



# Our Impact Plan 2023

KPMG Sustainability Report in Brazil



# Summary

2023 KPMG Sustainability Report in Brazil

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## Governance

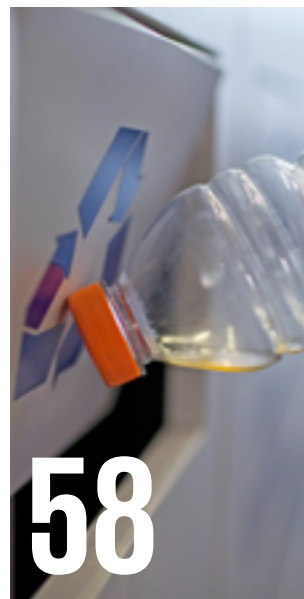
Putting our values at the heart of everything we do



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Disclaimer:  
The English language version of the KPMG Sustainability Report in Brazil is a translation of the original report in Portuguese.  
Should there be any differences between the English and Portuguese versions of the report, the Portuguese version will prevail.



# Presentation

## About this report

**We are pleased to present our activities in fiscal year 2023, gathered in the sustainability report of KPMG in Brazil.**

**In preparing this report, we have adopted the framework of our global initiative - KPMG: Our Impact Plan, which encompasses all of our commitments in the environmental, social, and governance (ESG) aspects. They are categorized in four themes – Governance, People, Planet and Prosperity<sup>1</sup>. [GRI 3-3](#)**

In addition, we follow the GRI (Global Reporting Initiative) International Standards for sustainability reports to present our performance indicators, which are referenced throughout the document.

We reiterate our commitment to improving the report of data related to KPMG's operations in Brazil, aligned with KPMG Global' guidelines. We also reaffirm our

commitment to the principles of the Global Compact and the United Nations Sustainable Development Goals (SDGs).

For additional details about references used in this report, [click here](#).

<sup>1</sup> Across all these themes, we present our ESG commitments as subchapters and, in the blue bands in each of them, the actions we seek to put into practice to fulfill these commitments.

**We reiterate our commitment to improving the report of data related to KPMG's operations in Brazil, aligned with KPMG Global' guidelines.**

# Message from the Chairman

GRI 2-22

**The year of 2023 showed our resilience to adversity. Although we had to make structural adjustments to adapt to the new, more complex market reality, we did not lose sight of our core values. Therefore, even in an adverse scenario, we managed to grow compared to the previous year, both in financial terms and in our commitment to our fundamental priorities: investing in ESG, leading digital transformation and developing our human capital, always with the perspective of contributing to the advancement and improvement of our clients' businesses, which are our reason for being.**

We maintained our solid commitment to the ESG agenda, intensifying our efforts to improve our management around these aspects and advancing critical issues. An example is our internal carbon pricing project, an initiative that not only prepares us for a reality in which this practice should become increasingly common, but also reinforces our contribution to a more sustainable future. Furthermore, we launched initiatives to evaluate and improve ESG management systems and innovated by including ESG courses available to all employees in our training schedule, reaffirming our commitment to training professionals aligned with the values of a low-carbon economy.





Our approach to providing services based on technology and artificial intelligence, in addition to optimizing the efficiency of our services, has positioned us as leaders in innovation in our offerings to the market, highlighting our tireless pursuit of excellence in serving our clients.

We also maintained ongoing investments in our most valuable asset: our people. We strengthened our team's development and well-being actions. We have launched comprehensive training and mental health care programs, a tangible reflection of our responsibility and understanding that our success is intrinsically linked to the skills and motivation of our employees. We also reinforced our inclusion, diversity and equity actions. Our focus on talent, quality and transparency are essential foundations to drive our growth.

Moving to our new headquarters building is another important milestone of the year. This space reflects our adaptation to post-pandemic needs, offering, in addition to an innovative workspace, an environment that fosters collaboration and interaction between our team and also with our clients. This investment is more than a physical evolution, reflecting our commitment to excellence and adaptability to an ever-changing world.

And adaptability was an aspect that we had to exercise a lot in 2023, a very challenging year due to a convergence of unprecedented difficulties. The Brazilian market, still recovering from the pandemic period, had to deal with several uncertainties, such as high levels of interest rates and inflation and government changes. The global geopolitical landscape, in turn, has added an additional layer of complexity. Faced with these obstacles, companies stopped investing, which had an impact on our business, especially for services considered non-discretionary, that is, the most strategic for business development.

However, we ended the fiscal year stronger, more resilient and more focused on our objectives. We will continue to invest, innovate and improve, maintaining our vision of trust, quality and growth as the compass that will guide KPMG in Brazil in the next chapters of our journey.

As we prepare for an uncertain future, we reaffirm our commitment to the fundamental principles of trust, quality and sustainable growth. We will continue to lead not only through financial results, but through responsibility towards our clients and society, through innovation and the appreciation of our professionals.

I thank each of you for your valuable contribution and dedication in building our journey of overcoming and achievements throughout the 2023 fiscal year, which we share in this report, below.

Good reading!

**Charles Kriek**  
Chairman of KPMG in Brazil and South America  
GRI 2-22

As we prepare for an uncertain future, we reaffirm our commitment to the fundamental principles of trust, quality and sustainable growth.

# Highlights of the year

## Governance

39%

of women in leadership positions  
+1% FY2022

75%

of professionals completed our anti-corruption training in advance



2023 KPMG Sustainability Report in Brazil

## People

49%

Men

51%

Women

R\$ 17.1 MM

invested in learning and development

+ 508 k

hours of training undertaken

## Planet

100%

of electricity in offices in Brazil generated from renewable sources

51.7%

growth in demand for sustainability services

## Internal Carbon Price

Voluntary initiative and part of our commitment to decarbonization

## Prosperity

R\$ 2 BN

gross revenue  
+2.5% FY2022

63

in NPS Index (Net Promoter Score)

R\$ 3.3 MM

in direct investment in the community and in pro bono projects



R\$ 9.2 MM

invested in events to share knowledge in various formats

139

publications in magazines, research and studies

10,968

quotes in the press

12

Market awards



# Awards

GRI 3-3

Over the years, KPMG has achieved important national and international recognition in several areas, including sustainability, human rights, management, innovation, advisory and auditing.

In FY2023, the firm received several awards, especially in the areas of innovation and talent. Among the highlights are:

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## International

**Green Quadrant: Climate Change Consulting 2023**  
Global leader in Climate Change Consulting (Climate Change Consulting).

**HFS Horizons Report**  
Industry leader in data modernization services.

**The Forrester Wave™: Customer Experience Strategy Consulting Practices**  
Global leader in Customer Experience Strategy Consulting.

**The Forrester Wave™: Cyber Risk Quantification, Q3 2023**  
Leader in Cyber Risk Quantification.

**The Cyber Risk Quantification Landscape, Q4 2022**  
Prominent supplier of Cyber Risk Quantification (CRO) solutions.

**World's Best Management Consulting Firm 2023 - Forbes**  
5-star rating in the Energy & Environment sector.

## National

**Confab 2022 Award**  
Suppliers category, in the Tax Consulting, Outsourcing and Transfer Pricing Solution segments.

**Visão Agro Award – Brazil 2022**  
Audit Company category in the Brazilian bioenergy sector.

**Leaders League 2023**  
Among the best companies in Brazil in the sectors: Accounting; Consulting Companies; Global Mobility; Labor Advisory; Complex and Forensic Investigations; Risk Management; and Compliance.

**Health Leaders Award 2023**  
Consulting category.

**Academina Paulista de Contabilidade (Paulista Accounting Academy)**  
Nomination of Carlos Pires, Head of Audit and partner at KPMG in Brazil and South America, and of Marcelo Gomes, partner of Forensic & Litigation at KPMG in Brazil.

**Compliance On Top 2022 Yearbook**  
Among the Most Admired Compliance Professionals in Brazil, in the Specialized Consultant category, for Emerson Melo, lead partner of Forensic & Litigation at KPMG and coleader in South America.

# KPMG

GRI 2-1 • GRI 2-6

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KPMG is a global network of independent firms that provide professional services in the areas of Audit, Tax and Advisory to companies, governments, startups, public sector agencies, non-profit organizations and capital markets institutions. It is present in 143 countries and territories on five continents, with more than 270 thousand partners and professionals working in member firms around the world – in Brazil, we are more than five thousand professionals.

In Brazil, KPMG is a limited liability company, affiliated with KPMG International Limited, a private English company limited by guarantee. Like all KPMG member firms, it is an independent legal entity and is legally and financially liable for its own obligations and actions.

Guided by its purpose of empowering change, KPMG is a reference organization in the sector in which it operates. It has been sharing value and inspiring confidence in the capital markets and communities for more than 100 years, transforming people and companies and generating positive impacts that contribute to achieving sustainable changes for its clients, governments and civil society.

