



Our Impact Plan

Our Environmental, Social and Governance (ESG) commitments are framed in a single global document, which is updated annually on progress. At KPMG in Argentina, we report these advances in our Sustainability Report, also on an annual basis. In this document you will find a summary of the commitments, which are organized into four categories: Governance, People, Planet and Prosperity.

GOVERNANCE

- Always act for a clear purpose.
- Leading the profession in terms of audit quality.
- Develop responsible fiscal practice.

We have a Quality and Professional Risk Department whose objectives are to supervise the quality of the services provided by our professionals and compliance with laws, regulations and professional standards, thus minimizing the risk of claims against KPMG and protecting the Firm's reputation. For technical matters related to accounting and auditing, review and other assurance engagements and related services, we also have a Department of Professional Practice (DPP).

We have Independence Standards, customer acceptance and continuity policies and processes designed to identify and assess

potential risks and/or conflicts of interest. Both customers and potential orders are evaluated to identify risks that may exist in relation to them. These assessments cover potential issues of independence, conflicts of interest and other issues.

We have a program called Quality Performance Reviews (QPR) which evaluates performance at the project level and identifies opportunities to improve project quality. All services provided by the Firm are subject to several quality controls at local, regional and global level. In addition, certain services are subject to reviews by external agencies. In addition, KPMG Global has adopted a Quality Management System - ISQM 1 as a central axis to drive consistency and transparency in all of the Firm's processes.

In line with this, we have been recognized by Revista Mercado in

its Ranking of Audit Firms: KPMG Argentina ranked first in the category of "number of audited companies" and was also second in the ranking by "sales volume".

- Act lawfully, ethically and in the public interest.
- Work against corruption in all its forms, including extortion and bribery.

To provide our professional services, we practice a culture based on our values. These guide the behaviour of our teams and are the fundamental pillar of our actions inside and outside the Firm. Our values are Integrity, Excellence, Courage, Together, For Better.

We have a Quality and Professional Risk Department that manages issues related to Ethics and Independence, Corruption and Bribery and ensures compliance with the Code of Conduct.

We have anti-corruption policies and procedures that are communicated through different channels to all our employees, including specific training on corruption and conflict of interest.

- Respect human rights

KPMG International is committed to the protection of human rights and to help eliminate all forms of forced, compulsory and child labour with the United Nations Guiding Principles on Business and Human Rights. It recognizes that we have an important role in managing the potential harm to people and, as part of our risk management processes, we have established a risk-based approach to human rights. A key priority are suppliers, and we continue to refine our approach to address modern supply chain slavery risks.

PEOPLE

OUR COMMITMENTS:

- To have an inclusive culture, based on trust.
- Defending equal opportunities.
- Foster an empathetic work culture.

We focus on ensuring that diversity, inclusion, and equity (DIE) are transversal to the entire Firm, integrating these matters into strategies, programs, benefits, and actions. Through our DIE Committee, we seek to achieve a culture of respect on a daily basis, we work to raise awareness among all employees, thinking about the value contribution of all people, through recurrent training at global, regional and local levels. In turn, we developed and committed to a policy on DIE and a policy against harassment, discrimination,

victimization, and bullying. We have metrics that allow us to track our initiatives, including our number of partners, which is a group of collaborators who add their voice and value to DIE's activities. In addition, we have the information provided by the GPS (Global People Survey), which is an internal and anonymous measurement tool, with which we gather information and comments from different groups that are part of the Firm.

PARTNERS



WORKERS



To protect the health of our professionals, both physically and mentally, and to enable them to be effective and productive.

We have implemented various strategies and developed different initiatives in occupational health and safety to prevent occupational accidents and illnesses. We have the advice and support of an expert in Safety and Hygiene. In addition, we seek to promote the well-being of our employees by providing training and promoting healthy habits at work and in their personal lives.

