



Our Impact Plan 2022

Sustainability Report of KPMG Brazil





Summary

2022 Sustainability Report of KPMG Brazil

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Presentation

About this report

It is with great pleasure that we present the sustainability report of KPMG Brazil, covering our activities during the year 2022.

To prepare this report, we followed the structure of our global initiative – **KPMG: Our Impact Plan**. That global plan brings together all our commitments in environmental, social and governance (ESG) aspects presented in four categories – Governance, People, Planet and Prosperity, as suggested by the Stakeholder Capitalism Metrics, launched by the International Business Council (IBC) of the World Economic Forum. [GRI 3-3](#)

We also followed the GRI Standards to present our performance indicators, which are referenced throughout the text.

We are committed to moving forward in reporting data relating to the operations of KPMG Brazil, in line with the guidelines of KPMG Global, and we also reaffirm our commitment to the principles of the Global Compact and the fulfillment of the United Nations Sustainable Development Goals (SDGs).



To learn more about the references used in this report, [click here](#).



To learn more about these metrics, access the [KPMG global website here](#)..





Message from the Chairman

[GRI 2-22](#) | [GRI 2-10](#) | [GRI 2-11](#)

The year 2022 was very challenging for us. We started with an expectation of growth that considered the economic aspects of that moment, with inflation and interest rates under control, but the scenario, both internal and external, changed at an enormous speed. As a result, we adapted and positioned ourselves to act agilely to protect the Firm from these effects – maintaining our teams of specialists, focused on the quality of our delivery, and betting on innovation – so that we can continue to put into practice our strategy of being leaders in the transition to a low-carbon, circular, regenerative and inclusive economy.

Therefore, we ended the last cycle with many reasons to celebrate. We grew very significantly in all our business areas, which showed the resilience of the Firm and our teams in the face of challenges. Through collaboration, flexibility and proficiency of our professionals and our ability to adapt to changes, we have been able to continue supporting our customers in their transformation journey, with quality and excellence.



We grew very significantly in all our business areas, which showed the resilience of the Firm and our teams in dealing with challenges.



We continued to invest heavily in the development and well-being of our people and in inclusion, diversity and equity, because we genuinely believe that, as a consequence of taking care of people, we have better prepared and multidisciplinary teams, with different views, fundamental to serve the market in this transition to a new economy.



We also focused on integrating ESG (environmental, social and governance) aspects into our offerings to clients. We use this knowledge, combined with our growing expertise in technology and innovation, to improve our internal management and support our clients in their own change processes.

I believe that, all this, added to the fact that we are part of a robust international network with a strong regional presence – and a prominent position in the Americas – has given us a unique competitive advantage, which allowed us to reach the positive results that year.

We ended 2022 in a very special way: with an in-person shareholders' meeting (the last one had been in 2019), including the presence of our Global Chairman, Bill Thomas.

I would like to highlight here some learnings from the last cycle, which will guide our actions in 2023. One of them is that we need to ensure that our team gets the best out of the new model of hybrid work. This model, which came to stay, had a big boost in 2022 across the Firm, but it was reinforced with the inauguration of three digital offices and our new headquarters office in São Paulo, designed to allow the combination of remote and on-site work, offering our professionals the possibility of defining in which environment they find the best working conditions, at every moment.

Another great lesson was understanding that, as always, it is very worthwhile to invest in strengthening relationships. We confirmed that, in this universe in which relations coexist in virtual and face-to-face spaces, we need to maintain closeness and strengthen interaction between our professionals and between them and our clients. We believe this is essential for us to continue being The Clear Choice, admired and respected not only for what we do, but for the way we do. We will continue investing in coexistence, since no one grows up without it, in isolation.

Considering this context, we present here the main actions we carried out in 2022, living our purpose and guided by our values, implemented in KPMG: Our Impact Plan, to help Brazilian society and our clients to be prepared and successful in a business environment that will continue to be marked by change.

Enjoy your reading!

Charles Kriek
 Chairman at KPMG Brazil and South America
[GRI 2-22](#) | [GRI 2-10](#) | [GRI 2-11](#)



We confirmed that, in this universe in which relations coexist in virtual and face-to-face spaces, we need to maintain closeness and strengthen interaction between our professionals and between them and our clients.



Highlights of the year

Governance



38%

of women in leadership positions

+18%

 FY2021

Holding of the 1st in-person shareholders' meeting

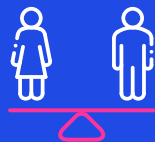
after the pandemic (the last one took place in 2019),
with the presence of the Global Chairman of KPMG

People

5,990

professionals

+21%

 FY2021

50%

Men

50%

Women

R\$ 16.7 MM

invested in learning
and development



+ 598 K

training hours

+81%

 FY2021



PLANET

100%



of electricity in the offices in Brazil generated from renewable sources

76%



increase in the demand for sustainability services

100%



replacement of plastic cups with paper cups in all offices

-48%



in prints made

PROSPERITY

R\$ 2 bn

in revenues
+17.6% FY2021



84%



client satisfaction rate
same rate as FY2021

R\$ 4.5 MM

in direct investment in community and pro bono projects
+55% FY2021

R\$ 3.8 MM

invested in events to share knowledge in various formats

177



publications in magazines, research and studies



30,092

mentions in the press, with the participation of 180 KPMG spokespersons

14

recognition awards





Awards GRI 3-3

KPMG has been recognized over time by important national and international awards related to topics such as sustainability, human rights, management, innovation, advisory and auditing.



In FY2022, among the most recent awards received by the Firm, with a focus on innovation and talent, the following stand out:

International

Oracle Partner

Partner of the year Supply Chain.

Leaders League 2022

Leader in Forensics and Complex Investigations Highly recommended in Litigation Support - Accounting and Finance.

ServiceNow 2022

Americas Transformation Partner of the Year. IT Workflow Partner of the Year.

Forrester Wave Leader

One of the leading companies in CX Strategy Consulting 2022. Leader in data management services.

ALM Pacesetter Research: Cybersecurity 2022-2023

Reference leader in providing cybersecurity services.

IDC MarketScape - Worldwide Incident Readines Services 2021 Vendor Assessment

Services 2021 Vendor Assessment World leader in cyber incident response services.

Source Global Research

Leader of the Perceptions of Risk Firms 2021 ranking.

Microsoft Partner of the Year Awards

Business Applications category, Dynamics 365 Finance – 2022.

National

Modern Consumer Award for Excellence in Customer Service

Strategic Consulting category.

IT Media/FIAP - 2022

Among the 100 most innovative companies in the use of IT.

Confab Award 2021-2022

One of the market leaders in the Brazilian fiscal and tax sectors.

Visão Agro Magazine Award

Outstanding company in the areas of transformation and production in the sugar-energy sector.

Agro Visão Centro-Sul Award

Audit of the bioenergy sector category, 21/22 cycle.

Business Initiative for Racial Equality Award

One of the best companies in diversity practices and actions with #Impulse, a KPMG and HULT/EF program that aims to accelerate the promotion of racial equality in the labor market.



KPMG

GRI 2-1 | GRI 2-6

KPMG is a global Organization of independent firms that provide professional Audit, Tax and Advisory services to companies, governments, startups, public-sector agencies, not-for-profit organizations and capital markets institutions. It operates in 145 countries and territories, with more than 265 thousand partners and professionals working in member firms around the world – in Brazil, we are almost six thousand professionals.

Each KPMG member firm is an independent legal entity licensed by KPMG International, a private English company limited by guarantee, being legally and financially responsible for its own obligations and liabilities.





Driven by its purpose – to Inspire Confidence and Empower Change, KPMG is one of the four largest companies in its segment worldwide and a reference in the sectors in which it operates, due to a set of attributes: the vanguard of the services it offers to the market, the seriousness on how their professionals work, the integrity of their conduct and concern to build a better future by sharing knowledge with clients and with the most varied sectors of society.

We have been sharing value and inspiring trust in the capital market and in communities for over 100 years, transforming people and companies and generating positive impacts that contribute to the attainment of sustainable changes in clients, governments and civil society.

What we do GRI 2-6

We provide professional services, based on principles of ethics and excellence, in three areas:

Audit

We evaluate and assure the information generated by our clients through independent auditing services, based on exclusive methodologies and technologies. This way, we contribute to the quality of information in decision-making.

Tax

We help our clients to meet tax demands, as well as to be prepared to respond to changes in their businesses, applying our knowledge and long-term vision to help them make decisions that generate value for their business and society.

Advisory

We support companies' strategic decisions and project development in strategic planning, ESG, mergers and acquisitions, risk management and compliance, improvement of financial and operational performances, business transformation, innovation and technology, through multidisciplinary approaches. We are also managed service providers.

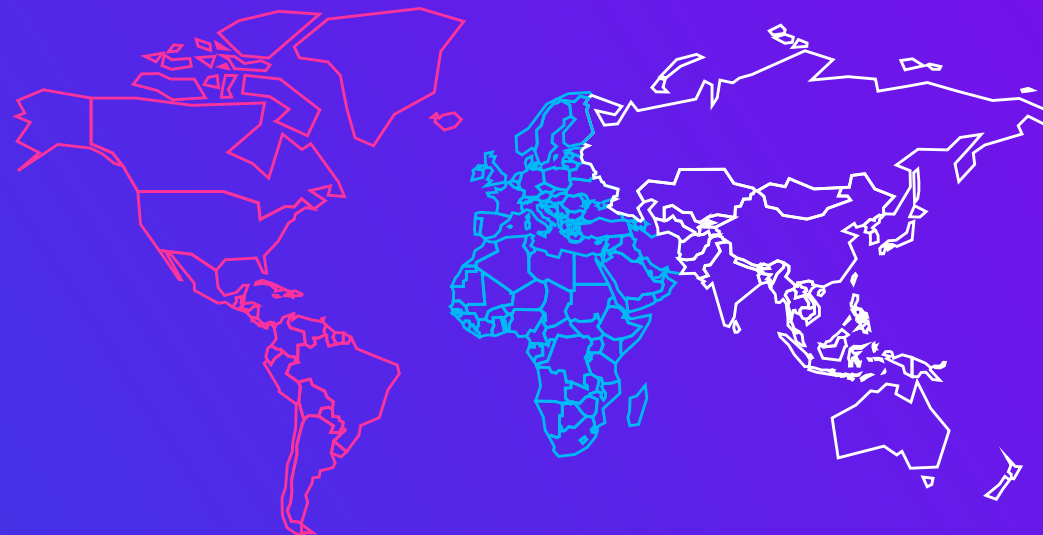


Priority sectors in Brazil

- Agribusiness
- Consumer and Retail Market
- Education and not-for-profit organizations
- Energy and natural resources
- Financial services
- Infrastructure, government and health
- Industrial markets
- Technology, media and telecommunications



KPMG International GRI 2-1



265,000

professionals work in member firms worldwide

48,5% are women



145



countries in the five continents

USD 34.64 billion

in revenue FY2022

Americas

66,892

professionals

Revenue:

US\$ 13.71

billion

Europe, Middle East and Africa

142,368

professionals

Revenue:

US\$ 14.62

billion



Asia Pacific

56,386

professionals

Revenue:

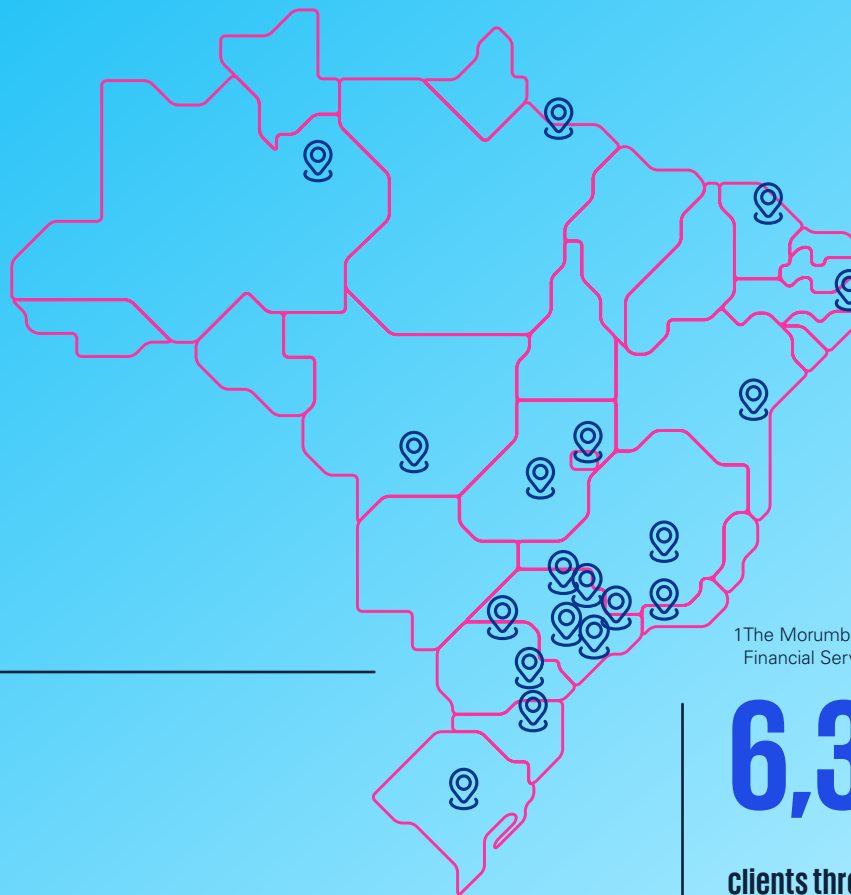
US\$ 6.31

billion



KPMG in Brazil

GRI 2-1 | GRI 2-6 | GRI 2-7



Offices

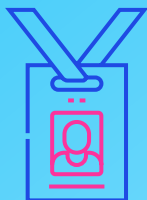
- Belém
- Belo Horizonte
- Brasília
- Campinas
- Cuiabá
- Curitiba
- Florianópolis
- Fortaleza
- Goiânia
- Joinville
- Londrina
- Manaus
- Porto Alegre
- Recife
- Ribeirão Preto
- Rio de Janeiro
- Salvador
- São Carlos
- São José dos Campos
- São Paulo (head office)¹
- Uberlândia

Digital offices

- Passo Fundo
- São José do Rio Preto
- Vitória

¹The Morumbi unit, in São Paulo, will be maintained to allocate the Financial Services areas (Audit G2 and Tax Financial Services).

5,990



professionals

64% in São Paulo

13% in Rio de Janeiro

23% in the other offices



21 regional offices, located in

21 cities in **14** states in Brazil and the Federal District



3 digital offices, in 3 states (São Paulo, Rio Grande do Sul and Espírito Santo)

6,320



clients throughout Brazil (public, private and social organizations)

R\$ 2 billion

in revenue





KPMG Digital offices GRI 2-6

In a scenario full of transformations, the technological disruption, the vision of the future and the digitalization of processes are essential for business growth. Attentive to this aspect, in 2022 we started the activities of KPMG Digital Offices in Brazil. With a hybrid format (on-site and remote), unprecedented at the Firm, we integrate people and technology and drive our digital transformation and growth strategies. GRI 3-3

Our digital offices have physical coworking spaces in Passo Fundo (RS), São José do Rio Preto (SP) and Vitória (ES), available for use by our multidisciplinary professionals, if necessary, enabling an efficient, integrated and flexible work model, and leading the Firm to create work opportunities and, consequently, achieve more space in unexplored markets.

Through this initiative, we expanded our operations in the country, we promoted hiring in these mesoregions and maintain a close connection with the market, reinforcing our purpose of improving the national business environment and strengthening what makes us different, including the insights we provide to our customers.



ESG Management – Inside and outside GRI 2-25

We believe that building an inclusive, ethical and environmentally sustainable world, which guarantees quality of life for all, depends on the ability of companies to develop and implement business practices that align profit and commitment to this construction.

This is a journey that transforms both business and society. To accompany our own business practices, we prepared the KPMG: Our Impact Plan, which presents our guidelines and commitments as a global company and also our actions – presented in four categories: Planet, People, Prosperity and Governance. The content of this report will explain the management of our business from this perspective.

However, when we think broadly about our contribution to building this common future, we cannot fail to consider our responsibility for the ESG aspects related to the projects we design and deliver for our clients. Therefore, we have included here a summary of our advancements in this area.

For some years, KPMG Global and our leadership in Brazil have been investing in improving the services we offer to our clients with a focus on ESG aspects. In 2022, KPMG's ESG area in Brazil underwent several important changes. We expanded our services and now have teams of specialists who work in an integrated manner.

Our specialists work with ESG on numerous service fronts to improve the positioning and performance of our clients, including ESG on topics such as strategy, design of governance models, internal processes, technological solutions, information quality, compliance, as well as specific fronts of this agenda, such as the preparation of greenhouse gas inventories, decarbonization plans, implementation of ESG practices in supply chains - including monitoring of human rights and working conditions -, traceability of products, monitoring of impact on communities, financing of these projects, among other fronts.