**Guided by its purpose of  
empowering change, KPMG  
is a reference organization  
in the segments in which it  
operates.**



# What we do

GRI 2-6

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

## Audit

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



## Tax

More than helping our clients meet tax obligations and demands, we work with the aim of bringing solutions that help companies achieve their business objectives and create value for their stakeholders, anticipating trends and with a long-term and sustainable approach.

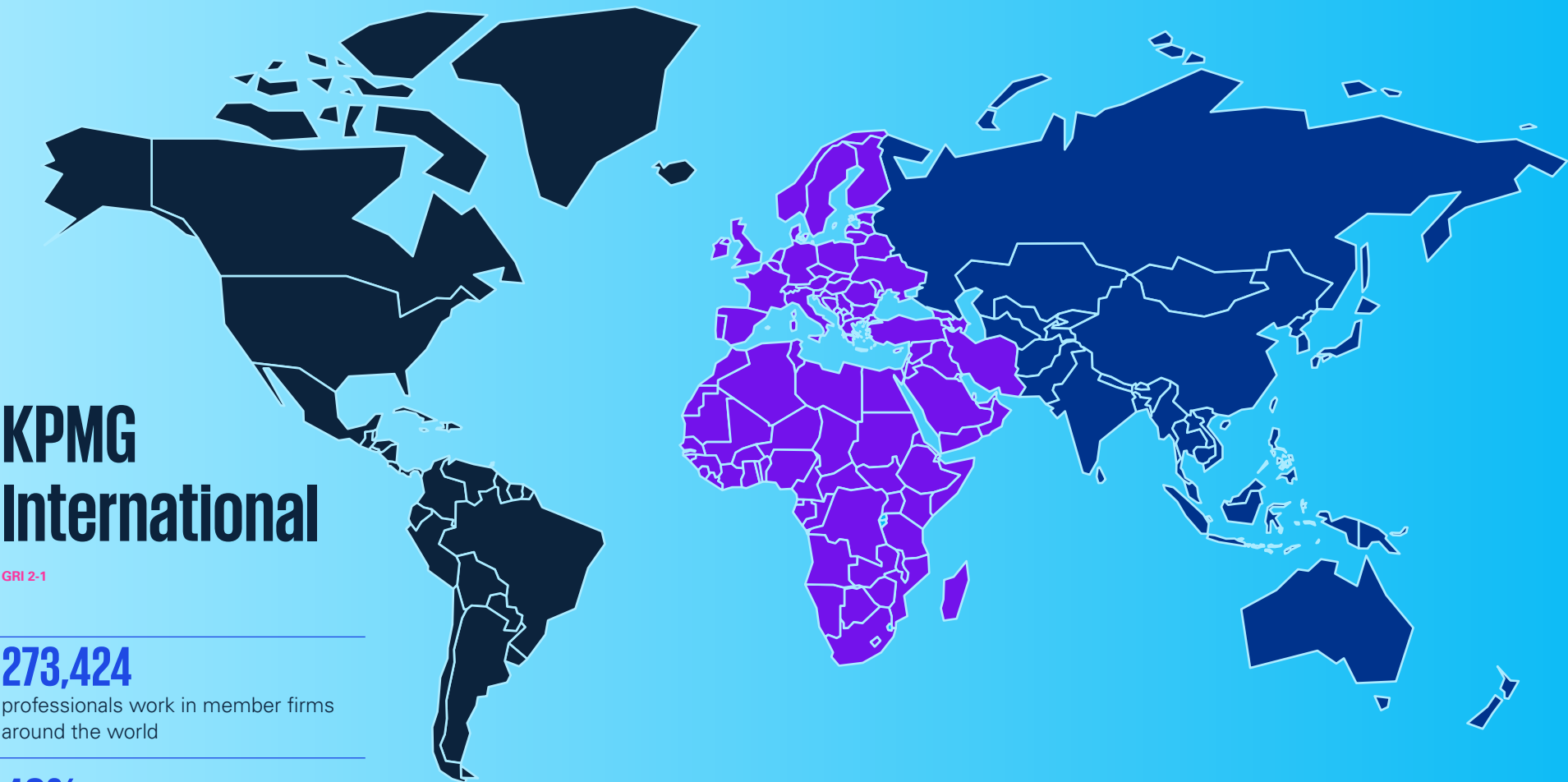
## Advisory

We support company’s strategic decisions and project development in strategic planning, ESG, mergers and acquisitions, risk management and compliance, improvement of financial and operational performance, business transformation, innovation and technology, through multidisciplinary approaches.



### Priority sectors in Brazil

- Agribusiness
- Energy and natural resources
- Infrastructure, government and health
- Consumer and retail market
- Industrial markets
- Financial services
- Technology, media and telecommunications



# KPMG International

GRI 2-1

273,424

professionals work in member firms around the world

49%

are women

143

countries and territories on the five continents

USD 36.4 billion

in revenue FY2023

## Americas

62,781

professionals

Revenue:

US\$ 14.6 billion

## Europe, Middle East and Africa

153,178

professionals

Revenue:

US\$ 15.7 billion

## Asia Pacific

57,465

professionals

Revenue:

US\$ 6.1 billion



# KPMG in Brazil

GRI 2-1 • GRI 2-6 • GRI 2-7

5,049

professionals

66.3% in São Paulo

12.6% in Rio de Janeiro

21.1% in the other offices

15 regional offices, located in

15 cities in 10 states in Brazil and the Federal District

## 3 digital offices,

in three states (São Paulo, Rio Grande do Sul and Espírito Santo)

3 coworking offices, in three states (Goiás, Santa Catarina and Minas Gerais)

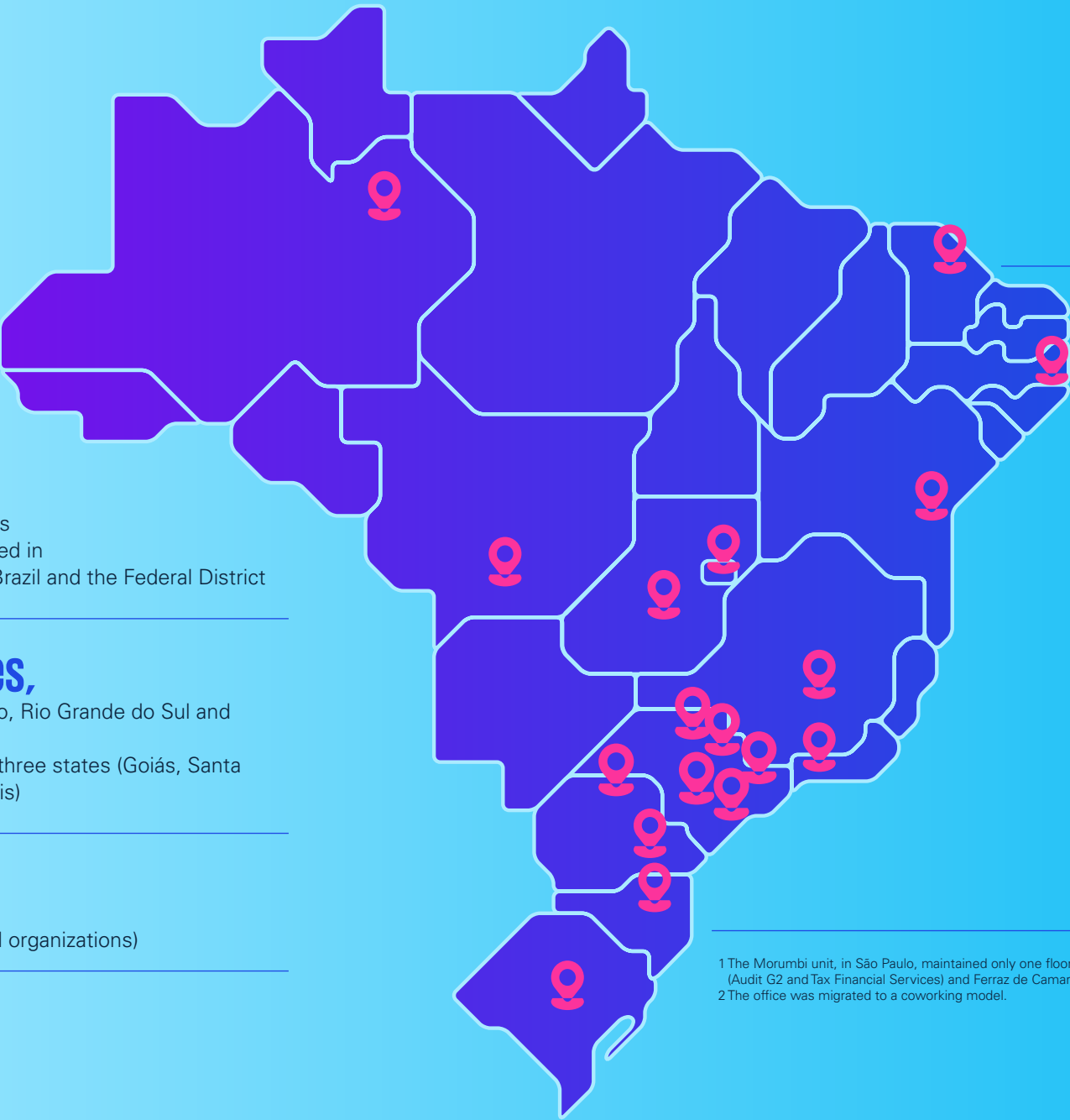
6,483

clients throughout Brazil

(public, private and social organizations)

