initiating marketing campaigns
Employees	• Optimal employment policies • Effective training system • Clear career development paths • Smooth communication channels • A good work-life balance	• Various talent recruitment activities • Setting up platforms to support employees' mental and physical health • Customizing training for employees • Providing leadership assessment and development	• Putting in place employee communication and engagement systems • Launching employee assistance programs • Collecting timely feedback and suggestions • Hosting the EY alumni network
Community	• Philanthropic activities • Charitable donations • Community development • Localized operations	• Organizing charitable activities • Launching the EY Ripples program	• Providing volunteering opportunities for employees • Launching the EY Entrepreneurial Winning Women™ program
Suppliers and partners	• Fair and equitable procurement • Good partnerships	• Implementing the supplier risk assurance program • Adopting sustainable supply chain management	
Industry associations, self-regulatory organizations	• Industry exchange • Experience sharing • Forward-looking research	• Attending conferences • Organizing forums • Regularly publishing articles	

Annual materiality analysis

To identify the ESG issue that have the greatest impact on the performance of our business and stakeholders, EY Greater China communicates regularly with stakeholders to gather their input. The communication channels include having dialogues with management and clients, actively listening to employees through multiple channels, maintaining relationships with suppliers, regulators and government representatives, sending questionnaires and collecting feedback from all sectors of society. Core ESG topics for the Greater China in FY24, along with the related risks and opportunities, have also been identified and highlighted in the report.



EY Greater China core ESG topics and analysis of related risks and opportunities

Dimension	Index	Risks	Opportunities
Environmental	Promote green development	The needs of the market and clients have changed amid low-carbon transformation	Provide low-carbon transformation consulting services to meet growing market demand
	Address climate change	Frequent extreme climate events, health threats, economic losses and casualties	The emergence of carbon trading market, the development of renewable energy technologies
	Adopt green operations	Rising energy prices lead to increasing operating costs	Reduce operational consumption through green operation management improvement
Social	Promote diversity and high-quality services	Fierce market competition and increasing client demands	Innovate and diversify services and business scope to improve client satisfaction
	Help enterprises go overseas	New policy and regulatory requirements for enterprises going overseas	Open new market opportunities and business areas to gain competitive advantages and growth opportunities
	Support national strategies	Increased investment and operating risks caused by changes in policies and regulations	Open new market opportunities and business areas to gain competitive advantages and growth opportunities
	Promote development of new quality productivity	The challenge of technological breakthroughs for high-quality economic development	Provide professional consulting services to meet client needs and increase market share
	Promote development of digital economy	The complexity and long-term nature of digital transformation	Expand the market through digital professional services to gain competitive advantages and growth opportunities
	Attract and retain talent	Loss of employees with specialized skills and experience, and the increasing costs of attracting new employees	Build a future-oriented professional team and promote service innovation
	Protect data and privacy	Fines and reputational damage resulting from breach of client information	Earn client trust through high levels of data security and privacy protection
	Promote diversity, equity and inclusiveness	Reputational damage caused by negative information leads to resistance from clients, employees and other stakeholders	Provide a diverse, equitable and inclusive work environment to increase employee satisfaction and adapt to market changes with diverse perspectives and experiences
	Promote health and wellbeing of employees	Increased labor costs due to declining employee health, and decreased employee satisfaction caused by related issues	Improve employee productivity and satisfaction, and enhance the stability of the talent pool by caring for employees' health and wellbeing
	Promote innovation and digitalization	Market competition and uncertainty about future technology	Improve service efficiency, innovate business scope, and improve client satisfaction through digitalization and innovation
	Green tax	Increased business operating costs and risks due to changes in policies and regulations	Innovate diversified services and business areas to promote corporate technological innovation and green economic transformation
	Community engagement	Reputational damage caused by negative information leads to resistance from clients, communities and other stakeholders	Establish good community relations and enhance the sustainability of future development by actively participating in community co-construction
Governance	Operate in compliance with the law and regulations	Fines and reputational damage caused by violations of relevant laws and regulations	Establish good reputation and trust, and establish more stable long-term cooperative relationships with clients
	ESG strategy and management	Reputational damage caused by poor ESG management leads to distrust among stakeholders and affects market position and sales	Better meet social needs, create shared value, improve community relations and enhance corporate reputation
	Anti-corruption and anti-bribery	Fines and damage to corporate reputation resulting from incidents such as corruption or fraud	Promote trust and transparency with stakeholders

Outlook

All in to shape the future with confidence

In 2004, the United Nations first introduced the concept of environmental, social and governance (ESG). In 2024, the ESG concept celebrates its 20th anniversary.