With the acquisition of Resultante ESG, we prepared ourselves to strongly meet the demands of the financial market and investors in general in the implementation of new regulations and ESG analyzes of their portfolios.

Today we have more than one hundred professionals dedicated exclusively to ESG-related projects, in addition to hundreds of others who have been involved in projects related to this topic with our clients, in Brazil and South America.

Over the next three years, more than US\$ 1.5 billion will be invested globally to keep this area ready to meet the demands that this agenda should bring. [GRI 3-3](#)

ESG and Sustainable Finances

In October 2022, KPMG announced the acquisition of Resultante ESG, a consulting business specialized in sustainable finance. With the operation, the company's professionals became part of KPMG's Financial Risk Management team in Brazil, with the intention of promoting the ESG agenda in the Financial Services sector and in connection with corporate finance agendas.

The works align and create synergy with the products and services already offered by the Firm, as well as support the integration of finance aspects to strategic ESG projects, in different areas and service lines. In this way, KPMG Brazil reinforces its position on the subject, not only in its activities, but also when working with clients.



Continuous update

Regulations on publishing corporate information have increasingly included ESG-related information. Some examples are the requirements updated by the Securities and Exchange Commission (SEC), the Brazilian Securities and Exchange Commission (CVM), the International Sustainability Standards Board (ISSB) and the European Financial Reporting Advisory Group (EFRAG). This also leads to updates on methodologies, tools and guidelines on the subject. Therefore, the Brazilian requirements and other guidelines on the subject were updated in 2022 in the KPMG Assurance Manual. Updates are continuous.



Material topics in 2022

KPMG’s material topics in Brazil are those classified as the most relevant due to their impact on our stakeholders and society in general. In FY2022, we considered as material the same topics identified in the materiality analysis conducted in FY2021, based on consultation with our priority stakeholders (internal and external), on social issues identified by the leadership as most important in connection with our business and on topics defined by KPMG Global (Our Impact Plan). [GRI 3-2](#) | [GRI 3-3](#)

Materiality survey [GRI 3-1](#)

The materiality analysis of KPMG Brazil carried out in FY2021 had four stages: identification of the Firm’s stakeholders; selection of priority stakeholders for the materiality survey (civil society, suppliers, educational institutions, clients, employees and third parties); consultation with priority stakeholders through interviews and questionnaires; and identification of material topics and their subtopics, based on the responses received and its connection with the Firm’s global themes.

Topics submitted for stakeholder consultation

Selected from a mapping carried out using external sources (publications, studies, benchmarking of competitors and KPMG offices around the world) to identify topics that are relevant to the sector, or that had some influence on the services provided by KPMG. [GRI 3-3](#)



1. Anticorruption
2. Hotlines
3. Training and education
4. ESG approach
5. Diversity, equal opportunities and non-discrimination policies
6. Health and safety
7. Own greenhouse gas emissions
8. Environmental compliance (third parties and suppliers)
9. Client Privacy and Security Practices
10. Greenhouse gas emissions from third parties/suppliers
11. Biodiversity, energy, effluents and waste
12. Unfair competition
13. Risk management and governance
14. Indirect economic impacts
15. Financial participation in society organizations that work to improve the quality of life of vulnerable groups
16. Socio-environmental assessment of suppliers and third parties
17. Non-conflicting labor relations
18. Employment generation for various social groups and fair remuneration
19. Freedom of association and collective bargaining
20. ESG practices in the operation

10 most voted topics by stakeholder group GRI 3-3

	Third parties	Civil society	Suppliers	Educational institutions	Clients	Employees
1 st	ESG approach	ESG approach	<i>Environmental compliance</i>	Training and education	ESG approach	Training and education
2 nd	Own emissions	Diversity, equal opportunities and non-discrimination policies	Anticorruption	Anticorruption	Diversity, equal opportunities and non-discrimination policies	Anticorruption
3 rd	Third-party/suppliers' emissions	Own emissions	Hotlines	Diversity, equal opportunities and non-discrimination policies	Training and education	Hotlines
4 th	Biodiversity, energy, effluents and waste	Anticorruption	Unfair competition	Health and safety	Health and safety	Health and safety
5 th	<i>Environmental compliance, socio-environmental assessment of suppliers and third parties</i>	Hotlines	Client privacy and security practices	Hotlines	Risk management and governance	Client privacy and security practices
6 th	Socio-environmental assessment of suppliers and third parties	Client privacy and security practices	Employment generation for various social groups and fair remuneration	Non-conflicting labor relations	Own emissions	Diversity, equal opportunities and non-discrimination policies
7 th	ESG practices in the operation	Financial participation in society organizations that work to improve the quality of life of vulnerable groups	Freedom of association and collective bargaining	ESG approach	ESG practices in the operation	Risk management and governance
8 th	Training and education	Employment generation for various social groups and fair remuneration	Diversity, equal opportunities and non-discrimination policies	Indirect economic impacts	<i>Environmental compliance</i>	Employment generation for various social groups and fair remuneration
9 th	Indirect economic impacts	Health and safety	Health and safety	Client privacy and security practices	Anticorruption	Non-conflicting labor relations
10 th	Anticorruption	Training and Education	Risk management and governance	Financial participation in society organizations that work to improve the quality of life of vulnerable groups	Client privacy and security practices	Financial participation in society organizations that work to improve the quality of life of vulnerable groups



Topics identified as material by KPMG in Brazil (FY2021 and FY2022) GRI 3-2

1. Ethical commitment
2. Purposeful governance
3. Quality of governance bodies
4. Stakeholder engagement
5. Dignity and equality
6. Health and well-being
7. Skills for future employability
8. Employment and wealth generation
9. Community vitality
10. Innovation for better products and services
11. Climate change
12. Loss of biodiversity
13. Water management



Materiality Matrix



Stakeholder engagement

[GRI 2-29](#) | [GRI 3-3](#) | [GRI 413-1](#)

We consider as stakeholders not only our clients, consumers, suppliers, partners and professionals, but also other audiences with whom we relate and are impacted by our activities, such as communities, civil society entities, NGOs, unions, vulnerable groups.

Through interaction with our stakeholders, we hope to have a positive impact on the market and society. These interactions also provide relevant data about their expectations and insights into how we can best serve them. By working in actions that directly or indirectly improve the business environment, we project our brand and position ourselves as a reference.

We seek to understand the demands of our different audiences, bringing them closer to our corporate strategy so that we can, in this way, engage internal and external stakeholders. This process of understanding demands is carried out via continuous dialogue, whether through conversations, surveys (such as Global People Survey or Net Promoter Score - NPS client feedback surveys), interactions at events, podcast, article production, press citations and activation of publications produced locally and by our global network.



Impacts and limits of the material topics of KPMG Brazil

[GRI 2-25](#) | [GRI 3-1](#) | [GRI 3-2](#) | [GRI 3-3](#)

The analysis to identify the impacts (positive and negative) of KPMG Brazil was carried out by the Firm's specialists in FY2022 based on research with stakeholders, global trends and the global strategy of the business. The impacts were then prioritized in relation to the material topics and their subtopics.

To comply with the new versions of the GRI Standards 2021, we revised our understanding of the impact of our business based on industry benchmark analysis and reports from other KPMG member firms. As a result, we identified two new significant impacts, in addition to those already mapped in the materiality analysis process conducted in FY2021. For the next year, we intend to carry out a new consultation process with our stakeholders, in order to broaden the vision on the possible impacts of our business on society, clients, government and other audiences.



IIRC Capitals	Material Topics	Subtopics	Impacts*	
Intellectual Capital	1) Ethical commitment	Anticorruption	<ul style="list-style-type: none"> Ethical and sustainable businesses; access to innovative knowledge; stakeholders trust. R Ps Continuous technical and human development based on KPMG's global ethical values and pillars. R Ps Effective decision-making by our clients. R Ps Risk and quality management. R Ps Access to new markets and resources. R Ps Governance. R Ps Loss of quality in service provision and/or data protection. P N 	
		Hotlines		
		Client privacy and security practices		
		Unfair competition		
		Modernization of the tax system		
	2) Purposeful governance	Preparation of leaders for an inclusive and regenerative future		
		3) Quality of governance structures		Anticorruption
	Risk management and governance			
	Preparation of leaders for an inclusive and regenerative future			
	Professionalization of governance bodies			
4) Stakeholder Engagement	Hotlines			
Human Capital	5) Dignity and equality	Diversity, equal opportunities and nondiscrimination policies	<ul style="list-style-type: none"> Upright and inclusive work environment; respect for diversity. R Ps Ethical and honest behavior, motivated by the high performance of our professionals. R Ps Good work, diversity and corporate citizenship practices. Highly qualified professionals. R Ps Inappropriate behavior by our professionals in relation to our guidelines, standards and procedures. R N Development of cognitive overload, physical and psychological occupational illnesses. R N Wage and benefits. R Ps Challenge to balance work and personal life during busy season. R N Loss of knowledge and/or the need for new investments to train and prepare people. R N Career development and valuable curriculum in the market. R Ps Turnover with eventual loss of knowledge and/or need for new investments to train and prepare people. R N 	
		Inclusion, diversity and equality		
	6) Health and well-being	Health and safety		
		7) Skills for future employability		Training and education
	Professional education			

*Impactos: **R** = Real; **P** = Potencial; **Ps** = Positivo; **N** = Negativo.



IIRC Capitals	Material Topics	Subtopics	Impacts*
Social and Relationship Capital	8) Employment and wealth generation	Support for startups and micro and small businesses	<ul style="list-style-type: none"> Proud to belong; participation in citizenship practices; work in representative entities. P Ps Training of professionals with innovative knowledge and services aligned with our values. R Ps Pro bono services for social organizations in local communities. R Ps
	9) Community vitality	Support for startups and micro and small businesses	<ul style="list-style-type: none"> Loss of trust if we provide services to clients who face inquiries related to ethical issues. R N Access to innovative knowledge and aligned services. R Ps
Manufactured Capital	10) Innovation of better products and services	Strengthening internal processes against misinformation (such as greenwashing and others)	<ul style="list-style-type: none"> Integration and access to new technologies, digital solutions and forms of work, service provision. P Ps Information security. R Ps Quality and agility in our deliveries. R Ps Reduction of environmental impact; reduction in the use of resources in offices and commuting. R Ps Technological and information security problems. R N
Natural Capital	11) Climate changes	Own emissions Third-party/supplier emissions	<ul style="list-style-type: none"> Environmental awareness and engagement. R Ps Sustainable business models, policies and procedures aligned with global environmental agendas. P Ps
	12) Biodiversity Loss		<ul style="list-style-type: none"> Greenhouse gas emissions. R Ps
	13) Water management		<ul style="list-style-type: none"> Compensation of GHG emissions. R N Responsible water consumption in the Organization. R Ps

*Impacts: **R** = Real; **P** = Potential; **Ps** = Positive; **N** = Negative.

The main indicators for monitoring KPMG’s performance in Brazil in relation to material topics and defined goals are presented below, in the chapters Governance, People, Planet and Prosperity.



Governance

• *Putting our values at the heart of everything we do*

It is based on our values that, throughout our history, we have created trust in the market and in society, protecting the public interest, while we promote change for a better future for our professionals, clients and other stakeholders.

In order to remain firm on this path, we always act driven by our purpose and our values, considering the economic, environmental and social impacts of our activities. We also aligned our financial and social performance with the concept of Stakeholder Capitalism and other public commitments focused on sustainable development, in addition to maintaining a robust governance structure, which conducts and oversees all our activities. [GRI 3-3](#)





Purposeful business

- *Always act with a clear purpose*

Our values [GRI 3-3](#) | [GRI 2-12](#) | [GRI 2-13](#) | [GRI 2-14](#)

Our purpose “Inspire confidence. Empower Change” is the reason why KPMG exists and must guide all our strategies and decisions. Our values reflect who we are and what we believe. They guide our day-to-day behavior, informing how we act, the decisions we make, how we work with each other and with our clients, as well as how we interact with all of our stakeholders.





Governance Structure

GRI 2-9 | GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-17 | GRI 2-18 | GRI 2-25

KPMGI has a structure to guide and oversee the activities of member firms. Our local governance structure adheres to the same standards, adding our own bodies for management coordination and oversight, in compliance with Brazilian laws.

The annual strategic planning is the responsibility of the Chairperson and the Executive Committee of KPMG Brazil. **GRI 3-3** Based on this strategy, other bodies assume responsibility for assessing and overseeing specific topics:

- **Impacts on the economy:** Finance, ESG and Risk Subcommittees.
- **Impacts on the environment:** Executive, ESG and Risk Subcommittees.
- **Impacts on people:** Inclusion and Diversity, ESG and Risk Subcommittees.



Partners

Attend quarterly meetings for strategic alignment and report on results, in addition to statutory annual meetings to approve reports and discuss other business-related subjects.



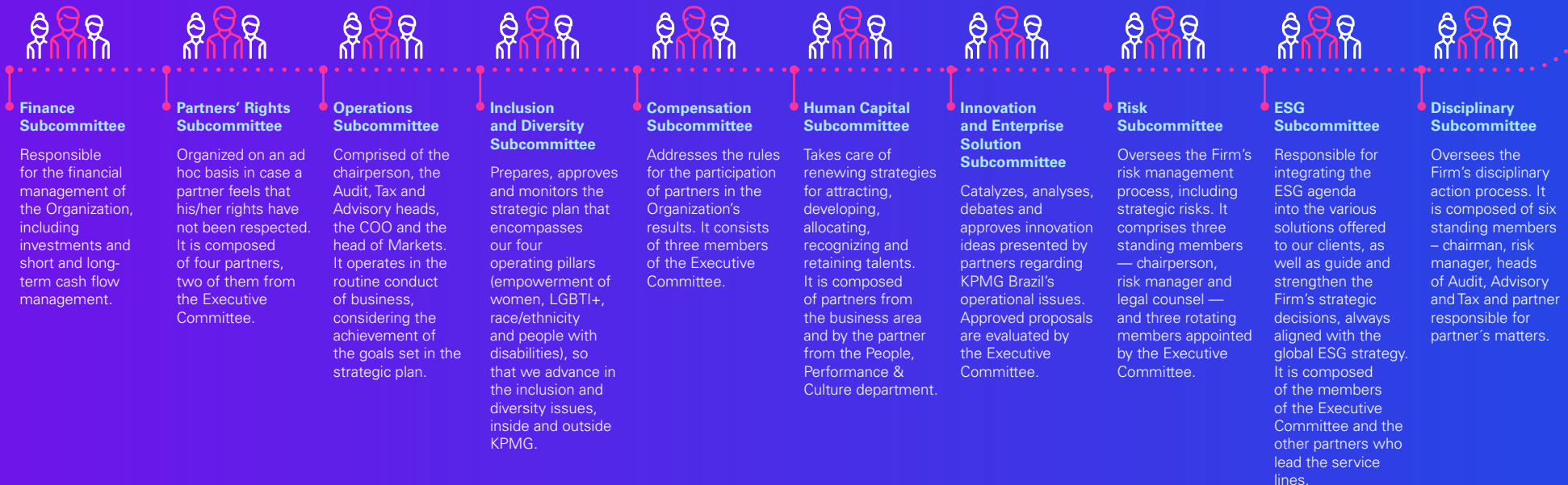
Chairperson

Principal local executive, appointed by the other partners for a three-year term, renewable for two more terms, to promote leadership rotations and encourage partners to join top management, maintaining the succession process active. As part of the career development process, outstanding professionals become partners at KPMG and can apply as candidates for chair, provided they meet the requirements.



Executive Committee

It is responsible for annual strategic planning — consistent with the global strategy — as well as for the oversight and overall direction of activities. It is composed of the chairperson and up to eight partners appointed by the chairperson, usually the heads of the relevant business practices. As an executive body with both management and strategic definition functions, its standing composition includes no independent members (non-executives). The Executive Committee is supported by the General Meeting in discussing and approving strategic and management guidance. It has eight subcommittees.



Leadership Compensation

[GRI 2-18](#) | [GRI 2-19](#) | [GRI 2-20](#) | [GRI 2-21](#)

The performance assessment defines promotions and salary evolutions and serves as a subsidy for the Profit-Sharing Program (PPL), which considers the overall results of the Firm, of the business unit and of the professional individually. These same principles are used to define the compensation of partners, including the chairperson, in addition to financial and non-financial criteria, such as the Firm's profitability, business goals, and inclusion, diversity and equality objectives.

Strategy and value creation

[GRI 2-12](#) | [GRI 2-13](#) | [GRI 2-14](#) | [GRI 2-17](#) | [GRI 3-3](#)

An important asset of our business and foundation of how we operate, our sustainability strategy consists of converting the knowledge generated by the entire KPMG network on trends, specific markets, standards, legislation and technology into innovative and sustainable approaches that create value for all stakeholders and our business.