R\$ 2 billion

in gross revenue



### Offices

- Belo Horizonte
- Brasília
- Campinas
- Cuiabá
- Curitiba
- Fortaleza
- Londrina
- Manaus
- Porto Alegre
- Recife
- Ribeirão Preto
- Rio de Janeiro
- Salvador
- São José dos Campos
- São Paulo (head office)<sup>1</sup>

### Digital offices

- Passo Fundo
- São José do Rio Preto
- Vitória

### Coworking<sup>2</sup>

- Goiânia
- Joinville
- Uberlândia

1 The Morumbi unit, in São Paulo, maintained only one floor for the allocation of the Financial Services areas (Audit G2 and Tax Financial Services) and Ferraz de Camargo e Matsunaga Advogados (FCAM) – tax area.

2 The office was migrated to a coworking model.

# Innovative and more sustainable work environment

GRI 2-6

It is through interaction with our stakeholders that we seek to generate a positive impact on the market and society. The relationship with them also provides us with important information about their expectations, as well as insights into how we can serve them in the best possible way.

These initiatives included the transition of operations to coworking spaces in Joinville (SC), Uberlândia (MG) and Goiânia (GO), the closure of physical offices in Belém (PA), Florianópolis (SC) and São Carlos (SP) and the centralization of business at the Verbo Divino headquarters, in São Paulo (SP), which allowed only one floor to be kept in operation in the Morumbi building.

As part of our commitment to creating an innovative, functional and collaborative work environment, we also invested in the efficient distribution of practices across the floors of the new headquarters. Among the actions carried out are the inauguration of a new auditorium equipped with cutting-edge technology and the readaptation of the restaurant to respond to the increase in the flow of members.

Furthermore, the building obtained the Leed v4 Interior Design and Construction: Commercial Interior certification, meeting several requirements, such as water efficiency, energy, atmosphere,

materials, resources, quality of the internal environment and design innovation. It also achieved the Fitwel certification, developed by the Center for Disease Control and Prevention (CDC) and the United States General Services Administration (GSA), which recognizes our commitment to promoting the health and well-being of our employees through project and governance strategies.







# ESG Management – Inside and outside

GRI 3-3

The construction of 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, purpose and transparency. This is a journey that transforms both business and society.

The document [KPMG: Our Impact Plan](#) presents all the actions that were already being taken by the firm in relation to its own operations and have now gained even more strength and transparency, in four categories: Planet, People, Prosperity and Governance. It also establishes and reaffirms our commitments, aligned with the principles of the Global Compact and the Sustainable Development Goals (SDGs), United Nations initiatives.

We consider that being committed to sustainability is increasingly important for organizations in general, even more so for those committed to building a socially and environmentally sustainable future. We see this issue as a priority and work to ensure that ESG principles permeate all of our businesses and operations.

The structuring and continuous development of KPMG’s ESG services area in Brazil, to support our clients, is also part of our effort to offer solutions that advance the agenda of the transition to a low-carbon, regenerative, inclusive and circular economy in the country. Today we support our clients with a wide range of services that combine the experience of our ESG specialists with professionals from dozens of other areas. The main service development centers are in the areas of ESG in business strategy, ESG Data Quality & Reports, Decarbonization, Traceability in Agribusiness, ESG & Supply Chain, ESG & Compliance, ESG & Human Rights, Monetization of ESG impacts, among several others.



# Material topics in 2023

The material topics of KPMG’s ESG management in Brazil are those classified by our stakeholders as most relevant due to their impact on society in general. In FY2023, our team of ESG experts reviewed materiality aiming to identify possible changes to our material topics. The review process considered information from market benchmarking, sector research, media research, Sustainability Year Book, SASB and KPMG’s own global report – Our Impact Plan. As a result of this review process, no issues were identified that would require updating our materiality matrix. Therefore, KPMG’s materiality in Brazil includes the same material topics identified in the materiality analysis conducted in FY2021 (and maintained in FY2022). **GRI 3-2 • GRI 3-3**

To learn more about KPMG’s materiality analysis process in Brazil carried out in FY2021, [click here](#).

## Topics considered material by KPMG in Brazil (FY2023) GRI 3-2

- |                                     |   |
|-------------------------------------|---|
| 1. Ethical commitment               | 8. Creation of jobs and value                   |
| 2. Purposeful governance            | 9. Community vitality                           |
| 3. Quality of governance structures | 10. Innovation for better products and services |
| 4. Relationship with stakeholders   | 11. Climate change                              |
| 5. Inclusion, diversity and equity  | 12. Nature and biodiversity                     |
| 6. Health and well-being            | 13. Water management                            |
| 7. Skills for future employability  |   |



Relationship with stakeholders

GRI 2-25 • GRI 2-29 • GRI 3-3 • GRI 413-1

Our group of stakeholders includes all audiences with whom we interact and are impacted by our activities. The relationship and engagement process with these stakeholders occurs continuously through the following channels that help us obtain important information about their concerns, expectations as well as insights about how we can meet different demands and bring them closer to our strategy:

Stakeholder group	Form of relationship
External	
Clients	<ul style="list-style-type: none"><li>• Client Experience Review</li><li>• Net Promoter Score – NPS</li></ul>
Civil society	<ul style="list-style-type: none"><li>• KPMG Hotline</li></ul>
Regulatory bodies	
Professional and business associations	<ul style="list-style-type: none"><li>• Conversations and interactions in forums, events, working groups and representation</li></ul>
Education entities	
NGOs	
Internal	
Partners and professionals	<ul style="list-style-type: none"><li>• Global People Survey</li><li>• KPMG Hotline</li></ul>



The result of all these relationships and interactions is considered in the annual materiality analysis and review process, as well as in the identification and assessment of impacts.

Impacts of material topics of KPMG in Brazil

GRI 2-25 • GRI 3-1 • GRI 3-2 • GRI 3-3

In FY2023, the list of potential impacts of our business was reviewed by ESG experts from KPMG in Brazil, taking into account the activities linked to the business, as well as our materiality, Our Impact Plan, the ESG strategy of KPMG Global and the data obtained through relationships with stakeholders.

The impacts were prioritized according to nature, degree of severity, probability and human rights, and also classified into positive or negative, real or potential impacts.

This review process is critical to ensuring that material topics accurately and comprehensively reflect the Firm’s most significant impacts on the economy, the environment, people and human rights.

As a result of this process, no new significant impacts of our business were mapped. The most relevant ones that resulted from this evaluation are presented in the table below.



Impacts of material topics of KPMG in Brazil GRI 2-25 • GRI 3-1 • GRI 3-2 • GRI 3-3

Material topics	Subtopics	Impacts*
1) Ethical commitment	<ul style="list-style-type: none"><li>Anticorruption</li><li>Hotlines</li><li>Client privacy and security practices</li><li>Unfair competition</li><li>Modernization of the tax system</li></ul>	<div><div>R +</div> Ethical and sustainable business.</div> <div><div>R +</div> Stakeholder trust.</div> <div><div>R +</div> Continuous technical and human development based on KPMG's global values and ethical pillars.</div>
2) Purposeful governance	<ul style="list-style-type: none"><li>Preparation of leaders for an inclusive and regenerative future</li></ul>	<div><div>P +</div> Improvement in administrative processes and business management.</div>
3) Quality of governance structures	<ul style="list-style-type: none"><li>Anticorruption</li><li>Risk management and governance</li><li>Preparation of leaders for an inclusive and regenerative future</li><li>Professionalization of governance bodies</li></ul>	<div><div>R +</div> Risk and quality management.</div> <div><div>R +</div> Access to new markets and resources.</div> <div><div>P -</div> Loss of quality in the provision of services and/or data protection</div>
4) Relationship with stakeholders	<ul style="list-style-type: none"><li>Hotlines</li></ul>	
5) Inclusion, diversity and equity	<ul style="list-style-type: none"><li>Diversity, equal opportunities and nondiscrimination policies</li><li>Inclusion, diversity and equity</li></ul>	<div><div>R +</div> Upright and inclusive work environment; respect for diversity.</div> <div><div>R +</div> Ethical behavior, with integrity and motivated by the high performance of our professionals.</div>
6) Health and well-being	<ul style="list-style-type: none"><li>Health and safety</li></ul>	<div><div>R +</div> Good work, diversity and corporate citizenship practices; highly qualified professionals.</div> <div><div>R -</div> Inadequate behavior by our professionals in light of our guidelines, standards and procedures.</div> <div><div>R -</div> Development of cognitive overload, physical and psychological occupational illnesses.</div>
7) Skills for future employability	<ul style="list-style-type: none"><li>Training and education</li><li>Professional education</li></ul>	<div><div>R +</div> Remuneration and benefits.</div> <div><div>R -</div> Challenge of balancing work and personal life during busy season.</div> <div><div>R -</div> Loss of knowledge and/or need for new investments to train and prepare people.</div> <div><div>R +</div> Career development and valued CV in the market.</div> <div><div>R +</div> Turnover with possible loss of knowledge and/or need for new investments to train and prepare people.</div>

Note: No new impacts of our business were mapped, so this list only underwent a nomenclature review, mainly following KPMG's global standard and internal measurement methodology.