Over the past two decades, ESG has gone from a niche topic to a popular context, from conceptual theory to practical action, undergoing continuous growth and transformation.

Today's world faces not only more complex challenges than ever before, but also opportunities with greater potential. The EY organization has launched the new global strategy, All in, dedicated to helping clients meet challenges and seize opportunities, supporting the growth of EY people, and contributing to sustainable social development.

In a time of change, we are striving to make progress towards our goals.

We are all in to shape the future with confidence.

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SUSTAINABLE DEVELOPMENT GOALS

Index of indicators

	SDGs	IFRS S2	A-share Sustainability Reporting Guidelines	Hong Kong Stock Exchange's *Environmental, Social and Governance Reporting Code*
Economy	SDG8, SDG9, SDG11, SDG12, SDG16		Innovation-driven, science and technology ethics, equal treatment of SMEs, product and service safety and quality, data security and client privacy protection	B6.2, B6.5, B8.1
Support national strategies	SDG9, SDG12		Innovation-driven, science and technology ethics, equal treatment of SMEs	B8.1
Gather professional strength	SDG8, SDG9, SDG16		Product and service safety and quality, data security and client privacy protection	B6.2, B6.5
Contribute industry-specific wisdom	SDG11		Product and service safety and quality	B8.1
Environmental	SDG6, SDG7, SDG13, SDG14, SDG15		Address climate change, pollutant emissions, waste disposal, environmental compliance management, energy utilization, water resource utilization, circular economy, supply chain security, ecosystem and biodiversity conservation	A1.1, A1.2, A1.3, A1.4, A1.5, A1.6, A2.1, A2.2, A2.3, A2.4, A3.1, A4.1, B5.1, B5.2, B5.3, B5.4
Address climate change	SDG13	1. The governance bodies or individuals overseeing climate-related risks and opportunities, and the role of management in the governance processes, controls and procedures for monitoring, managing and overseeing climate-related risks and opportunities 2. The strategies to manage climate-related risks and opportunities 3. The process used by the entity to identify, assess, prioritize and monitor climate-related risks 4. The entity's performance in relation to climate-related risks and opportunities, including its progress towards achieving its climate-related goals	Address climate change	A1.2, A1.5, A2.1, A2.3, A4.1

	SDGs	IFRS S2	A-share Sustainability Reporting Guidelines	Hong Kong Stock Exchange's *Environmental, Social and Governance Reporting Code*
Practice green operations	SDG6, SDG7		Pollutant emissions, waste disposal, environmental compliance management, energy utilization, water resource utilization, circular economy, supply chain security	A1.1, A1.3, A1.4, A1.6, A2.2, A2.4, A3.1, B5.1, B5.2, B5.3, B5.4
Promote environmental initiatives	SDG14, SDG15		Ecosystem and biodiversity conservation	A3.1, A4.1
Social	SDG1, SDG2, SDG3, SDG4, SDG5, SDG8, SDG9, SDG10, SDG11, SDG12, SDG17		Product and service safety and quality, employees, rural revitalization, social contribution	B1.1, B2.3, B3.1, B3.2, B8.1, B8.2
Symbiosis with clients	SDG9, SDG11, SDG12, SDG17		Product and service safety and quality	
Grow with employees	SDG3, SDG4, SDG5, SDG8, SDG10		Employees	B1.1, B2.3, B3.1, B3.2, B4.1, B4.2
Share with society	SDG1, SDG2		Rural revitalization, social contribution	B8.1, B8.2
Governance	SDG16		Stakeholder communication	
Improve governance capabilities	SDG16		Anti-bribery and anti-corruption in business	B7.3
Deepen ESG management	SDG16		Stakeholder communication	

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.

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