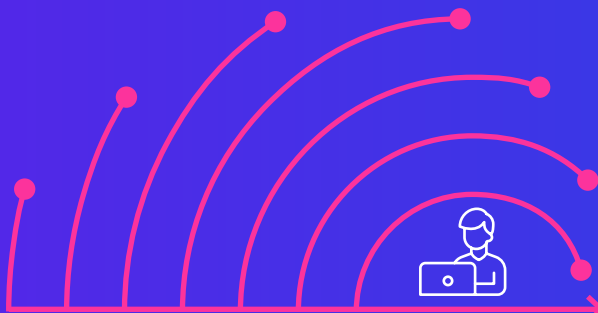


Value creation

Inputs



Business model



Outputs

- Increased public trust and better relationships with key stakeholders
- Continued business growth and higher levels of client satisfaction
- Become an even more digital enterprise – offering greater efficiency and more insights for customers
- Greater confidence in financial markets and corporate reporting
- Creation of skilled labor and with greater employability
- Better business decision-making between the companies
- Higher operating revenue and profit
- Greater efficiency, innovation and secure use of data
- Contribution to continued economic growth

Benefits to society



- Greater confidence in financial markets and corporate reporting
- Creation of skilled labor and with greater employability
- Better business decision-making between the companies
- Greater efficiency, innovation and secure use of data
- Contribution to continued economic growth

Click on the buttons to find out more

Click here to close all.



In everything we do, we are committed to inspiring trust and empowering change



Public commitments GRI 3-3

In addition to endorsing the global commitments undertaken by KPMG International, we are signatories to several national initiatives, aligned with our values, to demonstrate our commitment to a more inclusive and prosperous future for all.

KPMGI commitments we endorse

Development and Environment

- UN Global Compact
- UN Sustainable Development Goals
- The Carbon Price Communiqué
- World Business Council for Sustainable Development
- Climate Disclosure Standards Board
- Paris Pledge | COP 21
- The Carbon Call

Diversity

- Women's Empowerment Principles – UN Women
- Women Corporate Directors (WCD)

Human Rights

- Guiding Principles on Business and Human Rights

Ethics and Integrity

- Partnership Against Corruption Initiative / World Economic Forum

Commitments signed by KPMG Brazil

Development and environment

- Global Compact Brazil Network

Diversity

- HeforShe – UN Women
- Fórum de Empresas e Direitos LGBTI+
- Iniciativa Empresarial pela Igualdade Racial
- Coalizão Empresarial pelo fim da violência contra mulheres e meninas
- Movimento Mulher 360

Human rights

- Ethos Human Rights



Creating and protecting sustainable business value

KPMG’s Advisory practice supports strategic decisions and the development of projects by companies with a multidisciplinary approach that includes competencies in the areas of strategic planning, mergers and acquisitions, corporate governance, risks and compliance, ESG, improvement of financial and operational performance, outsourcing of services, innovation, strategic use of technology, among others.

We support companies from different sectors to deal with the complexity of their businesses and segments, driving innovation, reducing risks, providing powerful insights and technological solutions to help build a legacy that creates value in a sustainable way.

Through deep industry expertise, innovative technology and collaboration, the KPMG team accelerates business transformation creating customized data-driven approaches. From agnostic approaches, we create solutions that unify the business operational model, the need for security and controls, the particularities of the business, technological solutions, without forgetting the human factor and always monitoring performance through data.

• *Lead in audit quality* GRI 3-3

Audit quality is essential in order to be the basis of confidence in the capital markets, among other positive impacts. That is why, at KPMG Brazil, we are committed to providing independent and reliable assessments to stakeholders – regulators, investors, clients, professionals and society, with a focus on the quality and excellence of the service we provide.

In FY2022, our performance was solid, reliable and committed to building the future for stakeholders, the market and society. This performance was possible through quality controls, transparency and governance policies, investments in automation, artificial intelligence and data analytics, and ESG practices.

One of the main improvements in the period was the strengthening of the consistency and robustness of the local, regional and global quality management system, focused on the implementation of the International Standard on Quality Management (ISQM 1), effective from December 2022. To facilitate compliance with this new standard, we have implemented a quality management system based on globally consistent controls, the SoQM (System of Quality Management).

As part of our continuous investment in transforming the quality of auditing in Brazil, we also advanced in the implementation of KPMG Clara, our auditing platform that operates in an integrated, scalable and cloud-based manner, and in updating assurance methodology and tools.

• *Conduct a responsible tax practice* GRI 3-3

In order to inspire trust and enable change, our Tax professionals, guided by our values, by the KPMG Global Tax Principles and the Global Quality Framework, perform compliance and tax advisory services in line with the principles of responsible tax practice.

This practice involves seeking to build consensus and understanding between companies, governments, decision makers and society in a constructive and transparent way to help ensure that taxes are seen as fair and effective. To contribute to this debate, the KPMG Global Responsible Tax Project holds a series of roundtables with global institutions, business leaders, activists, the media and other audiences.

In FY2022, in Brazil, in addition to providing input for these global discussions and participating in local debates, we sought to proactively bring this topic to our clients. The focus was on helping them to review their tax policies so that their work in this field is no longer just a matter of compliance and is more aligned with their business and ESG strategy.



To learn more about innovations on the Audit, Tax and Advisory area, click here.

Act transparently with integrity and accountability

• Act legally, ethically and in the public interest [GRI 3-3](#) | [GRI 2-15](#) | [GRI 2-16](#)

Ethics and integrity are the pillars that keep us as one of the most reliable firms in our segment for the market, our clients, our professionals, our business partners, governments and regulatory bodies, the press and the communities in which we operate.

Supported by a robust set of principles, policies and processes, the culture of integrity permeates the entire KPMG network, converting our values into ethical actions and behaviors on a daily basis, from leadership to our teams. This involves communicating transparently, practicing zero tolerance for corruption and bribery, choose clients in line with our principles and ensure our independence.

Our ethics and integrity mechanisms and indicators

The Risk Management area is primarily responsible for supervising the implementation and oversight of appropriate risk management policies related to the professional services we provide and to whom we provide them. [GRI 3-3](#)

KPMG in Brazil has policy commitments aligned with KPMG Global, such as the Global Code of Conduct, which guide the actions of everyone working in member firms around the world and encompass values, commitments, responsibilities, resources and the compliance with the code. [GRI 3-3](#)

The Global Code of Conduct is approved by the Global Chairman and CEO of KPMG International, the Organization's highest level. It is available on the intranet and on the corporate website ([access here](#)), and is presented to new professionals upon hiring. [GRI 2-23](#) | [GRI 2-24](#)

KPMG prioritizes its commitments in policies that are applied to all activities, clearly describing how employees and customers should be treated and how to defend the public interest in general. These commitments are communicated to our professionals in Brazil through training and the Intranet, while communication between business partners and other relevant parties takes place through the website of [KPMG Brazil](#) or [KPMG Global](#). [GRI 2-23](#) | [GRI 2-24](#) | [GRI 3-3](#)

Risk Management [GRI 3-3](#)

KPMG's Risk Committee in Brazil is responsible for overseeing the integrity and robustness of our Enterprise Risk Management (ERM) formal process, including the effectiveness of mitigation actions, so that we can achieve the objectives of our strategic planning successfully.

The process has three phases: Identification of priority risks – covers all areas and uses global taxonomies, including risks defined globally by KPMG (ESG, Cyber, Professional Ethics, Culture, Talent, among others); Assessment – measures likelihood and impact; and Management – analysis of the adequacy of action plans.

Risk assessments are reviewed in a continuous process throughout the year (including the adequacy of the risk response and the progress status of actions to reduce risks to an acceptable level) and are reported annually to KPMG's global network.





Oversight of socioeconomic compliance

To monitor compliance with environmental, social and economic laws and regulations, we conduct regular national and international compliance reviews. In 2022, we did not record cases or receive fines or sanctions related to these topics.

[GRI 2-27](#)

Ethical communication and marketing [GRI 417-3](#)

All campaigns, communications, publications/ promotional materials and marketing plans undergo a quality, content, tone of voice, brand and visual identity review by the KPMG Marketing & Communication area in Brazil, in accordance with the guidelines of the Global Marketing Compliance Manual and KPMG International Brand Book Manual. Consultations are also carried out with the Global Brand, OGC and Risk Management teams to filter out possible non-compliance. In 2022, we had no cases of non-compliance

Channel for communications about our behavior [GRI 2-16](#) | [GRI 2-26](#) | [GRI 2-27](#) | [GRI 413-1](#)

KPMG Hotline or Direct line: open channel, 24 hours a day, 7 days a week, to receive confidential reports from business partners, employees, clients and other stakeholders about improper behavior of our professionals or towards our professionals. It can also be accessed to request guidance and report concerns about ethical and lawful behavior and the integrity of the Organization. Brazil: 0800 891 7391. Other countries: www.clearviewconnects.com or <https://kpmg.com/br/pt/home/misc/international-hotline-numbers.html>.

Investigations are conducted in complete confidentiality by independent teams, prepared and trained specifically for this purpose. All reports and investigations are conducted on the premise of non-retaliation.

Training [GRI 205-2](#)

All of our professionals are informed about KPMG’s ethics and integrity processes and policies through the Risk Management training content, in addition to having access to the Global Risk Management Manual (GQ&RMM). Additionally, the Risk Management area responds to client compliance questionnaires, in which there is a need to inform certain internal processes.



To find out more about the We do what is right: Integrity training at KPMG, [click here](#).

Completion of required training in FY2022

Training	Percentual
We do what is right: Integrity at KPMG	95%
Anti Money Laundering Policy	99%
Independence	99%

Protection of client privacy [GRI 418-1](#)

KPMG Brazil maintains a structure to guide and maintain the integrity, availability and confidentiality of internal information and that of our clients, in accordance with our global and local Information Security policies, Acceptable Use Policy and Personal Data Protection and Privacy, intended for professionals and third parties. [GRI 3-3](#)

Every year, the commitment of all professionals to current policies is reinforced through an electronic confirmation process. KPMG Brazil computers have disk and removable media encryption tools for protection of information, including personal data on laptops, in addition to necessary security updates to the Firm's systems. [GRI 3-3](#)

We deal directly with information security and the protection of personal data as part of our Risk Management processes. We also have an executive committee for Personal Data Protection and Privacy, other committees related to these issues and an Internal Audit program in information security controls, which includes the structuring of governance and security management.

For the process of reporting security incidents and breaches of personal data, we have a publicized channel available to all professionals. The reports received by the channel are recorded and managed by the Information Security area and overseen by the Personal Data Protection and Privacy area. In 2022, we had six proven cases of security incidents related to the unintentional sending of emails with confidential information to an external contact. [GRI 2-16](#)

In addition to providing all professionals with training on topics related to information security, we frequently publish awareness-raising materials on the precautions with information from KPMG Brazil, our clients and personal data.



Privacy Program

Our Privacy Program is a structured framework, involving multidisciplinary areas, that includes compliance with the principles and foundations established in the applicable personal data protection regulations, good practices, and the Firm's global policies and standards. This program provides the necessary governance structure for KPMG Brazil to develop its businesses, services and products with innovation, while protecting people's personal data.

[GRI 3-3](#)

In addition to meeting legal and regulatory requirements, the program aims to: promote a culture of privacy and protection of personal data in the Firm; meet client expectations; promote the confidence of holders in relation to the protection of their personal data; guarantee KPMG's reputation and image; manage and mitigate risks of breaches of personal data and respond effectively to registered cases of breaches; assess and manage personal data protection and privacy risks; and maintain our effective privacy framework, ensuring risk management, activities and improvements.

Its mission is to be a facilitating agent to ensure that KPMG Brazil is The Clear Choice; ensure compliance with applicable personal data protection regulations and the Firm's global policies and standards; promote and ensure accountability in processes involving the processing of personal data; identify and indicate corporate risks in relation to the protection of personal data; act as a transforming agent for the implementation of a culture of privacy



and protection of personal data; be an active agent in the Information Protection Group; meet the expectations of clients and holders, through simple, clear and objective communication; and implement the program in line with R&M's strategic objectives. [GRI 3-3](#)

Managed by the Data Privacy area, it is based on the NIST (The National Institute of Standards and Technology, part of the US Department of Commerce) framework and comprises five pillars: identify, govern, control, communicate and protect. Among its main actions are: carrying out a privacy impact assessment for new flows of personal data; management of suppliers and third parties including assessments of privacy, personal data protection and information security; establishment of governance policies and rules on the protection of personal data; adoption of transparency measures and compliance with the rights of holders; promotion of training and awareness actions for our professionals; registration of personal data processing activities and their monitoring; adoption of information security measures managed by a 100% dedicated area (NITSO); registration of personal data processing activities and their monitoring, including personal data processing flows, inventory of systems, classification by criticality; adoption of privacy by design and default measures; and structuring and recording of international transfers of personal data. [GRI 2-16](#) | [GRI 3-3](#)



Click on the cover and read more about our quality control system in KPMG Brazil's 2022 Transparency Report.



• **Work against corruption in all its forms, including extortion and bribery** [GRI 2-15](#) | [GRI 3-3](#)

Anti-corruption system of KPMG Brazil

Quality Compliance Evaluation Program (KQCE)

The KPMG Quality Compliance Evaluation Program (KQCE) is a compliance program that tests the procedures and controls carried out by KPMG in Brazil in relation to anti-corruption aspects. In FY2022, compliance with the policies set out in the Global Quality & Risk Management Manual about anti-corruption related to suppliers, bribery, gifts, facilitation payments and donations was tested.

[GRI 205-1](#) | [GRI 3-3](#)

Furthermore, at KPMG Brazil, 100% of operations goes through the Risk Management area. [GRI 205-1](#)

Trainings

All of our professionals must complete the mandatory anti-corruption training called We do what is right: Integrity at KPMG. Newly hired employees are invited to undergo that training on their first day at work. The others are convoked at least once a year and whenever there is a content update. To get the certificate of completion, the professionals must complete a final exam and achieve an 80% grade.

Completion monitoring is carried out to verify if all employees completed the training within the established deadline (up to three days after admission and three weeks for Audit professionals). Extreme cases of non-compliance with this deadline are subject to analysis by the Firm's Disciplinary Committee, in accordance with the relevant

regulations. GRI 205-1 In 2022, 95.1% completed the We do what is right: Integrity training at KPMG [\(to find out about the other ethics and integrity training courses, click here\)](#). [GRI 205-2](#)

Contracts

It is mandatory that all contracts with suppliers originating from RFP have clauses establishing control procedures in order to avoid corruption. [GRI 205-2](#)

Code of Conduct

KPMG's anti-corruption policies and rules are described in the Code of Conduct, which is available on the intranet and for new professionals upon hiring. This document prohibits the involvement of our professionals in any type of non-compliance with laws and regulations [\(see details here\)](#).

[GRI 2-23](#) | [GRI 2-24](#) | [GRI 205-1](#) | [GRI 205-2](#) | [GRI 3-3](#)

Communication to business partners [GRI 205-2](#)

Our Code of Conduct is available on the Supplier Portal of KPMG in Brazil, accessible to the external public through the corporate website, where it is possible to check our anti-corruption and anti-money laundering procedures.

Control of unfair competition, trust and monopoly practices

In order to avoid practices that harm the market in which we operate, we have clear policies and oversight mechanisms on this topic. In 2022, we did not record lawsuits related to these matters. [GRI 206-1](#) | [GRI 3-3](#)

Prohibition of contributions to political parties

[GRI 415-1](#)

Our rules and procedures prohibit donations to political candidates and parties, except with the approval of the Senior Partner, following the recommendation of the Risk Management Partner.

Corruption Reporting Channels

[GRI 2-26](#) | [GRI 2-27](#)

- **OGC advisory channel:** opening a ticket through the Cervello system, whose link is available on the intranet.
- **KPMG Hotline or Direct Line:** our whistleblowing channel can be accessed to request guidance and report concerns about corruption ([see details here](#)).

[GRI 2-26](#) | [GRI 2-27](#)

In addition to these channels, we provide several ways for the professional seek help, guidance or report situations that are not in compliance with our policies, values, laws or regulations.

- Contact with supervisor, leader, manager or performance manager.
- Contact with the partner of the work in which the professional is involved, to discuss issues related to their clients.
- Contact with the Ethics and Independence partner – to address violations related to these topics by KPMG member firms or their professionals – or with the Risk Management partner – for matters that do not involve clients, such as situations in which the professional believe that the partner in charge is somehow involved or is not handling the matter appropriately.



- Contact with the People, Performance & Culture partner, and the Human Resources team and Business Partners.
- Contact with the Office of General Counsel (OGC) partner.
- Professionals also have access to global or regional resources for help, advice or reporting concerns. These resources include:
- Global Quality & Risk Management (GQ&RM) team.
- International Office of General Counsel (IOGC).
- Regional Risk Management partner

Cases in which there is suspicion of corruption are submitted for analysis by the Investigation of Complaints (OGC), Compliance (RM) and Human Resources areas and, if confirmed, are taken to the appropriate committees. In 2022, there were no confirmed cases of corruption involving our professionals and our suppliers. [GRI 205-3](#)



Human Rights

• *Respecting human rights* [GRI 3-3](#)

We have a public commitment to respect human rights, expressed in the International Business and Human Rights Statement of KPMG Global organization. This statement, in line with the UN Guiding Principles on Business and Human Rights, reinforces our longstanding support for the UN Global Compact.