\*Impacts: R Real; P Potential; + Positive; - Negative.

Impacts of material topics of KPMG in Brazil GRI 2-25 • GRI 3-1 • GRI 3-2 • GRI 3-3

8) Creation of jobs and value	<ul style="list-style-type: none"><li>Support for startups and micro and small businesses</li></ul>	<ul style="list-style-type: none"><li><span>P</span> <span>+</span> Proud to belong; participation in citizenship practices; work in representative entities.</li><li><span>R</span> <span>-</span> Influx of people looking for job opportunities.</li><li><span>R</span> <span>+</span> Promotion of the local economy and businesses (indirect economic impact).</li><li><span>R</span> <span>+</span> Training professionals with innovative knowledge and services aligned with our values.</li><li><span>R</span> <span>+</span> Pro bono services for social organizations in local communities.</li><li><span>R</span> <span>-</span> Loss of trust if we provide services to clients who face questions related to ethical issues.</li><li><span>R</span> <span>+</span> Access to innovative knowledge and aligned services.</li></ul>
9) Community vitality	<ul style="list-style-type: none"><li>Support for startups, micro and small businesses and communities</li></ul>	
10) Innovation for better products and services	<ul style="list-style-type: none"><li>Strengthening internal processes against misinformation (such as greenwashing and others)</li></ul>	<ul style="list-style-type: none"><li><span>P</span> <span>+</span> Integration and access to new technologies, digital solutions and work and service delivery models.</li><li><span>R</span> <span>+</span> Information security.</li><li><span>R</span> <span>+</span> Quality and agility in our deliveries.</li><li><span>R</span> <span>+</span> Increased trust of clients and business partners in KPMG.</li><li><span>R</span> <span>+</span> Reduction of environmental impact; reduction in the use of resources in offices and commuting.</li><li><span>R</span> <span>-</span> Technological and information security problems</li></ul>
11) Climate change	<ul style="list-style-type: none"><li>Own emissions</li><li>Third-party/supplier emissions</li></ul>	<ul style="list-style-type: none"><li><span>R</span> <span>+</span> Environmental awareness and engagement.</li><li><span>P</span> <span>+</span> Reduction and compensation of greenhouse gas emissions.</li><li><span>P</span> <span>+</span> Business models aligned with the global environmental agenda.</li><li><span>R</span> <span>+</span> Indirect contribution to preserving biodiversity.</li><li><span>R</span> <span>+</span> Conscious water consumption in the Firm.</li></ul>
12) Nature and biodiversity		
13) Water management		

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

\*Impacts: R Real; P Potential; + Positive; - Negative.

Note: No new impacts of our business were mapped, so this list only underwent a nomenclature review, mainly following KPMG’s global standard and internal measurement methodology.

# Governance

## Putting our values at the heart of everything we do

We always act guided by our purpose and values. Throughout our history, this is how we have created trust in the market and in society, protecting the public interest, while promoting change for a better future for our professionals, clients and other stakeholders.

We also align our financial and social performance with public commitments aimed at sustainable development, in addition to maintaining a robust governance structure, which leads and coordinates all our activities. [GRI 3-3](#)

“The dynamism of today’s world, driven by technological demands and innovation, such as artificial intelligence, has profoundly changed the context in which we operate. Faced with this scenario, we act proactively, investing heavily in people, technologies and more efficient methods to meet the demands of this constantly evolving market.”

**Danilo Simões**  
Risk Management Head



# Purposeful governance

**Inspire Confidence. Empower Change.**

Always act in accordance with our purpose

**Our values** GRI 3-3

Our values play a fundamental role in our daily activities, providing guidelines for our actions, the decisions we make and how we collaborate with each other. These values are integrated throughout the journey of our professionals, permeating our business processes and shaping every interaction we have with our stakeholders. They create a sense of shared identity within the Firm and are responsible for defining what we stand for and how we act.

**Integrity** is essential to have the trust and credibility that allow us to grow in our sector.

**Excellence** guides our quest to be the best in everything we do and fulfill our commitments with the quality necessary to be the most reliable company on the market.

**Courage** makes us bold and innovative, capable of making necessary changes, signaling the ambition to drive transformative growth.

**Together** emphasizes our culture based on collaboration, inclusion and local and global connection, fundamental for all our stakeholders.

**For Better** reflects our desire to make a meaningful difference for all our stakeholders and the community.



**Integrity**  
We do what is right



**Excellence**  
We never stop learning and improving



**Courage**  
We think and act boldly



**Together**  
We respect each other and draw strength from our differences



**For Better**  
We do what really matters

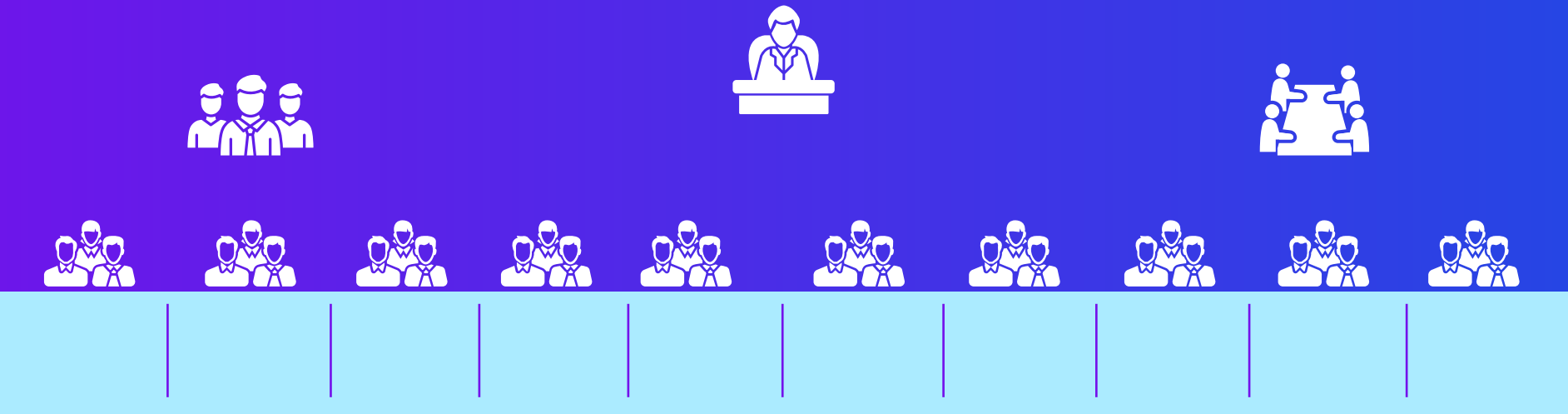
# Governance structure

GRI 2-25 • GRI 2-9 • GRI 2-10 • GRI 2-11 • GRI 2-12 • GRI 2-13 • GRI 2-14 • GRI 3-3

KPMG has a structure to guide and monitor the activities of member firms. Our governance structure in Brazil follows the same standards, adding its own bodies to coordinate and oversee management, in accordance with Brazilian laws.

Annual strategic planning is the responsibility of the Chairperson and the Executive Committee of KPMG in Brazil. Based on this strategy, other bodies take responsibility for evaluating and overseeing specific topics:

- **Impacts on the economy:** Finance, ESG and Risk Subcommittees. They maintain the firm’s financial management, including its investments and the management of short- and long-term cash flow.
- **Impacts on the environment:** ESG and Risk Subcommittees. Responsible for integrating the ESG agenda into the various solutions offered to our clients, as well as guiding and strengthening the Firm’s strategic decisions, always aligned with the global ESG strategy. They are made up of members of the Executive Committee and other partners who lead the service lines.
- **Impacts on people:** Inclusion, Diversity and Equity, ESG and Risks Subcommittees. They prepare, approve and monitor the strategic plan, which encompasses our four pillars (women’s empowerment, LGBTQIA+, race/ ethnicity and people with disabilities), in order to advance issues of inclusion, diversity and equity, inside and outside KPMG.



Click on the buttons to find out more.

Click here to close all buttons.



