Understanding each other's experiences is the first step toward creating a more equitable work environment.

Meet Aline

EY senior associate

EY commitments

The EY organization is committed to many global initiatives and organizations that have a specific focus on creating positive impact socially and/or environmentally. The below shows each one and provides a description of the EY commitment.

EY commitments

Commitment/organization		Description of the commitment
NZFSPA	**Climate-related matters with audits**	NFZSPA (Net Zero Financial Service Providers Alliance) is a global group of financial service providers committed to supporting the goal of global net-zero greenhouse gas emissions by 2050 or sooner (more details on EY performance can be found further on in this appendix of the Report).
WEF-IBC	**Disclosures related to people, planet, prosperity and governance**	WEF-IBC (World Economic Forum) is an initiative among the leading private ESG standard-setter to bring comparability and consistency to the reporting of ESG metrics and disclosures. EY is reporting 21 core metrics and disclosures, which focus on four themes: Principles of Governance, Planet, People and Prosperity (more details on EY performance can be found above in the WEF-IBC summary tables section of this appendix).
1t.org	**Reforestation and carbon reduction**	1t.org is an EY biodiversity initiative to help preserve and restore key habitats by 2030.
Valuable 500	**Disability inclusion**	EY is committed to advance disability inclusion in business, advocating for a proactive approach and looking at how the work can also address barriers to those with visible and invisible disabilities (more details on EY performance can be found in the "Creating long-term value for EY people" section of the Report).
CDP	**Technical climate disclosure**	CDP is the global disclosure system for investors, companies, cities, states and regions to manage their environmental impacts. Since 2010, the EY organization has disclosed its environmental impacts to CDP.
RE100	**EY commitment: sourcing 100% renewable electricity by 2025**	EY is a member of RE100, a global corporate renewable energy initiative bringing together hundreds of large and ambitious businesses committed to 100% renewable electricity.
SBTi/Race to Zero	**EY commitment: carbon emissions reduction targets**	SBTi is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis. EY has set greenhouse gas (GHG) emissions reductions targets (more detail can be found in the EY Environment Report).

Commitment/organization		Description of the commitment
TCFD	**Climate-related risk assessment and financial disclosures**	TCFD (Taskforce on Climate-Related Financial Disclosures) recommendations help financial market participants understand their climate risks. EY has recognized the importance of TCFD and became a supporter in the year of publication 2022 (more detail can be found in the EY Environment Report).
Taskforce on Nature-related Financial Disclosures – early adopted	**EY commitment: Nature-related risk assessment financial disclosures**	The TNFD seeks to help companies integrate nature into decision-making and shift financial flows away from activities that harm nature. It provides a framework to identify, manage and report nature-related impacts, dependencies, risks and opportunities (nature-related issues). EY is one of 320 organizations publicly committed to being a TNFD early adopter; meaning we will be making disclosures aligned with the framework by FY 2025. EY will support clients in their alignment to TNFD (more detail can be found in the EY Environment Report).
WEF's Alliance for Clean Air	**EY commitment: air pollution impact**	The WEF Alliance for Clean Air brings together business leaders to measure and reduce value chain air pollutant emissions, invest in innovation, and work with policymakers and peers to champion the social, economic and climate benefits of tackling air pollution (more detail can be found in the EY Environment Report).
WEF – First Movers Coalition	**Sustainable aviation fuel (SAF) – EY commitment: replace 5% of conventional fuel with SAF by 2030**	WEF First Movers Coalition has set ambitious commitments for airlines, airfare and air freight purchasers. As a member of the WEF First Movers Coalition, in March 2022, EY committed to collaborate with air operators to replace at least 5% of conventional jet fuel with sustainable aviation fuels by 2030 (more detail can be found in the EY Environment Report).
WEF – CEO Climate Leaders Alliance	**Climate change leadership**	WEF CEO Climate Leaders Alliance is a community of global CEOs committed to raising climate ambition, accelerating the net-zero transition and delivering concrete climate solutions in line with the Paris Agreement (more detail can be found in the EY Environment Report).
UN Global Compact	**Governance, Anti-corruption, Environment, Labor Rights and Human Rights**	UNGC is a voluntary corporate sustainability initiative, which is catalyst for transforming business through principle-driven environmental, social and governance practices. Please refer to the EY organization disclosure in the UNGC COP Viewer for further details.