Thus, human rights permeate the due diligence procedures included in KPMG's global risk and quality management and people and culture policies.

At KPMG Brazil, we maintain alignment with this global commitment, following the guidelines described in the Global Code of Conduct, in the KPMG Contractor's Code of Conduct, in the Global Quality & Risk Management Manual and in the KPMG Integrity Policy. [GRI 2-23](#) | [GRI 2-24](#)

Specifically with regard to discrimination subjects – which may include unequal treatment or harassment – KPMG in Brazil, supported by its governance, promotes a confidential investigation of all complaints reported through our hotline or that come to the attention of the Human Resources Department. After this analysis, the conclusion is discussed by a joint committee, in order to define the applicable sanctions and disciplinary measures. [GRI 406-1](#)

During 2022, we received 25 reports about possible comments considered inappropriate. After the investigation process, it was concluded that these were behaviors subject to attention and guidance through informative and educational actions on inclusion, diversity, equity, non-harassment culture and unconscious biases. The employees involved were instructed to complete all training related to conduct and values as a way of constant learning about what supports our brand: our values and our culture of respect. [GRI 406-1](#)



People

- *Creating a caring, inclusive, Purpose-led and Values-driven culture for our people* **GRI 3-3**

Taking care of our professionals and promoting their continuous development is fundamental so that we can put into practice our agenda of change and transformation towards a more prosperous and inclusive future for all.

Therefore, in KPMG Brazil we invest in maintaining a work environment that values the diversity, health, well-being and confidence of our people, in addition to offering opportunities for everyone to improve their skills, expand their knowledge and grow in their careers, serving our clients with ever-increasing excellence. We also make sure we listen to our teams' perceptions and points of view in order to move even further in that direction.



Inclusion, diversity and equity (IDE)

- *Have an inclusive culture built on trust* GRI 3-3

Promoting respect and empathy has been our approach to providing a welcoming, safe and discrimination-free environment, which favors the plurality of opinions and guarantees the rights of all people, allowing each one the right to exist and be unique: Come As You Are. Fostering Inclusion, Diversity and Equity allows us to do what is right, creating the conditions for all our professionals to become their best versions and enjoy recognition and prosperity.

Our Inclusion, Diversity & Equity Committee (CIDE) values respect for all people and didactically bases its goals and action plans on five pillars, four with themes: KNOW (gender), Voices (LGBTQI+), Buddies (people with disabilities) and Ebony (race and ethnicity) and a pillar of Synergy to work on both intersectionality and themes not embraced by the other pillars. Each pillar is led and builds its actions through volunteer leaders, always with the participation of representatives of the groups that empower, to guarantee a place of speech (representativeness), effective actions and positive impact, which materialize the protagonist attitude that KPMG decided to embrace in the Inclusion, Diversity & Equity topic not only within the Firm, but before the market and society.





CIDE actions in 2022

- Holding of 10 CIDE meetings, which is composed of the committee leader, pillar leaders, CEO, People Performance & Culture Leader, Marketing and Corporate Citizenship Leader. At these meetings, the work plans for each of the pillars were presented, approved and monitored, as well as the alignment with the IDE global strategy and opportunities to act intentionally to create the expected results.
- Development and launch of our Inclusion, Diversity and Equity Policy.
- Renovation of the pillars' visual identity.
- Construction of a new page on the intranet, making content and resources more accessible and educational for our people.
- Conducting 28 live trainings, reaching more than 1,000 people, in addition to making the recordings available so that a much larger audience can be benefited.
- Holding meetings with more than 100 clients, sharing our approach, goals and practices, thus seeking to impact the market and society.
- Holding of the 6th IDE Meeting, in which we presented our actions and results in each pillar to the market.
- Participation in 26 events, publication of 28 articles and more than 500 quotes in the media, in addition to 294 posts on social media.

Women/KNOW (KPMG's Network of Women)

KNOW has a consistent journey of more than a decade for gender equality and, in 2022, it focused its efforts on increasing female representation in leadership, surpassing the established goal. This goal is in line with the global goal of women in leadership at KPMG International (33% of partners and directors by 2025) and supported by actions such as monitoring the succession pipeline, promotions, hiring, turnover, compensation, organizational climate, among others.

Women in Leadership programs for female managers, KNOW Academy for all women and the Mentoring Program for Advisory leaders were designed to encourage and accelerate female careers at KPMG.

Internal events, videos and conversation circles about parenting, masculinities and other topics favored the engagement of men in this cause (#heforshe).

Aiming to impact society, we hold open events, such as the 13th KNOW meeting, we publish articles and research - with emphasis on the Global Female Leaders Outlook, we participate in events and give lectures to clients on the subject, in addition to carrying out the Joule female mentoring program for women in vulnerable situations. [GRI 3-3](#)

2022 actions

- Recognition in the Women's Inclusion category of the Diversity and Inclusion survey, created by the Ethos Institute
- Global Survey: KPMG 2022 Global Female Leaders Outlook
- Joule Female Mentoring Program
- Baby Book (KPMG maternity kit)
- KNOW group in teams
- 13th KNOW Meeting - Syndrome of the Superwoman Live, reaching 1,500 views on the YouTube channel
- Four internal events
- Activities on Women's Day (testimonial video of KPMG women in Brazil, IWD Global Campaign, Women's Journey infographic)
- Homage video on Mother's Day
- Homage video on Father's Day and roundtable on active fatherhood
- Posts on social networks, reaching more than 157 thousand impressions
- Takeover on Instagram



Ebony (race, ethnicity and color)

Ebony deals with the inclusion of races, ethnicities and skin colors, aiming to increase the representation of non-whites at KPMG and in leadership positions, as well as expanding their space in society.

In 2022, we were attentive to our indicators and, especially in the selection process, we worked to reduce biases and value individual achievements based on the opportunities accessed, aiming at equity. To engage allies and educate our people, we held 11 internal Courageous Readings events, launched the Black Pride booklet, and engaged in campaigns on International Day against Racial Discrimination and Black Awareness Month, with articles, posts, interactions and videos.

As an affirmative action, in 2022 we launched Impulse2, now with 100 black talents receiving English and digital journey scholarships, as well as meetings and mentoring with our professionals. The three winners of the Impulse1 journey took the award trip to South Africa for immersion in the English language. KPMG also continued supporting Conselheira 101, in 2022 in the 3rd edition, aiming at the inclusion of black women on boards of directors.

We received the Best Companies in Diversity Practices and Actions by the Business Initiative for Racial Equality. [GRI 3-3](#)

2022 actions

- Recognition of KPMG as one of the Best Companies in Diversity Practices and Actions by the Business Initiative for Racial Equality.
- Launch of #Impulse 2 with 100 participants
- Global Campaign IDERD 2022 KPMG Global Meeting
- 11 internal events (Courageous Reading and EBONAR)
- Challenge with Courage - Kindles Prize
- Launch of the Black Pride booklet
- Immersion of the three #Impulse winners in South Africa - Capetown
- Activities in the Black Awareness Month (homage video, posts on social networks, takeover on Instagram, stickers on WhatsApp)
- Posts on social networks, reaching more than 115 thousand impressions



Buddies (People with Disabilities)

In 2022, Buddies, our pillar that works for the inclusion of people with disabilities at KPMG, dedicated itself to educating our workforce about ableism through internal events that reached more than 1,000 people, the launch of the Buddies booklet and educational videos and posts.

In parallel, we maintained quarterly individual follow-ups of our Buddies, attentive to opportunities to make our environment more inclusive. As examples of implemented actions, we adapted workstations with the purchase of chairs in their homes (home office) and inserted height-adjustable tables and special chairs in the offices. Another action is the WhatsApp service group for professionals with hearing impairment and the maintenance of the psychological support channel to all professionals. [GRI 3-3](#)

2022 actions

- Event on the International Day of Persons with Disabilities
- Video presentation at the IDPWd KPMG Global Summit with some stories from our professionals
- Five built-in events
- Posts on social networks, reaching more than 61 thousand impressions
- Purchase of a special chair for PwD professionals
- Quarterly follow-up with professionals
- WhatsApp channel for people with hearing impairments
- Launch of the Buddies Booklet
- Buddies Academy project
- Launch of the Brazilian Sign Language Alphabet video



Voices (Sexual Orientation and Gender Identity)

Voices is about including and valuing professionals of all gender identities and sexual orientations. Its main indicator in 2022 was the number of professionals allied with the cause. Being an ally to the cause means participating in training on the subject – we held 5 internal editions and formed 769 new allies, being identified as an ally and keeping up-to-date and engaged so that everyone has access to opportunities, respect, recognition and appreciation. We published our first LGBTI+ Statement, publicizing KPMG's commitment to equity, launched our allies' infographic and Voices News, showing collective accountability. We held 12 Voices and 3 allies roundtables, 2 external events, posts on social media and "Why We Are Proud" trainings at performance and leadership academies, seeking to educate our people.

We were recognized as outstanding by the Business Forum on LGBTI+ Rights (*Fórum Empresarial e Direitos LGBTI+*), in partnership with the Matizes institution, in the Affinity Groups and Value Chain categories. [GRI 3-3](#)

2022 actions

- Prominent place in the Business Forum and LGBTI+ Rights, in partnership with Instituto Matizes, in the Affinity Groups and Value Chain categories
- Five training sessions for allies, with 769 participants
- Three roundtables for allies
- Twelve Voices Roundtables
- Pride Month Video (two external events and one internal)
- Global Pride Summit
- Gender Biscuit Banner in all offices
- Four "Why we are proud" trainings
- Disclosure of the KPMG Statement / LGBTQIA+ Statement
- Allies infographic
- Voices News
- Posts on social networks, reaching more than 122 thousand impressions
- Takeover on Instagram





Our diversity profile GRI 2-7 | GRI 405-1

5,990

professionals

+21% FY2021



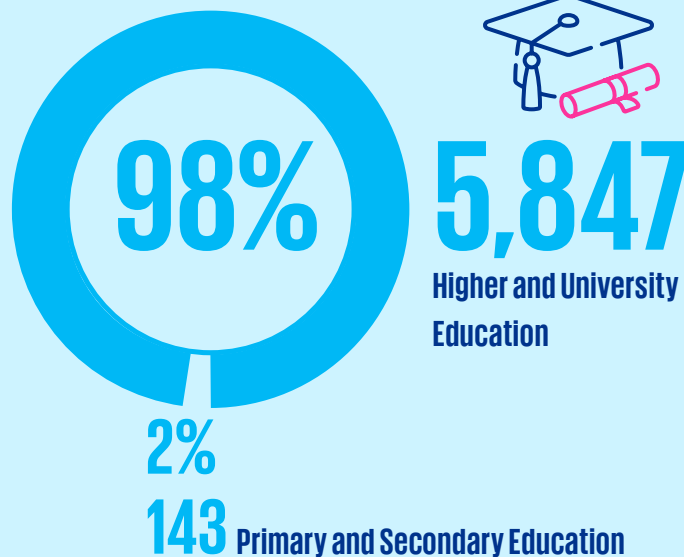
By age group

3,476 up to 30 years-old

2,382 between 31 and 50 years-old

132 over 51 years-old

By level of education



GRI 2-8

104

outsourced*



67

women



37

men

* Outsourced workers assigned to infrastructure support services. KPMG contracts companies that supply labor, with employees under the CLT regime.

By gender



50%

women

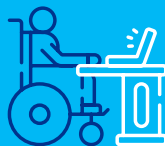


50%

men

Minority groups

1% People with disabilities



28% Black*



*Includes blacks and browns, according to the Brazilian Institute of Geography and Statistics (IBGE).

1% Foreigners



**By gender** [GRI 2-7](#) | [GRI 405-1](#)

Categories	Women	Men	Total	% Women subtotal category	% Men subtotal category	% Women subtotal overall	% Men subtotal overall
Partners	116	388	504	23%	77%	2%	6%
Managers	432	525	957	45%	55%	7%	9%
Staff	1,754	1,365	3,119	56%	44%	29%	23%
Trainees	692	715	1,407	49%	51%	12%	12%
Interns	1	2	3	33%	67%	0%	0%
Total	2,995	2,995	5,990	50%	50%	50%	50%

Note: database referring to the period from Oct/21 to Sep/22. For data collection, the full list of professionals extracted from the Employee Central system was used.

Diversity in senior leadership [GRI 2-7](#) | [GRI 405-1](#)

	Gender		Age group			Other indicators			Total	
	Women	Men	Up to 30 years-old	31-50 years-old	+ 51 years-old	People with disabilities	Black*	Foreigners		
Partners	Quantity	116	388	1	421	82	0	36	17	504
	Percentage	23%	77%	0%	84%	16%	0%	7%	3%	

*Includes black and brown people, according to the Brazilian Institute of Geography and Statistics (IBGE).

Women in leadership* [GRI 2-7](#) | [GRI 405-1](#)

	Women	Men	Total	% Women	% Men
Total Partners + managers	548	913	1.461	38%	62%
Variation FY2021 x FY2022	18%	9%	12%		

* KPMG in Brazil has an action plan and goals (attraction, development and retention) for increasing female leadership positions. This plan relies on metrics monitored on a recurring basis and with the support and active participation of all KPMG leadership.





Organizational climate

The Global People Survey (GPS) is a global tool that captures annually the vision and opinion of our professionals on topics related to the Firm, which helps us gain insights into what motivates our teams and how we can improve the KPMG experience.

The survey, which can be completed in 10 to 15 minutes, is anonymous and confidential. The results make it possible to consider trends and our performance against internal and external benchmarks, in addition to guiding some of the Firm's strategic decisions.

In 2022, we increased our ratings in 15 of the 19 categories evaluated by GPS. The ones with the highest scores in Brazil were:

- professional growth (90%)
- collaboration (88%)
- corporate citizenship (87%)
- learning (86%)

• Foster an educated and empathetic workforce GRI 3-3

To serve our customers with excellence, we focus on attracting and retaining the best talents. With this objective, we invest in the development of our professionals starting from the selection processes and offer several opportunities for career growth.

Promotions

In recognition of their dedication, effort and engagement, 39.8% of our professionals were promoted in 2022.

Professionals promoted

Position	Men	Women	Total FY2022	Total FY2021	Total FY2020
Staff	996	1,092	2,088	1,914	2,004
Staff to manager	76	84	160	195	121
Manager to senior manager	50	43	93	130	86
Senior Manager to partner	21	18	39	61	40
Total	1,143	1,237	2,380	2,300	2,251

Note: promotions carried out in FY2022 were defined according to certain criteria, such as performance review, length of service, length of experience in the function, in addition to the budget foreseen in the area. These criteria may differ from year to year, hence there are variations.

Trainee program

Called KPMG Young Talents, our trainee program offers opportunities for university students from different courses to work throughout Brazil. Considered one of the most attractive in the market, its objective is to hire the best talents, always considering a focus on diversity.

In 2022, the selection process was held in a hybrid way. Unlike the previous year, we recorded a large increase in the number of applicants and hires, due to the anticipation of the Jovem Talentos Auditoria (Young Talents Audit), which would take place in 2023, to September 2022, and the implementation of two programs for the Advisory area.

At the application stage, candidates underwent an online assessment. Afterwards, those approved participated in a group dynamics. The final step was an evaluation with the managers. After being selected, the professionals began their work at KPMG Brazil in a hybrid work model, with a humanized onboarding agenda built especially for our trainees.

In order for them to understand our areas of activity, get to know the company's culture, develop themselves and perform their work duties with the necessary quality, trainees participate in a development program formed by several pillars, including technical training, interpersonal skills, technology and mentoring with more experienced leaders.

Trainee program			
Trainees	FY2022	FY2021	FY2020
Number of candidates	51,806	38,960	43,000
Number of hires	1,437	592	248
Candidate per job opening	36	66	173



Mobility and exchange program

Called Global Opportunities, our inbound mobility program (when we receive professionals from other member firms of the KPMG network) and outbound (when we send them) aims to provide our employees with the opportunity to live an international experience, acquire new practices and skills to meet business demands, develop their careers and establish themselves as leaders.

As a result, we provide our customers with more qualified professionals to address their challenges, wherever they need it.

Global Opportunities



7 professionals received

10 professionals sent

6 countries involved:

United States, Norway, Japan, Netherlands, Colombia and Argentina



• *Defend equal opportunities* GRI 3-3

Performance review

The performance reviews define promotions and salary progression at KPMG Brazil.