**GRI 2-9**

Members of the KPMG Executive Committee in Brazil (from left to right): Cláudio Sertório (COO), Jean Paraskevopoulos (Head of Clients & Markets), André Coutinho (Head of Advisory), Luciene Magalhães (Head of Human Capital), Marcus Vinicius (Head of Tax); Frank Meylan (Head of Technology, Digital Transformation and Innovation), standing; Danilo Simões (Risk Management Partner), Carlos Pires (Head of Audit), and Charles Kriek (Chairman), sitting.

# ESG is one of KPMG’s global priorities.

## Performance and remuneration of leaders **GRI 2-18 • GRI 2-19**

The BSC (Balance Scorecard) performance assessment defines promotions and salary progressions and serves as support for the Profit-Sharing Program (PPL), which considers the general results of the Firm, the business unit and the professional himself. These same principles are used to define the remuneration of partners, including the chairperson, in addition to financial and non-financial criteria, for example, profitability of KPMG in Brazil, business objectives, inclusion, diversity and equity goals.


## ESG as a driver for value creation

**GRI 2-17 • GRI 3-3**


ESG is one of KPMG’s global priorities. Therefore, the topic is debated by senior leadership in global forums of which the Brazilian Firm is part. The Brazilian leaders who are part of these global forums share the guidelines with other members of the senior leadership (Executive Committee) of KPMG in Brazil. In addition, the firm maintains the ESG Subcommittee, responsible for evaluating and improving the management of ESG aspects of the Firm’s operations in Brazil and its reputation in this field. The ESG Committee includes the Firm’s chairperson, the members of the Executive Committee, the lead partner of the ESG topic and guests.



Value creation



Click on the buttons to find out more.



Click here to close all buttons.



**Public commitments** GRI 2-23 • GRI 3-3

With the aim of reinforcing our commitment to a more inclusive and prosperous future for all, we are signatories to several national initiatives, in addition to endorsing the global commitments made by KPMG International. These commitments, aligned with our values, guide our policies and actions and support us in promoting good practices throughout our value chain.



**KPMG International 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

**Diversity**

- Women’s Empowerment Principles – UN Women

**Ethics and integrity**

- Partnership Against Corruption Initiative /World Economic Forum

**Human rights**

- Guiding Principles on Business and Human Rights

**Commitments signed by KPMG in Brazil**

**Diversity**

- Princípios de Empoderamento das Mulheres and HeforShe – UN Women<sup>1</sup>
- Fórum de Empresas e Direitos LGBTQIA+<sup>2</sup>
- Iniciativa Empresarial pela Igualdade Racial<sup>3</sup>
- Coalizão Empresarial pelo fim da violência contra mulheres e meninas<sup>4</sup>

**Human rights**

- Working Group on Human Rights – Ethos

1 Women’s Empowerment Principles and HeforShe –UN Women  
 2 Business and LGBTQIA+ Rights Forum  
 3 Business Initiative for Racial Equality  
 4 Business Coalition to end violence against women and girls



### Lead in audit quality

GRI 3-3

In addition to the positive impacts that auditing has on society, we recognize quality as a crucial pillar to sustain confidence in the capital markets. And it also plays a central role in consolidating our professional reputation, being an essential measure to guarantee the trust of both companies and our stakeholders.

Our tireless focus on the quality and excellence of the services provided reflects our commitment to contributing to integrity and transparency in business practices, thus consolidating the trust placed in us.

In this context, one of KPMG’s main commitments in Brazil is to provide independent and reliable assessments to various interested parties, including regulators, investors, clients, professionals and society in general. We also seek to be in tune with the dynamism of the market, driven by new technologies and innovative methods. We understand that digital transformation in auditing can create an enhanced experience for both our clients and our teams, strengthening our ability to deliver exceptional services.

In FY2023, our operations were marked by significant transformations and advances. The implementation of new work models, such as the HUB and digital offices, provided a favorable environment for intellectual and professional development, promoting cross-culture. The possibility of “working from anywhere” not only made operations more flexible, but also emphasized the importance of professional development dynamics, respecting different cultures and encouraging the exchange of experiences.

Supporting this context, we maintained a continuous focus on qualifying our teams. Investments in training and qualifications, both in topics related to the profession and in emerging innovation issues, were prioritized. In addition, we were actively involved in academic training and improving skills in other languages for our professionals, as well as recognizing those who stood out during the year. We also promoted intense collaboration between multidisciplinary teams, integrating innovation and ESG concepts in the Audit area with the support of Tax and Advisory specialists.

Additionally, the intensive incorporation of technology, including automation, artificial intelligence, cloud platforms and data analytics, was a priority. The consolidation of the use of the global audit platform, KPMG Clara workflow, by 100% of auditors in 100% of work, ensured global alignment and consistency.

**Quality is an essential measure to  
guarantee the trust of both companies  
and our stakeholders.**



Finally, due to the increase in our client base for assurance work on sustainability reports and inventories of greenhouse gas (GHG) emissions, we invested in training the teams that work in these services and in structuring an assurance area specialized in sustainability topics with more than 30 professionals.

Drive a responsible tax practice

GRI 3-3

Our Tax professionals play a key role in enabling companies to incorporate the ESG agenda into their tax approach. Guided by the principles of the KPMG Global Tax Principles and the Global Quality Framework, they work with the purpose of inspiring confidence and empowering change. As an integral part of the KPMG Global Responsible Tax Project, we hold global roundtables involving institutions, business leaders, activists, media and other stakeholders.

We perform compliance and tax advisory services aligned with the principles of responsible tax practice, seeking consensus and constructive understanding between companies, governments, decision makers and society. When reviewing clients' tax policies, we seek not only to comply with regulations, but also to align these policies with business objectives and ESG strategy. This approach has positioned us as a reference in the business scenario, even in a challenging context.

One of the highlights was the launch of a tax reform calculator, which aims to measure the impact of the new tax system on companies.

In FY2023, KPMG in Brazil developed actions to promote ESG in its Tax operations, offering relevant services to its clients and contributing to global discussions about tax responsibility and sustainability. One of the highlights was the launch of a tax reform calculator, which aims to measure the impact of the new tax system on companies and their entire supply and distribution chain, also taking into account logistical aspects. This initiative reflects the company's ongoing commitment to providing practical solutions and anticipate trends so that organizations can understand and address tax challenges more effectively.



### Drive transformations with purpose

KPMG’s Advisory area in Brazil works to help companies thrive in an increasingly complex business environment. With a multidisciplinary approach, our commitment is to support strategic decisions and project development, offering specialized skills in areas such as strategic planning, mergers and acquisitions, corporate governance, risks and compliance, ESG, improvement of financial and operational performance, outsourcing of services, innovation and strategic use of technology, among others.

We serve companies from different sectors, enabling them to face the specific challenges of their businesses. Our goal is to drive innovation, reduce risks and provide powerful insights, using technological solutions that contribute to building a sustainable legacy and creating value. We offer enhanced approaches and services, aligned with ESG principles, to help our clients embark on a sustainable path. We believe that business success should be measured not only by financial results, but also by the positive and lasting impact that companies leave for future generations.

Our team, driven by deep industry experience and innovative technologies, accelerates business transformation. We adopt a personalized, data-based approach, creating solutions that unify the operating model, security, business specific characteristics and technological solutions, without losing sight of the human factor. We constantly monitor performance through data, ensuring a comprehensive and sustainable view. We want to be the driving force behind the transition, positioning ourselves not just as an advisory firm, but as a strategic partner in the journey of growth and transformation of our clients.

In FY2023, one of the highlights was our solid presence in the market, promoting solutions and, at the same time, playing an educational role on topics such as digital transformation and business development. This educational approach has not

only strengthened our market presence, but also demonstrated our commitment to advancing knowledge in relevant sectors.

We guide our clients on the path to sustainable growth. This includes, among other topics, improving productivity, improving the consumer experience and exploring innovative technologies. We also stand out for promoting good ESG practices, so that companies not only comply with their regulatory requirements, but also contribute to sustainable development.

To this end, we strengthen integration between different areas, recognizing that current challenges transcend thematic boundaries, requiring the collaboration of experts from different fields.

**To learn about the innovations developed and implemented by KPMG in Brazil in the Audit, Tax and Advisory areas, [click here](#).**





# Ethical commitment

Act legally, ethically and in the public interest

GRI 2-15 • GRI 3-3

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 with transparency, practicing zero tolerance to corruption and bribery, choosing clients aligned with our principles and ensuring our independence.