EY commitments to the NZFSPA and progress made

The EY organization is a member of the Net Zero Financial Services Providers Alliance (NZFSPA), which is part of Glasgow Financial Alliance for Net Zero (GFANZ), under which the EY organization has made a number of commitments concerning planning and performing audits. Refer to "How EY audits are helping contribute to a net-zero global economy" section of the Report for further background information and context.

The audit metrics and additional information below cover the 39 companies that are audited by member firms and which are identified on the **Climate Action 100+** companies list (the Companies). The list comprises companies that (i) have carbon intensive operations and (ii) are considered by Climate Action 100+ to have the greatest impact on climate change. Please refer further on in this appendix for the full list of the companies.

The operational metrics cover the entire EY organization.

The audit metrics and additional information relate to audits of the Companies' financial statements where audit reports were issued between 1 July 2023 and 30 June 2024.

The operational metrics cover the 2024 financial year.

A team of EY people works on a project.

Audit metrics and targets

Framework category	Scope	Measurement criteria and target	Results	Additional information
Application of audit methodology	**FY23 audits of the Companies**	Percentage of engagement teams including specific audit procedures to determine whether climate risks are material to the audit. Target: 100%	100%	**Use of specialists** Sixty-two percent of the EY engagement teams consulted with specific specialists to address climate-related matters during the audit. This happened where EY engagement teams deemed that climate matters posed a risk to the financial statements whether directly (reported as a key audit matter (KAM)/critical audit matter (CAM) or indirectly (reported through impact on other KAMs/CAMs). The specialists were engaged to assist with the audit risk assessment process, audit strategy to address the risk (e.g., to assess management's asset impairment sensitivity assumptions) and assessing the required disclosures in the annual report. Those engagement teams that did not consult with specialists concluded, through their risk assessment procedures, that climate matters were not material to the financial statements and so did not warrant specialist involvement. **Evolution of sustainability assurance** Seventy-four percent of the companies also sought independent assurance on wider sustainability-related matters; indicating increasing sophistication in the extended assurance market. Where this was done, it was in the form of "limited assurance" (e.g., Scope 3 G HG emissions) or "reasonable assurance" (e.g., Scope 1 and 2 G HG emissions in most cases). Where assurance reports are public, they describe limited assurance and are published on the company's website.

EY commitments to the NZFSPA and progress made

Framework category	Scope	Measurement criteria and target	Results	Additional information
Training	**Partners and managers on the engagement teams of the FY23 audits of the Companies.**	Percentage of audit engagement team personnel (managers and above) who have received specific training on assessing and responding to climate risks in the audit. Target: 100%	100%	
Communications	**FY23 audits of the Companies**	Percentage of audit engagement teams who discussed the relevance of climate risk to the financial statements and the audit with those charged with governance, and management of the company. Target: 100%	100%	

Framework category	Scope	Measurement criteria and target	Results	Additional information
Reporting	**FY23 audits of the Companies**	The percentage of audit engagement teams that specifically considered whether climate risk(s) needed to be explicitly mentioned in the audit report. Target: 100%	100% This was done either by (i) including climate change as a stand-alone KAM/CAM or (ii) describing the impact of climate change on the matters covered by other non-climate-related KAMs/CAMs.	**Describing consideration of climate-related risk in the audit report** Fifty-four percent of the audit reports for these companies included a description of the considerations given to climate-related matters and their impact on the business and related audit risks. This was done either by (i) including climate change as a stand-alone KAM/CAM or (ii) describing the impact of climate change on the matters covered by other non-climate-related KAMs/CAMs. **Describing climate-related risks in the audit report as a KAMs/CAMs** Thirty-eight percent of the audit reports for these companies refer to climate change in or as a KAM or CAM. **Where audit reports do not refer explicitly to climate change risk** The audit reports that did not include an explicit mention of climate change did so either because: 1. The relevant EY engagement team concluded, through their risk assessment procedures, that climate risks were not material to the financial statements for the reporting period under consideration so as to warrant further consideration and explicit mention; and/or 2. Climate change reporting and accompanying disclosures are not mandatory in all jurisdictions, hence, these did not require additional considerations by the relevant EY audit team around compliance with reporting requirements. Climate-related risks were nevertheless discussed under "Other audit matters" with those charged with governance in 100% of the audit engagements.