	Total number of professionals who received formal performance review and oversight*			Percentage of professionals who received regular performance and career development reviews			
	Men	Women	Total	Men	Women	ww	
Technical	Trainees	57	57	114	86%	85%	86%
	Staff	1,349	1,347	2,696	98%	98%	98%
	Managers	505	360	865	98%	98%	98%
	Partners	314	90	404	93%	94%	93%
Administrative	Trainees	0	6	6	0%	0%	0%
	Staff	201	467	668	94%	98%	97%
	Managers	42	97	139	98%	98%	98%
	Partners	57	30	87	97%	91%	95%
Total			4,979			97%	

Note: *In FY2022, the performance review was not considered mandatory for professionals who joined KPMG after May 1st, 2022 and who returned from leave for more than six months after that date. It was also not required from professionals with a fixed-term employment contract, interns and young apprentices.



97%

of our professionals received performance and career development reviews in 2022 GRI 404-3

Talent programming

The Workforce Planning structure works together with the leaders of each area to meet all the demands and particularities of our clients, generating coherent and accurate information through our indicators and the People Plus system, with the aim of ensuring an adequate use of our professionals. This structure is designed to serve, in a dedicated manner, Audit, Tax and Advisory practices, as well as for each of our regional offices.

In 2022, we began to rewrite our People Plus system, aiming to continue the evolution in the allocation processes of our professionals. This work should be completed in 2023, with an even more extensive automation of our controls, with the objective of maintaining greater autonomy of our teams, supporting the improvement of the use of our professionals and providing strategic indicators for leadership decision-making.

Ratio of base salary of women to men* [GRI 405-2](#)

Category	FY2022		FY2021	
	Technical	Administrative	Technical	Administrative
Interns	1.00	1.00	1.00	1.00
Trainees	1.00	1.00	1.00	1.00
Staff	0.93	0.91	1.02	0.93
Managers	0.93	0.93	0.98	0.93
Partners	0.96	0.90	0.91	0.98
Average	0.94	0.94	0.99	0.94

Note: *Uses the average of the base salary of each category, by gender, and considers the woman's salary/ man's salary ratio.

Examples for interpreting the 2022 data:

Technical Team:

- Interns: 1.00 - means that the base salary of women is 100% of the base salary of men, that is, the same.
- Staff: 0.93 means that the base salary of women is 93% of the base salary of men, that is, it is 7% lower.





Health and well-being

• **Protect the health of our people — both physically and mentally — and enable them to be effective and productive** GRI 3-3

Health and safety at work GRI 403-1

Occupational risks at KPMG Brazil are managed by the Safety Labor and Occupational Health area through the health management system of the Health and Safety service provider (SOC). Additionally, all of our offices use the risk management program (PGR-NR01) for assessment, risk classification and control measures.

OHS management complies with all legal requirements applicable to KPMG, such as regulatory standards NR-1 (general provisions and occupational risk management), NR4 (SESMT), NR5 (Cipa), NR6 (PPE), NR7 (PCMSO), NR-9 (evaluation and control of occupational exposure to physical, chemical and biological agents), NR17 (Ergonomics), NR23 (fire protection), E-social, CLT, technical instructions from the Fire Department, ordinances and procedures defined by the Ministry of Labor and Employment (MTE) and technical requests from clients. The process is based on academic methodologies, such as the PDCA cycle, continuous improvement processes, meetings between SESMT, CIPA and occupational health and safety service providers, and experiences and market practices.

Considering that all professionals, from young apprentices to partners, carry out administrative activities with the same risks scale, it is possible to promote compliance with technical requirements and preventive actions, covering not only KPMG offices.

Other health actions GRI 401-2

#gestação&saúde Program: KPMG pregnant women program for beneficiaries and dependents with exemption from co-payment for prenatal care and for newborns up to 1 year old.

Dr. KPMG 0800: 24-hour service and medical appointments via videoconference.

Nutritional coaching: guidance on adopting better eating habits and qualitative diet choices for a healthier, balanced diet, available at Dr. KPMG 0800

Sports coaching: monitoring by specialists in physical conditioning for guidance in sports practice and the adoption of healthier habits, available at Dr. KPMG 0800.

2nd medical opinion: assessment by a medical team with national and international experience to review diagnoses and treatments, answer questions and offer alternatives and new recommendations, available at Dr. KPMG 0800.



Benefits* [GRI 401-2](#)

As a way of rewarding our professionals for the quality of their work and engagement, we offer more than 20 benefits. The main benefits are:

- Gym
- Medical assistance
- Odontalgic assistance
- Childcare assistance (for female professionals and male employees who have sole custody of the child)
- Wedding corporate gift
- Birth corporate gift
- Check-up (for partners and partners-directors)
- Parking
- Incentive to undergraduate and graduate courses (managers and senior managers)
- Incentive to language courses
- Financial aid for professionals with fluency in English
- Kfleet (vehicles for managers and senior managers)
- Private pension
- Life insurance
- Class association subsidy
- Food ticket
- Meal ticket
- Transportation ticket
- Gift voucher
- Gift on Children's Day**

Notes

- * Benefits may vary by category/function.
- KDSC professionals are not eligible for benefits related to education: undergraduate; postgraduate studies; languages; fluency additional; class association subsidy.
- For parking, categories from supervisor to partner are eligible. In the Rio de Janeiro office, only starting from manager.
- ** For all children, up to 10 years old, of professionals under the CLT regime.

Parental leave

KPMG Brazil is part of the *Empresa Cidadã* (Citizen Company) program, which grants six months of maternity leave and 20 days of paternity leave to professionals. [GRI 401-3](#)

	FY2022		FY2021	
Return Rate	Women	Men	Women	Men
Total number of employees who took maternity/paternity leave	140	62	123	56
Total number of employees who returned from leave	96	61	64	51
Total number of employees who should return	102	62	67	54
Return to work rate of employees who took maternity/paternity leave	94%	98%	96%	94%
Retention Rate	Women	Men	Women	Men
Total number of employees who returned from leave in 2021	64	51	63	64
Total number of employees retained 12 months after returning from leave	46	36	48	46
Retention rate	72%	71%	76%	72%

Note: the calculation of the retention rate is always done for the previous year, to project the 12 months and verify the professionals who remained in the Firm for 1 year. All CLT professionals at KPMG in Brazil are entitled to parental leave.





Continuous learning

• *Develop a continuous learning culture* GRI 3-3

In order to be able to exceptionally develop our talents and always deliver the best, be prepared to deal with market uncertainties and enhance the attractiveness of our brand, KPMG Brazil maintains an environment of continuous learning.

Training in 2022 GRI 404-1

In 2022, training was provided on the following platforms:

- **GLMS:** KPMG's main Learning platform, with global management, better user experience and integration with other KPMG systems. The company's main trainings are available in this platform.
- **Niduu:** platform for storage, creation and management of authorial online educational content that allows use via desktop or cell phone
- **LinkedIn Learning:** free license for all KPMG professionals who can take advantage of the huge training catalog on a wide range of subjects.

We also started using the Kaltura platform and provided access to the Pluralsight platform for the technical area.

Internal controls are carried out to indicate and verify compliance in relation to the mandatory training required for professionals to work, such as Audit Core Training programs, onboarding training (technical and general), and Ethics and Integrity training.

Average training hours per year, per employee GRI 404-1

Men				
Operation	Category	Total	Total hours attended	Average
Technical	Trainees	688	92,681	135
	Staff	1,137	124,410	109
	Managers	465	38,678	83
	Partners	324	23,561	73
	Technical Subtotal	2,614	279,330	107
Administrative	Estagiários	2	32	16
	Staff	267	15,784	59
	Managers	45	3,373	75
	Partners	60	3,067	51
	Admin. Subtotal	374	22,256	60
Total		2,988	301,586	101

Women				
Operation	Category	Total	Total hours attended	Average
Technical	Trainees	673	90,878	135
	Staff	1,141	130,978	115
	Managers	329	27,121	82
	Partners	85	6,101	72
	Technical Subtotal	2,228	255,078	114
Administrative	Estagiários	1	28	28
	Trainees	3	152	51
	Staff	625	34,385	55
	Managers	96	5,646	59
	Partners	29	1,756	61
	Admin. Subtotal	754	41,967	56
Total		2,982	297,045	100



Average hours of training per year, per employee - Overall GRI 404-1

Operation	Category	Total	Total hours attended	Average
Técnico	Trainees	1,361	183,559	135
	Staff	2,278	255,388	112
	Managers	794	65,798	83
	Partners	409	29,662	73
	Technical Subtotal	4,842	534,408	110
Administrativo	Interns	3	60	20
	Trainees	3	152	51
	Staff	892	50,1670	56
	Managers	141	9,019	64
	Partners	89	4,823	54
	Admin. Subtotal	1,128	64,223	57
Total		5,970	598,631	100

RS\$ 16.7 million

Investments in learning and development

Note: in FY2022, 20 professionals (7 men and 13 women) did not undergo training due to leave.

Development programs for partners and managers

Programs for partners	Participants
Innovation Academy*	435
Knowledge expansion	172
Tax Talks	92
Female Leadership	84
LGBTQIA+ Empowerment	43
Disseminators	34
Elos Program	26
Book club	20
ESG Learning Week	12

Note: *new in FY2022.

Programs for managers	Participants
Knowledge expansion	353
Mind Hacking	314
Female Leadership	237
Tax Talks	168
Leadership and Innovation for new managers	134
Disseminators	77
LGBTQIA+ Empowerment	76
Grow Clients	41
Book club	36



Participating Leaders in 2022

460 partners and
729 managers

Online trainings focused on sustainability, socio-environmental responsibility, diversity and inclusion

	FY2022	FY2021	FY2020
Number of professionals who completed	3,758	1,972	1,390
Total hours	21,264	8,024	2,381

Note: professionals who completed more than one training were not considered.

Total hours per training methodology

Methodology	FY2022	FY2021	FY2020
<i>E-learning</i>	154,737	180,926	205,797
External	173.422	122,251	46,373
In person/live streaming	270.473	249,491	275,830
Total (hours attended)	598,632	552,668	528,000





Planet

- *Reducing our impact on the environment to build a more sustainable and resilient future* [GRI 2-25](#) | [GRI 3-3](#)

The planet's natural resources are being pressured into an increasingly alarming pace, with significant impacts on the economies, development and well-being of urban and rural populations. Therefore, it is urgent and necessary for companies, governments and society to adopt practices that ensure a transition to a low-carbon, regenerative, circular and inclusive economy.

In addition to implementing practices to reduce the use of natural resources and waste generation, in order to reduce our environmental impact, we are committed to zero our net emissions of carbon by 2030 (base year 2019) and analyze ways of dealing with climate changes, water pollution, deforestation and the loss of biodiversity in general and related to the impacts of our projects and activities. We also seek to support our clients in transforming their businesses and supply chains to minimize their environmental impacts and integrate climate risk into corporate strategies. [GRI 3-3](#)





Decarbonization

• **Achieve net-zero carbon emissions by 2030** GRI 3-3

KPMG has recognized its role in the transition to an economy with low emissions of gases that cause the greenhouse effect.

In 2020, we committed globally to setting a target in line with the 1.5°C limit for the increase in the planet’s temperature, in accordance with the Paris Agreement. This goal, validated by the Science Based Targets (SBTi) initiative in 2021, is to be net-zero in carbon emissions by 2030 (base year 2019).

The assessment and risks related to climate change are dealt with by the governance bodies. These risks, like all others, are identified through Enterprise Risk Management (ERM)

(see details on our governance structure here and ERM here).

Greenhouse gas (GHG) emissions in Brazil

GRI 305-1 | GRI 305-2 | GRI 305-3 | GRI 3-3

Since 2014, we have neutralized emissions from our operations in Brazil through the purchase of carbon credits in the voluntary market. Throughout 2022, we acquired standard VCS (Voluntary Carbon Standard) carbon credits from a Brazilian forestry project in the voluntary market to neutralize the 2021 base year inventory.

Also in 2022, KPMG Brazil started to report its inventory in the Public Registry of emissions of the Brazilian GHG Protocol Program (base year 2021), with the objective of obtaining the gold seal (inventory verified by a third party) – a process that will continue in progress in 2023 (for base year 2022).

Some examples of initiatives to reduce emissions implemented in 2022 are:

- The electricity consumed in 22 offices in Brazil in 2022 was generated from renewable sources, proven through the purchase of certificates from the International REC Standard (I-REC);
- As for document transportation, gasoline motorcycles were replaced by motorcycles powered by electric energy, which promoted a reduction in emissions from this source in the Mobile Combustion category;
- The Firm also maintained a policy to reduce the generation of non-recyclable waste in all its offices.

**GREENHOUSE GAS INVENTORY – KPMG Brazil**

Category	Detailing	AC2022	AC2021	Representativeness	Variation	Observations
Mobile combustion	Leased fleet (operational control): business travel (KFleet benefit) paid by KPMG	25.55	4.39	0.00%	92%	Return of travelling after pandemic
Stationary combustion	Diesel consumption in generators in São Paulo	0.73	0.99	0.00%	-27%	The diesel oil consumed in the generators in the Verbo Divino building started to be controlled by the condominium after Sep/22, thus the emissions were reallocated to Scope 2
Fugitive emissions	Fire extinguisher refills and refrigerant gas consumption	6.36	0.39	0.00%	1,548%	Recharge of R410 in air conditioners due to maintenance and return to activities
Total Scope 1 (tCO2e)		32.63	5.77	0.01%	169%	
Electricity - GRID (location approach)	Energy consumption of all offices in Brazil (Grid + generators)	117.46	213.77	0.63%	-45%	Despite the general electricity consumption having increased, the GRID emission factor decreased in 2022, with greater use of renewable sources in Brazil's energy matrix.
Electricity – Renewable (approach by purchase choice)	Consumption of solar renewable energy in the BH office and acquisition of I-RECS in the other offices	-	185.82	0.00%	-100%	100% of offices with traced electricity through IRECs.
Total Scope 2 (tCO2e)		117.46	213.77	0,63%	45%	
Business travel (land)	Travel by own car, Uber/taxi and rental cars	1,106.96	758.52	4,9%	21.7%	Return of travelling after pandemic
Business travel (air)	National and international	1,229.18	280.64	6.5%	338%	Return of travelling after pandemic
Hotel accommodation	National and international	344.02	47.80	1.84%	620%	Return of travelling after pandemic
Upstream transportation and distribution	Transport of material (road and air) over longer distances (usually between branches)	12.18	7.35	0.1%	66%	
Purchased goods and services	14 categories of goods and services purchased by KPMG	16,294.22	5,440.43	86%	200%	Increased use of goods and services after the pandemic, with a return to on-site activities.
Total Scope 3 (tCO2e)		18,986.56	6,543.74	99.29%	188%	
Montreal Protocol: HCFC 22 (tCO2e)	Air conditioning	19.36	-		-	
TOTAL EMISSIONS (tCO2e)		19,136.65	6,754.28			
Total number of employees		5,976	4,806			
TOTAL PER CAPITA (tCO2e/nr of employees)		3.20	1.41			
		128%				

Notes:

- The gases included in the report were: CO₂, CH₄, N₂O, R410a and R22.
- Biogenic emissions totaled 6.59 tCO₂e in Scope 1 and 269.97 in Scope 3.
- Emissions are calculated for the calendar year 2022, according to the reporting rules of the Brazil GHG Protocol Program.
- Adopted methodologies and calculation tools: Brazil Program - GHG Protocol v.2023; average price of gasoline - ANP-2022 (historical data); Defra Conversion factors 2022 full set (for advanced users) and QUANTIS - GHG Protocol.

- CY = Calendar year
- A calculation error was identified in the 2021 inventory in the Scope 3 upstream transportation and distribution category and, consequently, in the total Scope 3 emissions, total Firm emissions and total per capita. Therefore, the data for 2021 are different from what was published in the previous report.
- The approach for consolidating emissions was "Operational Control".



Eco-efficiency targets

To inspire the adoption of more sustainable habits at KPMG Brazil and in the personal lives of our professionals, we have established local eco-efficiency targets, which involve reducing the number of prints and the consumption of paper, plastic cups, electricity and water.

Evolution of eco-efficiency goals in 2022

The calculation of per capita consumption of KPMG's eco-efficiency targets in Brazil uses the Full Time Equivalent (FTE) as a measure, provided annually by KPMG International.

Item		Variation FY2022 x FY2021
Disposable plastic cups (un.)	0	-100.0%
Paper cups	274,350	169%
Paper (sheets)	386,500	18%
Water (m ³)	7,242	111%
Electricity (Kwh)	2,501,613	33%
Prints (sheets)	811,712	-48%

Note: The target for the year 2022 was to maintain consumption from the previous year.

In 2022, due to the gradual resumption of on-site activities motivated by the drop in cases of Covid-19, KPMG Brazil employees were authorized to work in a hybrid way, with some days/periods spent in the offices. As a result, we recorded an increase in the consumption of materials, as well as energy and water, compared to 2021, when our activities were carried out 100% remotely. However, compared to 2019, before the pandemic, there was a reduction in all items.