## Our ethics and integrity mechanisms and indicators

KPMG in Brazil has policy commitments aligned with KPMG Global, such as the Global Code of Conduct, which guide the actions of everyone working at member firms in all parts of the world and encompass values, commitments, responsibilities, resources and compliance with the code. [GRI 3-3 • GRI 2-23 • GRI 2-24](#)

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

Everyone at KPMG in Brazil is committed to maintaining behavior consistent with the Code of Conduct, assuming accountability, and is obliged to confirm compliance with its standards. Our professionals are encouraged to speak up if they see something that makes them uncomfortable or that does not comply with the Code. Everyone must and is responsible for reporting any activity that may be potentially illegal or violates our values, policies, applicable laws, regulations or professional standards. [GRI 2-24](#)

To safeguard this principle of mutual accountability, each KPMG member firm must establish, communicate and maintain clearly defined channels to allow KPMG people and third parties to ask questions, raise concerns, provide feedback and communicate reportable matters without fear of retaliation, in accordance with applicable legislation or regulations (to learn about these channels, [click here](#)). [GRI 2-24](#)

Other policy commitments of the Firm are the KPMG Contractor Code of Conduct, the Global Quality & Risk Management Manual and the KPMG Integrity Policy. Furthermore, we base our conduct and independence procedures on



the guidelines of some external bodies, such as the IESBA Code of Ethics, the International Auditing and Assurance Standards Board (IAASB) and the Guiding Principles on Business and Human Rights, as well as other international and national initiatives endorsed by KPMG (to find out more, [click here](#)). **GRI 2-23**

KPMG prioritizes its policy commitments by applying it 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 the intranet and through periodic training, such as Independence and Integrity (annual) and money laundering prevention (to find out more, [click here](#)). Communication about our conduct and our commitments to business partners and other relevant parties takes place via the KPMG in Brazil or KPMG Global website. **GRI 2-23 • GRI 2-24 • GRI 3-3 • GRI 205-2**

## Risk Management **GRI 3-3**

The KPMG Risk Committee in Brazil is responsible for monitoring the integrity and robustness of our formal Enterprise Risk Management (ERM) 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 probability and impact; and Management – analysis of adequacy of action plans.

Risk assessments are reviewed in an ongoing process throughout the financial 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 the KPMG global network.



## Monitoring socioeconomic compliance

GRI 2-27 • GRI 205-3

To monitor compliance with environmental, social and economic laws and regulations, we conduct regular national and international compliance reviews. In 2023, we did not register significant cases or receive significant definitive fines related to these topics.

In relation to non-monetary sanctions, KPMG Auditores Independentes Ltda. was condemned, and the sentence has already been settled, to publish in the newspaper, on its website and at its headquarters the abstract of the decision made in the Administrative Accountability Process (PAR) nº 00190109824/2019-72, initiated by the Office of the Comptroller General (CGU), for alleged violation of the Anti-Corruption Law due to the use of tax benefits. However, as it is convinced that it did not commit any irregularity in the case, KPMG filed a legal action against the aforementioned administrative decision, with the Federal Court suspending the collection of the fine (not significant) imposed in the same process, with the case currently pending trial by the Judiciary.

KPMG Auditores Independentes Ltda. reiterates that the case is not likely to affect its provision of services, reaffirming its commitment to providing high quality services always based on ethical and independence principles by all its representatives, as well as compliance with applicable laws and regulations.

## Communication and marketing

GRI 417-3

All campaigns, communications, publications/ promotional materials and marketing plans undergo a review of quality, content and tone of voice, brand and visual identity by the KPMG Marketing & Communication area in Brazil, following the guidelines of the KPMG International Global Marketing Compliance Manual and Brand Book Manual. Consultations are also carried out with the Global Brand, OGC and Risk Management teams to filter possible nonconformities. In 2023, no cases of non-compliance in relation to communication and marketing actions were identified by KPMG.







### Channel for communications about our behavior

GRI 2-25 • GRI 2-16 • GRI 2-26

KPMG Hotline or Direct Line: open channel, 24 hours, 7 days a week, to receive confidential reports from business partners, employees, clients and other stakeholders about inappropriate behavior by our professionals, or towards our professionals. It can also be accessed to request guidance and communicate concerns about ethical and lawful behavior and the integrity of the Firm. Brazil: 0800 891 7391. Other countries:

- [Clearview Connects](#)
- [International Hotline](#)
- [KPMG International Hotline](#)

All information about the Hotline is available on the KPMG intranet in Brazil. Investigations are conducted by independent teams, who are prepared and trained to treat all cases with complete confidentiality. All reports and investigations are conducted under the premise of non-retaliation.

In addition to these channels, we provide several other ways for professionals to seek help, guidance or report situations that do not comply with our policies, values, laws or regulations (to find out more, [click here](#)).

### Trainings GRI 205-2

All our professionals are informed about processes, Ethics & Independence Policies and KPMG integrity through the content of Risk Management training, in addition to having access to the Global Risk Management Manual (GQ&RMM). Additionally, when necessary and requested by the client, 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's right: Integrity at KPMG training, [click here](#).

To undertake the annual Independence training, professionals are called by the Ethics & Independence team. Newly hired employees take it as part of the onboarding process. The training content is available on the Firm's e-learning tool, the Global Learning Management System (GLMS). GLMS automatically sends professionals alerts about upcoming due dates and warnings about delays in completing training. If they are not completed within the deadline, disciplinary measures are applied in accordance with the Regulation of the Disciplinary Committee and Disciplinary Measures of KPMG in Brazil.



Completion of required training in FY2023

GRI 205-2 • GRI 404-1

					Independence				
	Total number of KPMG employees/partners	Total number of employees/partners required to receive training (Absolute number)	Total number of employees/partners who received training (Absolute number)	Percentage of employees/partners who received training (percentage)		Total number of KPMG employees/partners	Total number of employees/partners required to receive training (Absolute number)	Total number of employees/partners who received training (Absolute number)	Percentage of employees/partners who received training (percentage)
<b>Interns</b>	<b>78</b>	<b>76</b>	<b>76</b>	<b>100%</b>	<b>Managers</b>	<b>941</b>	<b>842</b>	<b>834</b>	<b>99%</b>
North	-	-	-	-	North	4	4	4	100%
Northeast	-	-	-	-	Northeast	22	19	19	100%
Midwest	-	-	-	-	Midwest	18	16	16	100%
South	3	3	3	100%	South	56	50	50	100%
Southeast	75	73	73	100%	Southeast	841	753	745	99%
<b>Trainees</b>	<b>524</b>	<b>498</b>	<b>498</b>	<b>100%</b>	<b>Partners</b>	<b>508</b>	<b>489</b>	<b>484</b>	<b>99%</b>
North	5	5	5	100%	North	1	-	-	-
Northeast	21	21	21	100%	Northeast	8	8	8	100%
Midwest	28	25	25	100%	Midwest	7	7	7	100%
South	48	46	46	100%	South	23	22	22	100%
Southeast	422	401	401	100%	Southeast	469	452	447	99%
<b>Staff</b>	<b>3,139</b>	<b>2,603</b>	<b>2,518</b>	<b>97%</b>	<b>Total</b>	<b>5,190</b>	<b>4,508</b>	<b>4,410</b>	<b>98%</b>
North	20	15	15	100%	North	30	24	24	100%
Northeast	75	66	61	92%	Northeast	126	114	109	96%
Midwest	135	122	120	98%	Midwest	188	170	168	99%
South	165	146	143	98%	South	295	267	264	99%
Southeast	2,744	2,254	2,179	97%	Southeast	4,551	3,933	3,845	98%

Completion of required training in FY2023 GRI 205-2 • GRI 404-1

Money laundering prevention policy									
	Total number of KPMG employees/partners	Total number of employees/partners required to receive training (Absolute number)	Total number of employees/partners who received training (Absolute number)	Percentage of employees/partners who received training (percentage)		Total number of KPMG employees/partners	Total number of employees/partners required to receive training (Absolute number)	Total number of employees/partners who received training (Absolute number)	Percentage of employees/partners who received training (percentage)
<b>Interns</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>100%</b>	<b>Managers</b>	<b>948</b>	<b>948</b>	<b>939</b>	<b>99%</b>
North	-	-	-	-	North	4	4	4	100%
Northeast	-	-	-	-	Northeast	22	22	21	95%
Midwest	-	-	-	-	Midwest	18	18	18	100%
South	3	3	3	100%	South	56	56	55	98%
Southeast	75	75	75	100%	Southeast	848	848	841	99%
<b>Trainees</b>	<b>524</b>	<b>524</b>	<b>524</b>	<b>100%</b>	<b>Partners</b>	<b>501</b>	<b>501</b>	<b>491</b>	<b>98%</b>
North	5	5	5	100%	North	1	1	-	-
Northeast	21	21	21	100%	Northeast	8	8	8	100%
Midwest	28	28	28	100%	Midwest	7	7	7	100%
South	48	48	48	100%	South	23	23	23	100%
Southeast	422	422	422	100%	Southeast	462	462	453	98%
<b>Staff</b>	<b>3,139</b>	<b>3,136</b>	<b>3,131</b>	<b>99%</b>	<b>Total</b>	<b>5,190</b>	<b>5,187</b>	<b>5,163</b>	<b>99%</b>
North	20	20	20	100%	North	30	30	29	96%
Northeast	75	75	75	100%	Northeast	126	126	125	99%
Midwest	135	132	132	100%	Midwest	188	185	185	100%
South	165	165	165	100%	South	295	295	294	99%
Southeast	2,744	2,744	2,739	99%	Southeast	4,551	4,551	4,530	99%

### Client privacy protection

GRI 418-1 • GRI 3-3

At KPMG in Brazil, information security and the protection of personal data are part of the Risk Management processes. The Firm maintains a structure to guide and maintain the integrity, availability and confidentiality of internal information and that of our clients, in addition to having Committees related to these issues, which follow global and local Information Security policies, Acceptable Use Policy and Privacy and Protection of Personal Data, aimed at professionals and third parties. We also have an Internal Audit program in information security controls that includes the structuring of governance and security management.