We provide different benefits such as ergonomic chair to improve posture in hybrid mode and access to Gympass (application with subscription to workouts, gyms, mindfulness, among others). We also promote wellness through various programs such as "Active Breaks", which consists of weekly virtual classes to promote body mobility and relaxation.

Develop a culture of continuous learning

We consider this point a key aspect to continue providing quality services and generating a positive impact on our employees. Each year, we prepare a training plan that identifies the main areas in which the Firm decides to invest to strengthen the knowledge of its employees.

We have a training policy that establishes 30 hours per year and 120 hours per three-year period for all our employees. In FY23, we achieved 93% compliance with annual hours and 92% compliance with triennial hours. To achieve a higher level of compliance, we have strengthened the monitoring and follow-up of non-compliance. This reinforces our ongoing commitment to the development and comprehensive training of our talent.

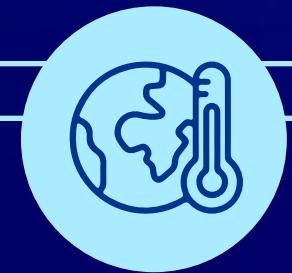
PLANET

OUR COMMITMENTS:



Achieve net carbon emissions by 2030.

In 2023 we obtained the I-REC Certificates (The International REC Standard) for renewable electric energy, generated by Pampa Energía. This means that 100% of the electricity (580 MWh) used was generated from renewable sources.



To provide financial markets, clients and our leaders with clear, comprehensive and high-quality information on the effects of climate change.

KPMG recognizes that climate change is a key business risk and we are already experiencing its impact. Like many other global organizations, we are on a journey when it comes to climate change. A milestone is the publication of KPMG International's first report in line with the Task Force on Climate-related Financial Disclosures (TCFD).



Understanding and improving our impact on nature and biodiversity.

As the positivity of nature and biodiversity are fundamental to the health of the planet, KPMG International is conducting a global organization-wide assessment to better understand our impact on nature. As such, it actively participates in the Task Force on Nature-related Financial Disclosures (TNFD) by helping to improve transparency about how companies manage their relationship with nature.

PROSPERITY

OUR COMMITMENTS:

- Education and communities.
- Support education and lifelong learning.

We carry out different initiatives with social impact, some of them focused on supporting education.

Program "Building the Future"

It is a training program aimed at young people between 17 and 24 years of age, who are in a vulnerable situation and want to incorporate new skills to enter the labour market. Every year we carry out 2 cycles in which volunteers from the Firm participate as Learning Instructors (they provide modules on various topics) or tutors (mentors who accompany the experience of the young people).

Our FY23 numbers:



43
STUDENTS



56
VOLUNTEERS



184
TOTAL HOURS

"Educational Practices – Continuity, Accompaniment and Promotion Activities Program (ACAP)"

The ACAP are continuity, accompaniment and promotion activities required by the Government of the City of Buenos Aires for students in the last year of high school. KPMG applied as a company committed to education to facilitate spaces in the Firm for students.

For one week, workshops are offered where volunteer professionals from different specialties can transmit their experiences to the students and at the same time, share their knowledge about the tasks that are carried out in the business and professional world.



4
STUDENT GROUPS



51
STUDENTS



24
VOLUNTEERS



132
VOLUNTEER HOURS

Provide ad honorem resources to the UNESCO Global Coalition for Education

KPMG International collaborates with UNESCO and has been able to implement programs around the world to promote education, employment, and entrepreneurship in vulnerable communities. In this regard, the 10by30 program aims to help economically empower 10 million young people in vulnerable situations by 2030 and, in the first two years, has benefited 1 million young people. We are aware of the magnitude of these social problems and, going forward, we plan to accelerate our impact, driven by dedication and a desire to give back.



KPMG Argentina



KPMG Argentina



@KPMGArgentina



kpmg_argentina



KPMG Argentina

© 2024 KPMG, a partnership established under Argentine law and a member firm of the KPMG global organization of independent firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.