Comparison between per capita consumption in 2022 and 2019, years without lockdown

Indicator	FY2022		FY2019		Target Result FY2022 (on FTE*)(%)
	Total	Per capita (FTE*)	Total	Per capita (FTE*)	
Disposable plastic cups (un.)	-	-	1,230,200	261	-100.0%
Electricity (Kwh)	2,501,613	418	3,136,340	667	-37.3%
Paper (sheets)	386,500	64.68	5,472,500	1,164	-94.4%
Water (m ³)	7,242	1	23,779	5	-76.0%
Prints (sheets)	811,712	135	9,576,478	2,037	-93.3%

*Note: The per capita consumption calculation considers the FTE provided by KPMGI.

There were no prints of publications, folders and slides, available now only in digital format. There was also no consumption of plastic cups, which were replaced by paper cups.

Regarding the waste generated in our offices, we hired specialized and approved companies to carry out the correct disposal, with the delivery of documentation, cells and batteries, electronic waste and documents. . [GRI 306-2](#)

KPMG has a Waste Policy, which addresses the disposal and correct handling of solid waste in order to minimize the impact of these components.



Climate risk

- ***Give financial markets, clients and our leaders clear, comprehensive, high quality information on the impacts of climate change*** [GRI 2-25](#) | [GRI 3-3](#)

As part of Our Impact Plan, KPMG International reviewed its approach and performance with regard to climate change. Progress is presented annually to the Organization's global Board, which has as one of its attributions the oversight of climate risks. This helps to guarantee the continuous improvement of our methods and services, in addition to our accountability on this topic.

To better understand the potential negative impact of climate change within the Organization, our ESG professionals are conducting a top-level physical risk assessment, considering different scenarios, in most offices of KPMG member firms and in our real estate assets across the world. The results will be used to support the development of an action plan.

In addition, KPMG reports the combined performance of member firms globally to CDP. In 2022, we maintained the grade B, indicating coordinated action on climate issues. Our aim is to improve this ranking by focusing on quality assurance, supply chain engagement and further climate risk assessment.

KPMG International also plays an active role on the Taskforce for Climate-related Financial Disclosure (TCFD), providing recommendations for organizations to consistently disclose information about climate-related financial risks and their potential impacts. And we have created a global climate change resource center with tools and insights to help our clients understand how climate-related risks and strategic decisions can affect their financial statements and KPIs, and the effects this can have on their business.



Nature and biodiversity

• *Understand and improve our impact on nature and biodiversity* [GRI 2-25](#) | [GRI 3-3](#) | [GRI 303-1](#) | [GRI 304-2](#)

Being clear about how we manage impacts on the environment is a vital component of the way we build a culture of sustainability in our business.

For this reason, KPMG International joined the Taskforce on Nature-related Financial Disclosures (TNFD) with the aim of contributing to the development of a framework for risk management disclosure. The objective is that, in the coming years, this structure will be made available to financial institutions, asset managers, insurance providers and organizations so that they can report, monitor and act on risks related to nature. With this, we will be able to improve the services we offer to our customers, including in Brazil.

We also maintain a global working group to develop the Organization's circular economy strategy, to be adopted by member firms around the world, as circularity is a critical factor in achieving our goal of being carbon net-zero.

In addition, KPMG in Brazil is one of the developers and partner of the Digital Panel Mov+Água, an initiative of the UN Global Compact in the country, in actions in favor of SDG 6. It is a platform that centralizes public data on the basins, aquifers and reservoirs by Brazilian state, their quality and use by the population, industry and agribusiness. The panel also includes information on conservation actions for aquatic ecosystems, waste reduction, indicators of access to water supply, sanitary sewage, sewage treatment and success stories.

The initiative is essential for everyone working on the water agenda in Brazil, especially for companies to understand the criticality of the issue and understand their share of responsibility for the use of water.

Prosperity

- *Conduct business practices based on purpose and good corporate citizenship* **GRI 2-25 | GRI 3-3**

Our purpose allows us to create deeper connections with the people and communities we interact with. We have a legacy of trust and protection of the public interest, and we are focused on the issues that matter most to our customers and stakeholders.

In Brazil, with almost 6,000 people working in 14 states and the Federal District, we recognize our role and responsibility in building a better world and engaging our community of professionals to be agents of positive change in the country.

Thus, the services we provide not only help the companies and organizations we serve, but also promote a broader economic growth and the prosperity of society as a whole.

We generate wealth in different ways: strengthening our clients' businesses with deep industry knowledge, innovative solutions and using the best resources of our global network of member firms, regardless of which country they are located; creating direct jobs in our offices across the country; disseminating knowledge to the market and society; and promoting innovation through significant investments in our digital transformation. And, as we grow, we increase our ability to strengthen the communities where we operate, by supporting social impact projects, with a focus on education.



Make a positive social and economic impact

• *Wealth generation* GRI 3-3

Through the audit and tax areas, we collaborate for businesses to be conducted fairly and transparently. Through the advisory area, we help our clients to become more effective and resilient in the face of current and future challenges and opportunities.

Our results in recent years have reflected our responsible attitude. In 2022, our revenue was R\$ 2 billion, 17.6% higher than the previous cycle.





Added Value Statement* [GRI 201-1](#) | [GRI 201-4](#) | [GRI 203-1](#)

	2022 (R\$ thsnd.)	2021 (R\$ thsnd.)	2020 (R\$ thsnd.)
Direct economic value created	2,009,571	1,753,262	1,427,643
a) Revenues	2,009,571	1,753,262	1,427,643
Economic value distributed	1,614,320	1,399,426	1,193,036
b) Operational costs	298,148	264,157	254,159
c) Employee wages and benefits	915,091	772,038	636,681
d) Payment to capital providers	26,521	14,318	14,661
e) Payments to the government	369,975	348,912	284,917
f) Investments in the community	4,584	2,829	2,616
Voluntary contributions (including pro bono) to social, environmental and cultural projects	4,584	2,829	2,616
Contributions to social, environmental and cultural projects under Tax Incentive Laws**	-	-	-
Accumulated economic value	395,251	353,835	237,223

*This information refers to the periods from January to December 2022, 2021 and 2020 and represents the operations of all independent companies operating under the name KPMG in Brazil. In accordance with current legislation, independent companies operating under the KPMG brand in Brazil are exempt from disclosure of balance sheets.

**KPMG did not make contributions through Tax Incentive Laws.



• Employment GRI 2-7 | GRI 3-3

5,990*

professionais
+21% FY2021**



*Registered employees (CLT), partners, interns and temporary employees
** Due to the pandemic, in 2020 and 2021 there was a freeze on the hiring of trainees for the areas, mainly in Audit. As a result, hiring was concentrated in FY 21/22.

By employment relation

5,469 employees
hired under the
CLT regulation

504 partners

3 interns
(with no employment relation, assigned
to infrastructure support services)

14 temporary
employees

By office

3,858 in
São Paulo

760 in Rio de
Janeiro

1,372 in the other
cities

By work schedule

5,908 full time

82 half time

Turnover GRI 401-1

The high turnover of professionals is common in our sector due to new development opportunities. In 2022, our turnover rate increased compared to the previous cycle, because there was a high number of admissions in the year, partly due to a repressed demand in 2021.

		TURNOVER		
		Hires	Terminations	Turnover
Office	São Paulo	65%	68%	26%
	Rio de Janeiro	12%	11%	5%
	Other offices	23%	21%	9%
Gender	Male	52%	53%	21%
	Female	48%	47%	19%
Age	Up to 30 years old	75%	63%	28%
	Between 30 and 50 years old	24%	36%	11%
	Over 50 years old	0.6%	0.5%	0.2%
		Hire Rate	Termination Rate	Turnover Rate
Total 2022		56%	24%	40%

* The termination and turnover rates consider only voluntary terminations.

Variable remuneration GRI 401-2 | GRI 2-19 | GRI 2-20 | GRI 2-21

KPMG in Brazil maintains a Profit-Sharing Program (PPL) aimed at all professionals hired under the CLT regulation (indefinite term), in accordance with the policy for achieving goals and eligibility.

In 2022, we implemented an additional program, PPL Gerencial, aimed at managers and senior managers as one more element to retain our talents.

Professionals who complete the performance cycle within the fiscal year, obtaining a rating of 1, 2 or 3 at the Year End, will have an additional multiple that will be paid in 2026, and so on, always following a 4-year grace period.



Innovation of better products and services

• *Innovation and technology* GRI 3-3

At KPMG Brazil, we make integrated use of disruptive technologies and our vast experience in our clients' businesses and in the markets in which they operate to develop high-impact projects that combine management and innovation, supporting all stages of their digital transformation journey.

Under the leadership of the Innovation Committee, we are continually expanding our technical and operational capabilities and our appetite to transform ourselves and our clients responsibly and efficiently.

In this sense, we have invested in three fronts:

1. Technology

Consistent, cloud-based global platforms using artificial intelligence to boost the quality-of-service delivery and new business and services solutions geared to the needs of each client.

2. People

Increase of the digital skills of KPMG's global workforce and expansion of talents in areas such as data science and digital architecture.

Innovation-focused courses

Journey to Digital

Number of participants: 1,502
Total hours: 5,432

Tax Transformation

Number of participants: 414
Total hours: 8,535

Audit Academy (Metodologia Kcw)

Number of participants: 2,085
Total hours: 117,292

Innovation Academy

Number of participants: 448
Total hours: 2,527



3. Innovation

Expansion of the range of digital offerings and possible jobs supported by our diverse ecosystem of strategic alliances and our global innovation network.

Innovation in Audit [GRI 3-3](#)

To raise the quality level and consistency of audits, constantly innovating is essential. Therefore, in the disruptive and hyper-competitive market in which we operate, our strategic choice has been to combine the best talent with the use of state-of-the-art technologies to deliver high-quality audits that achieve greater depth, agility and transparency in insights about risks reported to customers.

As we invest in new technology tools and resources, we are committed to equipping our professionals with the knowledge and confidence they need to take full advantage of the opportunities that innovation offers. At any time, our teams have access to training and guidance whenever and wherever they need it.

In Brazil, our Audit Technology & Innovation - ATI area, connected to the Innovation Committee, leads the innovation processes in auditing, developing new digital assets that have been adding quality, consistency and efficiency to our audits, creating an exceptional experience for the client and building a culture of continuous learning and process improvement.

KPMG Clara: It is our automated, agile, intelligent and scalable global audit platform, which takes the quality of our deliveries to a new level, by allowing effective management of workflows. Launched in 2017 as a pioneer among the Big Four in the industry, it has evolved year by year and today incorporates the latest artificial intelligence, predictive analytics and cognitive technologies into a single cloud-based source. It allows continuous global collaboration between our professionals and real-time online interaction with clients throughout the entire audit process, in a completely reimaged experience for both.

In addition to KPMG Clara, we have made, and continue to make, investments in automating substantive procedures and Data & Analytics routines with a focus on various industry segments and financial institutions. Among them, stand out:

- **KPMG Chrono**
Solution that consists of automating substantive procedures and Data & Analytics performed based mostly on tax obligations, accounting obligations and bank files. With it, it is possible to perform revenue tests, aging, among others.
- **KPMG Insurance Sector Routine**
Cloud solution for processing substantive procedures and Data & Analytics based mainly on official Susep records and on balance sheets

- **KPMG Bank Sector Routines**
Solution that consists of automating substantive procedures and Data & Analytics based mainly on market price information and standard custody and portfolio composition files.
- **KPMG Funds Sector Routines**
Solution created to speed up and make audit procedures consistent with investment funds.
- **KPMG Cognitive**
Solution that reads multiple documents simultaneously with the application of artificial intelligence technologies.
- **KPMG Confirmation**
Electronic confirmation of audit information with digital and electronic signatures.
- **DataSnipper**
Tool incorporated into Excel, which uses text and image recognition to automate tests of vouchers, sums and others.
- **KPMG Virtual Audit Room**
Microsoft Teams communication channel, which allows audit teams to work in the remote environment with more quality and efficiency.
- **KPMG Pricing Calculator**
Solution for valuing unlisted financial instruments, providing automated work papers for audit teams.
- **KPMG Intelligent Platform for Automation (IPA)**
KPMG IPA is a web solution used to run bots capable of processing automatic routines for testing general Information Technology controls (GITC).



Innovation in Tax GRI 3-3

We continued to accelerate our Tax Transformation initiative, focused on the innovation and digital transformation of the tax practice of KPMG and the market, with the best combination of people, processes, data and technology.

We help our clients rethink their tax areas to become more digital, agile, strategic and innovative. We act in the design and execution of this transformation journey, combining our solid knowledge in tax with the latest technologies and tools (Lighthouse) and our expertise in management, risks, people and processes (Advisory).

We further strengthened our Tax Innovation Hub pillar, which brings KPMG and our clients closer to the innovation ecosystem, made up of startups and other companies that offer technological and innovative solutions, stimulating the concept of collaboration and open innovation.

Through Tax Transformation assessments, we help companies define the goals and strategy of the Tax area, in addition to applying agile methodologies to identify the ideal operational and governance structures, challenges and opportunities for improvement and respective solutions.

We have a sophisticated Tax Data & Analytics platform, which enables the intelligent use of

company data so that managers can add value to their businesses through decision-making based on data and insights.

We advise the market on the creation of data lakes for tax, on the definition of data strategy and on the development of dashboards that allow identifying credits and other opportunities, obtaining relevant improvement in compliance and better understanding of the tax impacts on the company's operations.

We develop digital solutions aimed at the specific needs of our customers that allow for greater security in calculating taxes and providing information to governments and recovering tax credits.

As an example, we can mention the use of intelligent automation and other advanced technologies to enable the execution of specific tax projects that involve high volumes with quality, reliability and agility. Other examples are our document and contract reader (OCR), a tool that allows the cross-referencing of data contained in ancillary obligations, and the development of specific platforms to meet the specificities of projects and the checking of tax rules in batches via APIs.

We also offer solutions in Taxes, to monitor, at the source of transactions, whether tax risks are being taken care of, and in Recof and Recof Sped, to support clients in the process of joining the SPED to optimize their financial performance.

In addition, we made progress in digitalizing the execution of our work, with highly qualified teams and business partners and state-of-the-art technology.

The extensive investment in training related to technology and innovation has been constant so that Tax professionals are also more digital, agile, strategic and innovative. We recently formed the first class of the Tax Transformation Certification program, with the support of KPMG Business School (KBS) and the participation of executives from our clients and professionals from KPMG in Brazil.

We follow the fast evolution of the market, helping companies to face the challenges that are yet to come, such as those resulting from Web 3.0, NFTs, cryptocurrencies, blockchain, metaverse, among others, and producing content available in webcasts, lives and podcasts.





Innovation in Advisory GRI 3-3

Key resources we have added to our traditional capabilities include the full spectrum of solutions recognized by analysts aimed at digital transformation – including cybersecurity – as well as the advanced use of AI and intelligent automation.

Our professionals have access to globally consistent tools and solutions, benchmarks and industry analysis to provide consistent support to clients wherever they do business.

Cognitive solutions: They combine artificial intelligence technologies with our deep knowledge of our clients’ businesses and markets to automate processes, increasing teams’ efficiency and productivity by up to 50%, reducing costs in several areas and improving quality standards.

Procurement: Registers suppliers and materials in record time.

Legal: Makes contract analysis and compliance processes faster and more efficient.

M&A Platform: Open to the market, it uses cognitive intelligence technology to bring stakeholders together and create more M&A opportunities.

Lighthouse: Our D&A strategy begins with the creation of a repository of signals containing thousands of variables arising from the capture of economic, social, environmental, behavioral, financial, climatic, among other categories.

This big data lake is structured so that we can support our clients in solving business problems in order to increase revenue, efficiency and compliance. Emerging advanced data analytics techniques are applied by a highly skilled group of engineers and data scientists.

Digital Platforms: The Advisory has governance focused on the cycle of innovative solutions, with specific ideation processes and CI/CD. Our Digital Platforms operate in two main groups:

SaaS: SaaS digital assets (software as a service), in which the customer contracts and uses the tool from a web interface on devices with internet access. This asset can be accompanied by advisory services for support or execution with the client of the project and the tool contract agreement can last between 12 and 36 months.

Enablers: Digital assets whose main objective is to increase the productivity and organization of project execution. It is used most of the time by KPMG’s internal team in Brazil and, occasionally, can be accessed by the client to consult or insert files/information on the platform.

Solutions for each front: SaaS

- KPMG Watch
- KPMG Upright (Ethic line)
- Growth Deck
- KPMG Regulatory Insight Room
- KPMG Lean Strategy
- KPMG Closing Monitor
- KPMG SCF (Supply Chain Finance)
- KPMG Risk, Audit & SOX Tool

Enablers

- Harvest
- Crop Monitoring
- Single Validator
- Documental
- FRM Assets
- FRM Assets Securitization
- FRM Assets Solvency
- HCA - Human Capital
- Digital Maturity Assessment
- TAV
- Collect
- Billing Portal
- GFB
- FPI
- OTTO

Leap: KPMG & Distrito Leap was born with the mission of being the answer to digital transformation, creating solutions for complex and core business problems, moving between the traditional corporate world and the open innovation ecosystem like natives.