EY commitments to the NZFSPA and progress made

Framework category	Scope	Measurement criteria and target	Results	Additional information
Science-based GHG emissions reduction targets across all operational emissions. Set interim science-based reduction targets.	**Entire EY organization**	Set science-based GHG emissions reduction target – validated by SBTi Obtain assurance over GHG emissions reporting. Reduce overall absolute GHG emissions by 40% in 2025. Reduce business travel GHG emissions by 35% in 2025. Procure 100% renewable energy for office electricity usage by 2025 Require 75% of EY suppliers to set science-based targets by 2025.	On track to hit decarbonization targets in 2025. Have obtained limited assurance over GHG reporting for FY22, FY23 and FY24. In FY23, have reduced total market-based GHG emissions by 47% compared to FY19 baseline. In FY23, have reduced business travel GHG emissions by 59% compared to FY19 baseline. In FY23, have procured 45% of renewable energy for office electricity, and are on track to hit RE100 by FY25. At the end of FY23, 55% of suppliers have set science-based targets	Refer to the "Creating long-term value for society" section of the FY24 Value Realized report for an update on the EY organization environmental progress made and continued commitments.

Framework category	Scope	Measurement criteria and target	Results	Additional information
Proactively engage with stakeholders and policymakers on corporate and industry action, as well as public policies that support a net-zero transition of economic sectors in line with science and with regard to social impacts.	**Entire EY organization**	The EY organization has ongoing engagement with a range of stakeholders and policymakers including the World Economic Forum/ Stakeholder Capitalism Metrics, the First Movers Coalition, Aviation taskforce, The Sustainable Markets Initiative, The World Business Council on Sustainable Development, the Council for Inclusive Capitalism, GFANZ, TNFD, and TCFD. The EY organization is a supporter of the newly created ISSB and regularly hold meetings to advise on and encourage forward movement. The EY organization has also supported the establishment of the EFRAG SSB and its ongoing work to develop European Sustainability Reporting Standards. As members of the Business Roundtable, the EY organization has advocated carbon pricing and supports Scope 1 and 2 disclosures.	All the aforementioned organizations have and require individual company reporting on GHG emissions, as well as biodiversity and nature loss. For FY24, the EY organization reports on the Stakeholder Capitalism Metrics, inclusive of climate reporting in the EY annual report, Value Realized. The EY organization published its inaugural TCFD report in early 2023. For further details around EY climate and nature-related reporting, refer to the inaugural EY Environment Report.	–

Audit metrics and additional disclosures — companies EY audits

- AES Corporation
- Airbus Group
- ArcelorMittal
- Baoshan Iron & Steel Co. Ltd
- BHP
- BlueScope Steel Limited
- China National Offshore Oil Corporation (CNOOC) Limited
- ConocoPhillips
- Danone S.A.
- Delta Air Lines, Inc.
- Ecopetrol SA
- ENEOS Holdings Inc.
- Engie S.A.
- EQT Corporation
- Equinor ASA
- Formosa Petrochemical
- General Motors Company
- Hitachi, Ltd.
- Holcim Ltd.
- Korea Electric Power Corp
- Lockheed Martin Corporation
- Nestlé
- Nissan Motor Co. Ltd
- Origin Energy Ltd
- PACCAR Inc
- Phillips 66
- PTT Public Co. Ltd
- Santos Limited
- Shell plc
- Siemens Energy
- SSAB AB
- SSE PLC
- Stellantis NV
- Toray Industries, Inc.
- TotalEnergies SE
- United Airlines Holdings, Inc.
- Vedanta Ltd
- Volkswagen AG
- Walmart, Inc.