KPMG computers in Brazil have disk and removable media encryption tools to protect information, including personal data, on laptops, in addition to the necessary security updates on KPMG systems.

We also have a publicized channel available to all professionals for the process of reporting security incident events and personal data breaches, which are recorded and managed by the Information Security area and monitored by the Privacy and Personal Data Protection area. All professionals are required to complete training on topics related to information security, in addition to frequently disseminating awareness materials about care towards the Firm’s information, that of our clients and personal data. Every year, the commitment of all professionals to the acceptable use policy is reinforced through an electronic confirmation process.

In 2023, we had six proven cases of security incidents – five related to unintentional sending of an email with confidential information to an external contact and a systemic failure in the process of sending notifications of the hotline channel. **GRI 418-1**

**All professionals are required to complete training on topics related to information security.**





Privacy Program

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

GRI 3-3

Managed by the Data Privacy area, it is based on the NIST framework (The National Institute of Standards and Technology, part of the US government’s Department of Commerce) and includes 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 with privacy assessment, personal data protection and information security; establishment of governance policies and rules on personal data protection; adoption of transparency measures and compliance with subjects rights; promotion of training and awareness actions for our professionals; 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, systems inventory, classification by criticality; adoption of privacy by design and default measures; and structuring and recording international transfers of personal data. GRI 3-3

The Firm also maintains an executive committee for Privacy and Personal Data Protection. Currently, in addition to carrying out structural actions necessary for the maintenance and management of the program, we are implementing process improvements. GRI 3-3

Mission GRI 3-3

- Be a facilitating agent to ensure that KPMG in 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 processing of personal data
- Identify and indicate corporate risks in relation to protection of personal data
- Act as a transformative agent to implement a culture of privacy and protection of personal data
- Be an active agent in the Information Protection Group
- Meet the expectations of clients and data subjects, through simple, clear and objective communication
- Implement the program in accordance with strategic R&M objectives

Objectives

- Meet legal and regulatory requirements
- Promote a culture of privacy and protection of personal data at the Firm
- Meet client’s expectations
- Promote the trust of data subjects regarding the protection of their personal data
- Guarantee KPMG’s reputation and image in Brazil
- Manage and mitigate personal data breach risks and respond effectively to recorded cases of breach
- Assess and manage privacy and personal data protection risks
- Maintain our effective privacy framework, ensuring risk management, activities and improvements



Click on the cover and read more about our quality control system in the KPMG Brazil Transparency Report 2023.

This year, the publication will present a public statement about its assessment of the effectiveness of the ISQM1 (International Standard on Quality Management) result – this is the first time that this analysis has been carried out after the adoption of this standard.

## Work against corruption in all its forms, including extortion and bribery

GRI 2-15 • GRI 3-3

### KPMG anti-corruption system in Brazil

KPMG's policies and rules related to anti-corruption are described in the Firm's Code of Conduct (available on the intranet and to new professionals at the time of hiring), in addition to being included in the annual We do what is right: Integrity at KPMG training. [GRI 205-1](#)

#### 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 FY2023, tests were performed in relation to compliance with the policies set out in the Global Quality & Risk Management Manual on anti-corruption related to suppliers, bribery, gifts, payment facilitation and donations. [GRI 2-15 • GRI 205-1 • GRI 3-3](#)



### Conflicts of interest [GRI 2-11](#)

Conflicts of interest at KPMG in Brazil are prevented and mitigated through the dissemination of our Code of Conduct and the carrying out of periodic training based on this document, which permeates all the actions of all the Firm's employees. In addition, KPMG International requires its member firms to have appropriate internal controls in place to mitigate possible risks, as well as to enter all projects into the Firm's global online system, Sentinel, which verifies the possibility of execution based on independence requirements and applicable standards.

### Trainings

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



Completion monitoring is carried out to verify that all employees have completed the training within the maximum established period (up to three days after hiring and three weeks for Audit professionals). Cases of non-compliance with this deadline are subject to analysis by the Firm's Disciplinary Committee, in accordance with the relevant regulations, available on the intranet to all our professionals. [GRI 205-1](#) In FY2023, around 74%<sup>1</sup> completed the We Do What's Right: Integrity at KPMG training (to learn about other ethics & independence training, [click here](#)). [GRI 205-2](#)

<sup>1</sup> The date established for completing this training was 1/31/2024, resulting in an increase in the total percentage to 84.92%. Monitoring will continue until all professionals have completed the mandatory training.

Completion of training required in FY2023 GRI 205-2 • GRI 404-1

We do what is right: Integrity at KPMG									
	Total number of KPMG employees/partners	Total number of employees/partners required to receive training (Absolute number)	Total number of employees/partners who received training (Absolute number)	Percentage of employees/partners who received training (percentage)		Total number of KPMG employees/partners	Total number of employees/partners required to receive training (Absolute number)	Total number of employees/partners who received training (Absolute number)	Percentage of employees/partners who received training (percentage)
<b>Interns</b>	<b>78</b>	<b>78</b>	<b>54</b>	<b>69%</b>	<b>Managers</b>	<b>948</b>	<b>948</b>	<b>683</b>	<b>72%</b>
North	-	-	-	-	North	4	4	2	50%
Northeast	-	-	-	-	Northeast	22	22	10	45%
Midwest	-	-	-	-	Midwest	18	18	10	55%
South	3	3	1	33%	South	56	56	40	71%
Southeast	75	75	53	70%	Southeast	848	848	621	73%
<b>Trainees</b>	<b>524</b>	<b>524</b>	<b>399</b>	<b>76%</b>	<b>Partners</b>	<b>501</b>	<b>501</b>	<b>373</b>	<b>74%</b>
North	5	5	3	60%	North	1	1	-	-
Northeast	21	21	17	80%	Northeast	8	8	7	87%
Midwest	28	28	17	60%	Midwest	7	7	6	85%
South	48	48	31	64%	South	23	23	18	78%
Southeast	422	422	331	78%	Southeast	462	462	342	74%
<b>Staff</b>	<b>3,139</b>	<b>3,136</b>	<b>2,378</b>	<b>75%</b>	<b>Total</b>	<b>5,190</b>	<b>5,187</b>	<b>3,887</b>	<b>74%*</b>
North	20	20	10	50%	North	30	30	15	50%
Northeast	75	75	51	68%	Northeast	126	126	85	67%
Midwest	135	132	99	75%	Midwest	188	185	132	71%
South	165	165	123	74%	South	295	295	213	72%
Southeast	2,744	2,744	2,095	76%	Southeast	4,551	4,551	3,442	75%

Note: \*The date established for completing this training was 1/31/2024, resulting in an increase in the total percentage to 84.92%. Monitoring will continue until all professionals have completed the mandatory training.



Contracts

It is mandatory that all contracts with suppliers originating from an RFP have clauses establishing control procedures in order to avoid corruption.

GRI 205-1

Code of Conduct

KPMG’s anti-corruption policies and rules are described in the Code of Conduct, which is available on the intranet and is presented to new professionals at the time of 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 3-3

Communication to business partners GRI 205-2

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

**We have clear policies and monitoring mechanisms on these topics to avoid practices that harm the market in which we operate.**

Control of unfair competition, trust and monopoly practices

We have clear policies and monitoring mechanisms on these topics to avoid practices that harm the market in which we operate. In 2023, we did not register legal actions related to these topics.

GRI 206-1 • GRI 3-3

Prohibition on contributions to political parties GRI 415-1

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

Channels for reporting corruption GRI 2-25 • GRI 2-16 • GRI 2-26

- Office of General Counsel (OGC) advice channel: opening a ticket through the Cervello system, the link to which is available on the intranet.
- KPMG Hotline: our reporting channel can be accessed to request guidance and report concerns about corruption (*see details [here](#)*).

In addition to these channels, we provide several ways for professionals to seek help, guidance or report situations that do not comply with our policies, values, laws or regulations.

- Contact with the supervisor, leader, manager or performance manager.
- Contact with the partner of the engagement in which the professional is involved, to address 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 engagement partner is somehow involved or is not handling the matter appropriately.
- Contact with the People, Performance & Culture partner and the Human Resources and Business Partners team.
- Contact with the OGC partner.