Leap is focused on innovation projects. One of the outstanding initiatives in 2022 was the development of a responsive website for the visually impaired in the corporate hotline. Another was the structuring, together with a global company in the health sector, of a project focused on the population over 60 years old. Driven by the pillars of inclusion and respect, the project identified digital-first opportunities to communicate and create value for this portion of the population, currently underserved with specific products. The project addressed aspects such as communication and user experience, components and relationships with packaging. The objective was to develop a holistic vision between the life journey of this population and the fluid insertion of the company based on the needs of this public.





Community and social vitality

- *Support education and lifelong learning in our communities*



Our communities

GRI 203-1 | GRI 413-1 | GRI 3-3

As with our operations, our approach to Corporate Citizenship is also based on the belief that business has a clear and fundamental role in helping to solve the world’s most complex challenges. Responsible business practices help to promote trust and contribute to the development and sustainability of the capital markets, as well as to empower them for the changes that society needs.



For 26 years we have supported the *Pequeno Cidadão* (Little Citizen) project in Brazil, which helps children from needy families in the city of São Carlos to achieve a better quality of life and reach their true potential. In addition, we continuously participate in important pro bono projects that significantly contribute to the development of various sectors of the economy and to society as a whole.

Focus on education

KPMG International supports the UN SDGs and has defined that, globally, our approach to corporate citizenship must prioritize SDG #4/ Quality Education. Lifelong Learning is adopted as a strategy to break the cycle of poverty. [GRI 3-3](#)

Encouraging education in all interactions we establish with our stakeholders is, therefore, the engine of empowerment and change. When we look at the community, it is converted into direct investment in initiatives that encourage learning, pro bono services/compensation* for non-profit organizations, mentoring and mobilization campaigns and corporate volunteering. We have a challenging global goal of empowering 10 million vulnerable youth through education and skills development for labor and entrepreneurship by 2030.

In Brazil, education is notably one of the great issues that need to be faced. Public data, such as *Todos Pela Educação* (All for Education) statistics based on the IBGE census, show how much we need to advance in educational quality and coverage. Therefore, we do not carry out additional analysis to assess needs, since the situation of education is already well documented and this area is KPMG’s global focus when we talk about social impact on communities.



Local investment in community impact projects in FY2022

R\$ 2.5 million

69% in direct investments in education projects

31% in pro bono/compensation work*, focused on education, to which **4,014** hours were dedicated

R\$ 2 million in pro bono/compensation work* for organizations with cultural and industry promotion purposes

Participation of **2,766** professionals, who dedicated

12,169 hours to our corporate volunteer programs

*These works are submitted to KPMG's standard procedures for client acceptance/continuity and developed with the same methodology, quality and independence offered to other clients. The amount referring to the services is paid by Corporate Citizenship or Marketing to the area that provided them. Each beneficiary institution offers a benefit for the services received.

Main projects

Pequeno Cidadão

Direct investment of **R\$ 955,000** to provide new perspectives for the future of **220** children and adolescents in São Carlos/SP.

We have supported this project for **26** years

Enactus

Investment of **R\$ 130,000** and mentoring of our professionals to engage students in the development of programs for the benefit of communities, with a focus on sustainability and social empowerment

In Brazil, we have been supporting Enactus since 1998

Cyber Day

18 volunteers from KPMG's Cyber area in Brazil

impacted **1,519** youth from public schools in BH, Curitiba, SP and RJ with cybersecurity content



Junior Achievement

Investment of

R\$ 200,000 in programs conducted by

129 professionals for

810 public school students, showing the business world, the benefits of planning and of an innovation mindset

Apoiamos

a JA Brasil desde 2002

Mais Unidos

Investment of

R\$ 50,000

to support programs focused on the development of work skills

Pro bono/compensation services*

Our services added professionalism to the management, as well as credibility and transparency to the financial statements of

17 not-for-profit organizations

*These works are submitted to KPMG's standard procedures for client acceptance/continuity and developed with the same methodology, quality and independence offered to other clients. The amount referring to the services is paid by Corporate Citizenship or Marketing to the area that provided them. Each beneficiary institution offers a benefit for the services received.

Leadership Volunteering

Talentos Femininos

94 partners and managers of KPMG Brazil shared their experiences to empower 91 young women from our communities in the Talentos Femininos (Female Talents) mentoring program, carried out in collaboration with the Joule Institute.

Empresário Sombra

56 young people from the community followed the routine of 41 KPMG leaders in Brazil for one day, in the Empresário Sombra (Shadow Businessperson) program of Junior Achievement.

Emergency Campaigns

More than R\$70,000 was collected from our professionals to support the victims of the floods in Petrópolis and Recife. The KPMG Citizenship Fund – Olga Sorgini Cortesi was also created (in memory of the KPMG professional in Brazil who lost her life in the Petrópolis disaster), which donated R\$ 20,000 to the campaigns. The Fund is intended to support communities whenever there is an emergency situation.





Our relationship with clients and the market GRI 3-3

The center of our business is our clients. For this reason, we seek to be innovative, to be where the customer needs us and to guarantee the quality of our deliveries and our engagement in order to always offer the best service to our clients.

This includes developing an increasingly diverse and comprehensive portfolio of solutions that holistically combine our business expertise with the new technologies that emerge every day. In this way, we contribute to transforming their operations and improving their performance.

6,302 clients in FY2022

1% more than the previous cycle

Client Satisfaction GRI 2-29

Satisfaction survey

1,584 surveys sent

497 surveys answered

31% return rate

84% of responding clients are satisfied with our work in aspects such as relationship, technical knowledge and service quality

The Voice of Client area is responsible for measuring client satisfaction through three essential pillars: Engagement Review, Client Experience Review and Loss Debrief.

The first pillar measures, through monthly online surveys, the level of clients' satisfaction in different attributes and collects their opinions about our services and processes, including suggestions and criticisms. Based on the understanding of our clients' perception, we seek to develop improvement opportunities and reaffirm our strengths.

The Client Experience Review is a more in-depth interview, conducted with key executives from our clients, intended to show their opinion about KPMG Brazil in a broader way. In addition to feedback, the survey helps to strengthen the relationship with decision makers, learn about industry and market trends and delve into the client's strategy. In 2022, interviews were conducted with 32 clients' key executives, which resulted in more than 50 action plans.

In turn, the Loss Debrief is carried out through a survey and/or interview with Markets leaders, with a full focus on the client, intended to identify areas of opportunity for a better positioning of our offerings.



Shared Knowledge

In addition to offering excellent services to our clients, we seek to contribute to qualifying the debate on complex issues that we deal with in the business world, producing knowledge for society as a whole. To this end, we make available to our stakeholders in Brazil the wide range of information built up by KPMG network in our day-to-day operations.

Some of the strategies we use to share this knowledge are collaborations with the press, dissemination of research and studies, participation in debates, sponsorship and promotion of events.

Eventos em 2022

397 own and sponsored events
12% external 11% internal 77% other types

56,178 participants

R\$ 3,8 MM in events

Publications released

	2022	2021	2020
Total publications by area	177	175	93



Main topics of the publications

- Environmental, Social & Governance (ESG)
- 5G - New generation for mobile networks and broadband
- Agribusiness
- CEO Outlook
- Emerging Giants
- Energy and Natural Resources
- Mergers and acquisitions
- Growth
- Private Equity and Venture Capital Industry
- Infrastructure
- Football market
- Basic sanitation
- Automotive sector
- Technology



Presence in the press

30,092 mentions

15,476 published materials

904 articles published

Until September 2022, we also maintained the KPMG South America Cluster App, a free application that gathered news, videos, podcasts, webcasts, Business Magazine, events agenda and a radio with daily music and information programming, to offer dynamic, specialized and reliable content to our stakeholders.

The App has been discontinued, but most of the content is still available on other channels, such as email, intranet and Corporate TV.

KPMG South America Cluster App FY2022

1,673 entries made in the year

14,047 Radio accesses

586 texts

67 videos

79 podcasts

3,538 professionals registered (total)
35,588 accesses

127,426 registered users (total)
813,494 accesses

Audit Committee Institute (ACI)

One of KPMG's most important initiatives, the ACI is a forum for disseminating good corporate governance practices, political, economic, corporate, legal and tax trends that are decisive for business. It is maintained by member firms of KPMG International and open to members of boards of directors, audit committees and fiscal councils of companies in more than 30 countries. In Brazil, the ACI is over 15 years old and has 727 members, who meet in regular events and have access to studies and benchmarking carried out by KPMG.

9 ACI meetings in Brazil

791 participants

Women Corporate Directors (WCD)

KPMG globally sponsors the Women Corporate Directors (WCD), an American non-profit foundation that promotes good corporate governance practices through gender diversity on boards of directors. KPMG's support enables WCD's presence in 40 countries, connecting 2,600 female board members. In Brazil, the entity has been present since 2009 and today brings together more than 350 board members and committee members. WCD works by raising awareness of the main market players to the benefits of a diverse board in the performance of organizations and making its member base available, in addition to promoting events to disseminate relevant content for participation on boards.

Participation in associations [GRI 2-28](#) | [GRI 3-3](#)

In Brazil, we are part of different entities representing professional categories and business sectors, as well as regulatory bodies, sharing knowledge with the market through debates, events and lectures, in addition to participating in boards of directors, board of executive officers, committees and workgroups, always seeking the evolution of the professions with which we are associated and the business sustainable development.

- ABBI - Brazilian Association of International Banks
- ABDIB - Brazilian Association of Infrastructure and Basic Industries
- ABEMMI - Brazilian Association of Specialists in Migration and International Mobility
- ABERJE - Brazilian Association for Business Communication
- ABRAPPE - Brazilian Association for Loss Prevention
- ABRAPSA - Brazilian Association of Administrative Support Service Providers
- ABRASCA - Brazilian Association of Public Companies
- ABRH - Brazilian Association of Human Resources of São Paulo
- ABVCAP - Brazilian Private Equity and Venture Capital Association
- AHK - German Chambers of Commerce Abroad (São Paulo, Rio de Janeiro and Paraná)
- AMCHAM - American Chamber of Commerce
- AMECOMEX Brazil
- ANEFAC - National Association of Finance, Administration and Accounting Executives
- BRILCHAMBER – Brazil Israel Chamber of Commerce
- BRITCHAM - British Chamber of Commerce and Industry in Brazil
- Japanese Chamber of Commerce and Industry in Brazil
- Official Spanish Chamber of Commerce in Brazil
- Portuguese Chamber of Commerce and Industry of Rio de Janeiro
- CCAB - Arab-Brazilian Chamber of Commerce
- CCBC - Brazil-Canada Chamber of Commerce
- CCIFB - France-Brazil Chamber of Commerce
- DUTCHAM - Dutch Brazilian Chamber of Commerce
- Experience Club
- FNQ - National Quality Foundation

- GERH - Human Resources Executive Group
- GETAP - Applied Tax Studies Group
- I2AI - International Association of Artificial Intelligence
- IAB Brazil - Interactive Advertising Bureau
- IBEF - Brazilian Institute of Finance Executives (Paraná, São Paulo, Ceará and Rio de Janeiro)
- IBGC - Brazilian Institute of Corporate Governance
- IBP - Brazilian Petroleum and Gas Institute
- IBRAC - The Brazilian Institute of Studies on Competition, Consumer Affairs and International Trade
- IBRACON - Institute of Independent Auditors of Brazil
- Business Initiative for Racial Equality
- ITALCAM - Italian Chamber of Commerce
- LIDE SP
- Meio & Mensagem
- MEX Brazil – Executive Women Space (Lapidus Network)
- Money Report
- NBCC - Norwegian-Brazilian Chamber of Commerce
- UN Global Compact Brazil Network
- World Trade Center Business Club



Our relationship with suppliers GRI 2-6 | GRI 3-3

Our suppliers are classified according to the impact they can have on our operations, ranging from business-critical services, such as full-time resident labor in our offices, to suppliers of general services and products.

Low impact

In case of interruption, the supplier can be easily replaced (high supply). General services and products.

Medium impact

In case of interruption, there is a certain complexity in the replacement (average supply). Business support services/ products, which can be used on a large scale, but do not pose risks; Third Party - client facing.

High impact

In case of interruption, there is high complexity in replacement (low supply or lengthy process). Business-critical services, used on a large scale, that can affect essential operations, the reputation, brand value or the well-being of our people. Suppliers in this group may have access to confidential, physical and digital information of KPMG Brazil or provide full-time resident labor in our offices.

This assessment is carried out at the time of contracting, before signing the contracts, and is revalidated annually.



References



Technical alignment and frameworks used GRI 2-4

The indicators selected to report the main results of KPMG Brazil in 2021 reflect our values, our working pillars and the material topics that we and our stakeholders consider relevant.

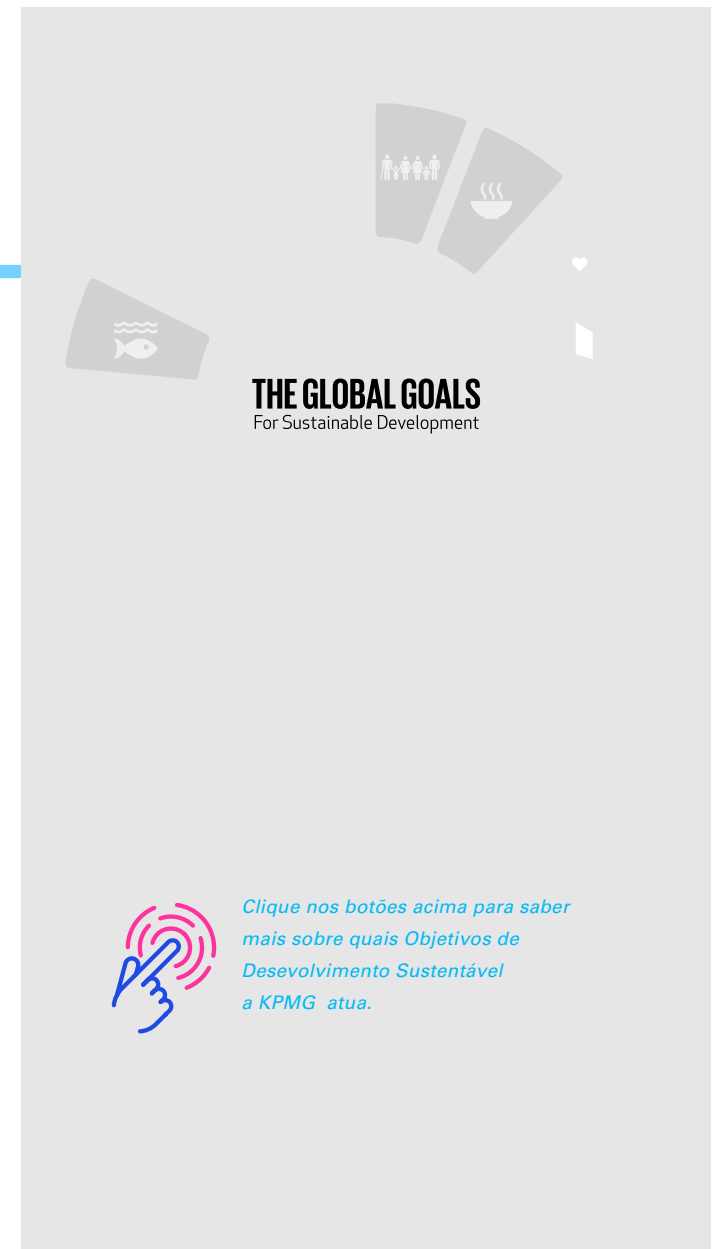
The indicators presented in this document were reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022. They are also in line with the references of the International Business Council (IBC) – World Economic Forum and the recommendations of the Integrated Reporting framework proposed by the International Integrated Reporting Council (IIRC). Our goal is to communicate more clearly and objectively what we do and think, according to globally recognized parameters.

The GRI indicators underwent an update in 2021, leading to a change in the format of the request and the way in which information was collected in 2022. We made a more detailed and better separated cut by the company's areas of activity, compared to the last published report.

SDGs in KPMG's activities

KPMG Brazil works in line with the United Nations (UN) Sustainable Development Goals (SDGs). This means that, through our activities, we seek to contribute to solving concrete problems in society, guided by environmental, social and governance (ESG) principles.

After carrying out an extensive mapping of our activities, we identified interfaces with 14 SDGs (SDGs 3,4,5,6,7,8,9,10,11,12,13,15,16 and 17). To find out how we work on these topics at KPMG, hover your cursor over each one.





Scope and reporting cycle GRI 2-3

This report presents the social, environmental, governance and economic performance of the 22 offices* present in Brazil that make up the network of member firms of KPMG International, in fiscal year 2022 (FY2022), corresponding to the period from October 1, 2021 to September 30, 2022. In cases of reporting for a different period, there are explanatory notes in the corresponding data. Regarding the Firm's financial reporting, the period considered is the calendar year – January to December 2022.

Our Sustainability Report is published annually. The previous edition (2021) was published on April 11, 2022. The publication of the new report will follow the same pattern.

This document, as well as previous editions, is available in electronic format on KPMG's Sustainability [website](#), in full and summarized versions, in Portuguese and English.

*Considers, in São Paulo, the headquarters and the Morumbi unit, maintained for the allocation of the Financial Services areas (Audit G2 and Tax Financial Services).

Data sources

20 areas of operations

68 data collection forms

10 hours of interviews with KPMG leaders in Brazil to incorporate their strategic vision into the report



GRI content index

Statement of use

KPMG Brazil has reported in accordance with the GRI Standards for the period from October 1, 2021 to September 30, 2022 (Fiscal Year 2022 - FY2022) and January 1, 2022 to December 31, 2022 (financial and other information indicated on explanatory notes in the text).

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

Not applicable.

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION	
General				
GRI 2: General disclosures 2021	2-1	Organizational details	9, 11, 12, 88	
	2-2	Entities included in the Organization's sustainability reporting		
	2-3	Reporting period, frequency and contact point	78, 87	The economic results presented in this report represent the operations of all independent companies that operate under the name KPMG in Brazil. According to current legislation, they are exempt from balance sheet disclosure.
	2-4	Restatements of information	77	
	2-5	External assurance	86, 88	
	2-6	Activities, value chain and other business relationships	9, 10, 12, 13, 75	
	2-7	Employees	12, 42, 43, 62	
	2-8	Workers who are not employees	42	
	2-9	Governance structure and composition	23	
	2-10	Nomination and selection of the highest-governance body	4, 5	
	2-11	Chair of the highest governance body	4, 5	
	2-12	Role of the highest governance body in overseeing the management of impacts	22, 23, 24	
	2-13	Delegation of responsibility for managing impacts	22, 23, 24	
	2-14	Role of the highest governance body in sustainability reporting	22, 23, 24	
	2-15	Conflicts of interest	28, 32	
	2-16	Communication of critical concerns	28, 29, 30, 31	
	2-17	Collective knowledge of the highest governance body	23, 24	
	2-18	Evaluation of the performance of the highest governance body	23, 24	
	2-19	Remuneration policies	24, 62	
	2-20	Process to determine remuneration	24, 62	
	2-21	Annual total compensation ratio	24, 62	



GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
GRI 2: General disclosures 2021	2-23	Policy commitments	28, 32, 34
	2-24	Embedding policy commitments	28, 32, 34
	2-25	Processes to remediate negative impacts	13, 18, 23, 53, 57, 58, 59
	2-26	Mechanisms for seeking advice and raising concerns	29, 33
	2-27	Compliance with laws and regulations	29, 33
	2-28	Membership associations	74
	2-29	Approach to stakeholder engagement	18, 71
	2-30	Collective bargaining agreements	KPMG offers freedom of collective association to 100% of its professionals, including reimbursing annuity fees to professional bodies. There are no identified cases of violation of this right in our Organization. We have not mapped the supply chain in this regard, but our Supplier Code of Conduct, which provides for freedom of association, applies to all suppliers.
Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	15, 18
	3-2	List of material topics	15, 16, 18
Ethical commitment			
	3-3	Management of material topics	28, 30, 31, 32, 34
	205-1	Operations assessed for risks related to corruption	32
	205-2	Communication and training about anti-corruption policies and procedures	29, 32
	205-3	Confirmed incidents of corruption and actions taken	33
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	32
	415-1	Political contributions	33
	417-3	Incidents of non-compliance concerning marketing ications	29
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	30
Purposeful governance			
	3-3	Management of material topics	21, 22, 23, 24, 26, 27
Quality of governance structures			
	3-3	Management of material topics	23
Stakeholder engagement			
	3-3	Management of material topics	3, 8, 13, 14, 15, 16, 18, 71, 74, 75
Dignity and equality			
	3-3	Management of material topics	35, 36, 37, 38, 39, 40
	405-1	Diversity of governance bodies and employees	42, 43
	405-2	Ratio of basic salary and remuneration of women to men	47
	406-1	Incidents of discrimination and corrective actions taken	34



GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
Health and well-being			
3-3	Management of material topics	48	
403-1	Occupational health and safety management system	48	
Future employability skills			
3-3	Management of material topics	35, 44, 45, 46, 47, 50	
401-1	New employee hires and employee turnover	62	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	48, 49, 62	
401-3	Parental leave	49	
404-1	Average hours of training per year per employee	50, 51	
404-3	Percentage of employees receiving regular performance and career development reviews	46	
Employment and wealth generation			
3-3	Management of material topics	59, 60, 61, 62	
201-1	Direct economic value generated and distributed	61	
201-4	Financial assistance received from government	61	
203-1	Infrastructure investments and services supported	61, 67	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	KPMG offers freedom of collective association to 100% of its professionals, including reimbursing annuity fees to professional bodies. There are no identified cases of violation of this right in our Organization. We have not mapped the supply chain in this regard, but our Supplier Code of Conduct, which provides for freedom of association, applies to all suppliers.	
Community vitality			
3-3	Management of material topics	67, 68, 69, 70	
413-1	Operations with local community engagement, impact assessments, and development programs.	18, 29, 67	
Innovation of better products and services			
3-3	Management of material topics	63, 64, 65, 66	
Climate change			
3-3	Management of material topics	53, 54, 57	
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	54, 55	
305-2	Indirect Greenhouse Gas (GHG) emissions from energy purchase - Scope 2	54, 55	
305-3	Other Indirect Greenhouse Gas (GHG) emissions - Scope 3	54, 55	



GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
Biodiversity loss			
3-3	Management of material topics	53, 58	Due to the nature of our activity, we do not have a significant impact on biodiversity and water issues. However, as these are material topics for KPMG International, they are naturally reflected in our materiality matrix.
304-2	Significant impacts of activities, products, and services on biodiversity.	53, 58	
Water management			
3-3	Management of material topics	53, 58	We do not monitor solid waste data, only electronic waste, through the destruction certificate received by the company CINTITEC.
303-1	Interactions with water as a shared resource	53, 58	
306-2	Waste by type and disposal method	56	



Global Compact Index

The following index shows the chapters in which we discuss how KPMG Brazil follows the 10 principles of the Global Compact in its day-to-day operations.

Principles	Disclosure
 <p>Human Rights</p> <ol style="list-style-type: none"> 1. Businesses should support and respect the protection of internationally proclaimed human rights. 2. Make sure that they are not complicit in human rights abuses. 	<p>Governance - Human rights</p>
 <p>Labour</p> <ol style="list-style-type: none"> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. 4. The elimination of all forms of forced and compulsory labor. 5. The effective abolition of child labor. 6. The elimination of discrimination in respect of employment. 	<p>Governance - Human rights People - Inclusion, diversity and equity GRI Summary – GRI 407-1</p>
 <p>Environment</p> <ol style="list-style-type: none"> 7. Businesses should support a precautionary approach to environment challenges. 8. Undertake initiatives to promote greater environmental responsibility. 9. Encourage the development and diffusion of environmentally friendly technologies. 	<p>Planet Prosperity – Innovation of products and services</p>
 <p>Anti-corruption</p> <ol style="list-style-type: none"> 10. Businesses should work against corruption in all its forms, including extortion and bribery. 	<p>Governance - Acting transparently with integrity and accountability</p>



WEF IBC METRICS Index

In this index, we indicate the chapters in which we present our performance in relation to the Stakeholder Capitalism Metrics (WEF IBC Metrics), as well as the GRI indicators related to them.

Theme	Core metrics and disclosures	Correspondence to GRI	Location / Response
Governance			
Governing purpose	Setting purpose		Message from the Chairman and CEO Governance – Purposeful business
Quality of governing body	Purpose-driven management	GRI 2-23	Governance – Act transparently with accountability and integrity
	Governance body composition	GRI 2-9 GRI 405-1	Governance – Governance structure
Stakeholder engagement	Remuneration	GRI 2-9	Governance – Governance structure
	Material issues impacting stakeholders	GRI 2-29 GRI 3-2	Material topics
Ethical behavior	Anti-corruption	GRI 2-27 GRI 205-1 GRI 205-2 GRI 205-3 GRI 206-1 GRI 415-1 GRI 417-3 GRI 418-1	Governance – Acting transparently with accountability and integrity
	Mechanisms for seeking advice and raising concerns	GRI 2-26	Governance – Purposeful business
Risk and opportunity oversight	Integrating risks and opportunities into business processes		Governance – Acting transparently with accountability and integrity
People			
Dignity and equity	Diversity and inclusion	GRI 405-1	People – Inclusion, diversity and equity
	Pay equality	GRI 405-2	People – Inclusion, diversity and equity
	Wage level		People – Inclusion, diversity and equity
	Risk for incidents of child, forced or compulsory labor		Governance = Human Rights
	Incidents of discrimination and harassment and total amount of monetary losses	GRI 406-1	Governance = Human Rights
	Freedom of association and collective bargaining at risk	GRI 407-1	Summary GRI – GRI 407-1
Health and well-being	Health and safety	GRI 403-1	People – Health and well-being
Skills for future employability	Training provided	GRI 404-1 GRI 404-3	People – Learning and development



Planet			
Climate change	Greenhouse gas (GHG) emissions	GRI 305-1	Planet – Decarbonization
	TCFD implementation	GRI 305-2	Planet – Climate risk
Biodiversity loss	Land use and ecological sensitivity	GRI 305-3	Planet – Nature and biodiversity
Water management	Water consumption and withdrawal in water-stressed areas		Planet – Decarbonization Planet – Nature and biodiversity
	Solid waste		Planet – Decarbonization
Availability of resources	Disposable plastic		Planet – Decarbonization
	Solid waste disposal impact	GRI 306-2	Planet – Decarbonization
	Circular economy		Planet – Decarbonization
Propety			
Employment and wealth generation	Number and rate of employment	GRI 2-7	Prosperity – Cause a positive social and economic impact
		GRI 2-8	
		GRI 401-1 GRI 401-2 GRI 401-3	
	Economic contribution	GRI 201-1 GRI 201-4	Prosperity – Cause a positive social and economic impact
	Financial investmnet vontribution	GRI 203-1	Prosperity – Community and social vitality
Innovation of better products and services	Total R&D expenses		Prosperity – Innovation of better products and services
Community and social vitality	Total tax paid	GRI 201-1	Prosperity – Cause a positive social and economic impact
	Total social investment	GRI 203-1	Prosperity – Community and social vitality



Independent assurance GRI 2-5



SUSTAINABILITY REPORT ASSURANCE DECLARATION

To the
Members of Senior Management and other stakeholders of KPMG Auditores Independentes.

Introduction

Green Domus Desenvolvimento Sustentável (Green Domus) was hired by KPMG Auditores Independentes (KPMG) to assure 2022 Sustainability Report.

KPMG prepared and presented information about its performance in environmental, social, economic and governance issues in its Sustainability Report from 2022 and presented the necessary evidence for the assurance procedures. Green Domus, in turn, carried out the independent assurance in a systematic, documented and evidence-based manner presented by KPMG.

Assurance Criteria

The limited assurance process was conducted through a Pre-Agreed Procedure between the parties, with the primary objective of evaluating the reliability of the systems and processes used in the management of the reported information, as well as verifying whether the disclosures met the requirements of the Standards of the Global Reporting Initiative (GRI) and adequately presented KPMG's performance in the 2022 Sustainability Report.

Assurance Limits

The assurance assessment was restricted to the analysis of the information presented in KPMG's Sustainability Report from 2022, as well as other evidence that supported its content, with particular emphasis on the list of disclosures selected for the audit process described in the Assurance Plan. It should be noted that no audits were carried out on financial information.

Methodology

The adopted assurance methodology began with a preliminary assessment of the information in KPMG's Sustainability Report from 2022 and the documents supporting its preparation. Then, remote visits were conducted through the Microsoft Teams platform to interview those involved in the process, understand the information management procedures, and collect evidence related to the disclosed information.

The necessary adjustments and clarifications, identified from the analysis of the content of the sustainability report and the evidence collected, were documented in Assurance Protocols, which were completed before the end of the assurance process. The opportunities for improvement identified were incorporated into the conclusions of this process.

Therefore, the methodology adopted allowed for a rigorous and comprehensive assessment of the information disclosed in the KPMG's Sustainability Report from 2022, contributing to ensuring its reliability and transparency.

Green Domus Desenvolvimento Sustentável Ltda.
Av. Sagitário, 138 – Alpha Offices, bl.1 – cj. 401
Alphaville – Barueri/SP – CEP 06473-073 – Brasil

Tel.: +55 (11) 5093-4854
contato@greendomus.com.br



Independence and Impartiality

For assurance purposes, Green Domus declares that it has no relationship with KPMG that could jeopardize its ability to issue this Assurance Statement independently and impartially. Furthermore, it is important to emphasize that all professionals involved in this assurance process have adequate knowledge and skills in the Green Domus Corporate Management System, which includes policies and procedures that guarantee an impartial operating standard, the confidentiality of the information accessed and the mitigation of possible technical risks during their activities.

Comments and Recommendations

Without interfering with the positive conclusion of this assurance, Green Domus presents the following recommendations for continuous improvement and adoption of good practices for KPMG:

- It is suggested that KPMG review its materiality analysis for the next reporting cycle, correlating each topic and relevant impact of its activity with the specific contents of the GRI, as the standard recommends, ensuring that all relevant and necessary information is included in the report.
- It is important to meet the reporting requirements proposed by the GRI Standards concerning each content selected as material, aiming at the necessary depth in the disclosure and the comparability of reliable information.
- In order to fully meet the requirements of the GRI Standards, the GRI Content Summary needs to be improved so that it is entirely adherent to the structure proposed by the Standards.
- It is advised that the company continues to improve the transparency and quality of the report to meet its stakeholders' expectations and contribute to its business's sustainability.

Conclusions

In the opinion of Green Domus Sustainable Development, KPMG Auditores Independentes 2022 Sustainability Report is an adequate representation of the company, which relates its strategies, policies and actions to its sustainability performance.

Based on the procedures carried out, described in this assurance statement, and on the evidence we seek, nothing has come to Green Domus' knowledge that leads us to believe that the information contained in KPMG's 2022 Sustainability Report was not compiled, in the relevant aspects, in accordance with according to the organizational guidelines, which served as the basis for its preparation, and the reporting principles of the Global Reporting Initiative (GRI) Standards.

São Paulo, 2nd of May 2023.

Nino Sergio Bottini
Partner-Director

Ana Carolina de Godoy Silva
Lead Auditor

Green Domus Desenvolvimento Sustentável Ltda.
Av. Sagitário, 138 – Alpha Offices, bl.1 – cj. 401
Alphaville – Barueri/SP – CEP 06473-073 – Brasil

Tel.: +55 (11) 5093-4854
contato@greendomus.com.br



Contributors to this report

The preparation of this report was only possible with the participation of many people. Therefore, we thank everyone involved in providing the data reported here, from all departments of the Firm, as well as all the reviewers and heads of KPMG's administrative areas who contributed with information, criticisms and suggestions to produce this document.

Channel for information about this report

GRI 2-3

Contact information

Nelmara Arbex

Lead Partner at KPMG Advisory – Environmental, Social & Governance (ESG)
Email: narbex@kpmg.com.br

Kin Honda

Partner Director at KPMG Advisory – Environmental, Social & Governance (ESG)
Email: kinhonda@kpmg.com.br

Danilo Vieira

Senior Manager at KPMG Advisory – Environmental, Social & Governance (ESG)
Email: dvieira@kpmg.com.br

Gabriela Amaral

Consultant at KPMG Advisory – Environmental, Social & Governance (ESG)
Email: gvamaral@kpmg.com.br

Gabriel Zarro

Assistant at KPMG Advisory – Environmental, Social & Governance (ESG)
Email: gabrielpinto@kpmg.com.br

Eliane Momesso

Senior Manager – Corporate Citizenship, Head KPMG: Our Impact Plan – Brazil
Email: emomesso@kpmg.com.br



Credits

Overall coordination

Environmental, Social & Governance (ESG) Advisory Services
Corporate Citizenship – KPMG Brazil

GRI consultancy, review and compilation of disclosures

Environmental, Social & Governance (ESG) Advisory Services

Publishing project, coordination and texts

Carmen Nascimento and KPMG

Design and layout

Paulo Lobo – pslobo design

Images

Elizeo Garcia and KPMG Image database

Independent Assurance

Green Domus [GRI 2-5](#)

KPMG headquarters in Brazil [GRI 2-1](#)

R. Verbo Divino, 1.400 - 4º andar
Chácara Santo Antônio – São Paulo – SP –
CEP 04719-002



kpmg.com.br

[/kpmgbrasil](https://www.instagram.com/kpmgbrasil)

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