Professionals also have access to global or regional resources to get help, advice or report concerns. These resources include:

- Global Quality & Risk Management (GQ&RM) team.
- International Office of General Counsel (IOGC).
- Regional Risk Management partner.

In FY2023, there were no confirmed cases of corruption involving our professionals and our suppliers. We registered a lawsuit filed against KPMG in Brazil (*see details [here](#)*). GRI 205-3

# Human rights

## Respect Human Rights

GRI 3-3

Our public commitment to respecting human rights goes beyond legal obligations and is expressed in the [International Statement on Business and Human Rights of KPMG Global](#). That statement, aligned with the UN Guiding Principles on Business and Human Rights, reinforces our long-standing support for the UN Global Compact.

In this way, human rights permeate the due diligence procedures incorporated into global risk and quality management policies, as well as KPMG’s people and culture policies.

At KPMG in Brazil, we maintain alignment with this global commitment, following the guidelines described in the Global Code of Conduct, which guide the actions of all professionals at member firms in all parts of the world. **GRI 3-3 • GRI 2-23 • GRI 2-24.** We also regularly reinforce the Firm’s policies and values. **GRI 406-1**

In relation to discrimination issues, 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 in a panel, which then defines the applicable sanctions and disciplinary measures or even dismissal. **GRI 406-1**

In FY2023, we received 23 reports of potential unwanted comments. After the investigation process, behaviors incompatible with our values were identified. As a consequence, training related to conduct, inclusion, diversity, equity, non-harassment culture and unconscious biases were reinforced or dismissals were conducted, supported by our Culture, supported by above all respectful values. **GRI 406-1**

**We regularly reinforce the Firm’s policies and values.**



# People

## Maintaining constant development in an inclusive, values-driven and purpose-led culture GRI 3-3

**In order for us to put into practice our agenda of change and transformation towards a more prosperous and inclusive future for all, it is essential to take care of our professionals and promote their continuous development.**

At KPMG in Brazil, we dedicate significant investments to creating and maintaining a work environment that celebrates diversity, promotes health and well-being, and strengthens trust among our teams. We provide opportunities that allow each of our professionals to improve their skills, expand their knowledge and progress in their careers, aiming to serve our clients with increasing excellence. Furthermore, we emphasize actively listening to the perceptions and points of view of our teams, driving continuous progress in this regard.

**“In Brazil, we stand out for being a company focused on human leadership, balancing growth and results. In our strategy, we diligently pursue excellence and high performance in a transparent and balanced way, for collective support.”**

**Luciene Magalhães**  
Human Capital Head



# Inclusion, Diversity and Equity (IDE)

Have an inclusive culture built on trust

GRI 3-3

In order to provide a welcoming, safe and discrimination-free environment, which favors the plurality of opinions and guarantees the rights of all, allowing each person the right to exist and be in a unique way, we adopt the approach of promoting respect and empathy across the Firm. Fostering inclusion, diversity and equity allows us to do what is right, creating the conditions for all our professionals to become the best versions of themselves and enjoy recognition and prosperity.

We have an Inclusion, Diversity & Equity Committee (CIDE) with the objective of implementing the leading attitude that KPMG decided to embrace in the theme of Inclusion, Diversity & Equity not only within the Firm, but towards the market and society.

CIDE values respect for all people and didactically bases its goals and action plans on five pillars, four with themes – KNOW (gender), Voices (LGBTQIA+), Buddies (people with disabilities) and Ebony (race, color and ethnicity) – and a pillar of Synergy to work on both intersectionality and topics not covered by the other pillars. Each pillar is led and builds its actions through volunteer leaders, always with the participation of representatives of the groups they empower, to ensure a place to speak (representation), effective actions and positive impact.

In FY2023, CIDE carried out different actions to promote awareness among our professionals about inclusion, diversity and equity. One of them was the Privileges Campaign, which, through interventions with stickers containing phrases of “reverse discrimination” in various environments

in all our offices, sought to provoke reflections on how access to all spaces for some groups of the population is still recent. Another was the training of third parties (business partners, suppliers and organizations supported by our Corporate Citizenship actions) on inclusion – an initiative carried out every six months.

Furthermore, the committee takes advantage of the commemorative dates of each pillar to carry out campaigns and events for elucidation and reflection, in order to broaden the understanding of all our professionals about the importance of respecting diversity, inclusion and equity.



**Women/KNOW  
(KPMG’s Network of Women)**

KNOW has a consistent journey of more than a decade towards gender equality and aims to increase female representation in leadership, exceeding the established goal. This goal is aligned with the global goal of women in leadership at KPMG Internacional (33% of partners and directors by 2025) and supported by actions such as monitoring the succession pipeline, promotions, hiring, turnover, remuneration, organizational climate, among others.

GRI 3-3

Among the actions developed to encourage and accelerate female careers at KPMG are the Women in Leadership Program for managers, the KNOW Academy for all women and the Mentoring Program for Advisory leaders. Internal events, videos and talking circles are also held about parenting, masculinity and other topics that favor men’s engagement in this cause (#heforshe). **GRI 3-3**

Aiming to impact society, we also hold open events, publish articles and research, participate in external events and give lectures to clients about the subject, in addition to carrying out the Joule female mentoring program for women in vulnerable situations. **GRI 3-3**

**Ebony (Race, Color and Ethnicity)**

Ebony addresses the inclusion of races, skin colors and ethnicities, aiming to increase the representation of non-whites at KPMG and in leadership positions, as well as expanding their space in society. **GRI 3-3**

In FY2023, considering that goals gain strength when they are defined by those who have the power to influence our recruitment and selection and career monitoring processes, we proposed that each region/ BU head define a pact for hiring and promoting black people to the next two fiscal years, with the support of Ebony so that the goals are achieved. **GRI 3-3**

Another notable initiative was the #Impulse 2 program, which saw the participation of 100 black talents, who received English and digital journey scholarships, as well as meetings and mentoring with our professionals. In addition, we continued the series of booklets addressing important themes for information about Afro-Brazilian and Afro-American culture through the Ebony trail and we carried out external and internal events (Courageous Reading and EBONAR), as well as reflective actions on social networks.





### Voices (Sexual Orientation and Gender Identity)

Voices is about the inclusion and appreciation of professionals of all gender identities and sexual orientations.

In 2023, among the highlights of this pillar was the training for allies, with the participation of 1,170 professionals – being identified as an ally to the cause means staying updated and engaged so that everyone has access to opportunities, respect, recognition and appreciation. We also publicized the KPMG Statement, which presents KPMG’s global commitment to equity, and we had KPMG’s presence at the São Paulo LGBT Pride Parade. **GRI 3-3**

Other actions during the year were the holding of talking circles, lectures and external lives, third-party training and meetings with clients for affinity groups, and the dissemination of the LGBTQIA+ (Voices + Culture) Booklet, in addition to work carried out with family members of our professionals to promote respect and acceptance within families.

### Buddies (People with Disabilities)

Buddies is the pillar that works for the inclusion of people with disabilities at KPMG in Brazil. All of our positions are open to PwDs, regardless of the position, and, to this end, we rely on the sensitive eye of internal recruiters in capturing these profiles. **GRI 3-3**

In 2023, Buddies worked on connection and awareness-raising actions with leadership to expand the hiring and retention of professionals with disabilities in the teams, strengthening their role in taking charge of their career and empowering significant changes in their journey. **GRI 3-3**

In addition, we held internal events, informative materials (awareness pills on corporate TV, intranet, booklet, etc.), monitoring of Performance Managers and PwDs and leadership training. We also run the Buddies Academy program for the external public, with a focus on retaining standout participants to our internal open positions and we defined an action to hire PwDs for the KPMG Young Talents program (8 open positions for Tax and 10 for Jr. Advisory consultant) and for the technical area, with support from the PcD + agency, to be executed in 2024.

We also carried out the ergonomic adaptation of professionals’ homes, so that they can carry out their remote work activities in the appropriate conditions.



Profile of our diversity GRI 2-7

Region	Employees	Interns	Temps	Partners	Total
Northeast	116	-	-	8	124
North	26	-	-	1	27
Midwest	153	-	-	6	159
Southeast	3,906	74	1	469	4,450
South	263	3	-	23	289
Total FY2023	4,464	77	1	507	5,049

Age group	Employees	Interns	Temps	Partners	Total
Up to 30 years	2,550	77	1	-	2,628
31-50 years	1,868	-	-	421	2,289
+ 51 years	46	-	-	86	132
Total FY2023	4,464	77	1	507	5,049

Work schedule	Men	Women	Total
Full time	2,399	2,514	4,913
Part time*	62	74	136
Total FY2023	2,461	2,588	5,049

\* There was an increase in the number of hires of apprentices, interns and trainees compared to the previous fiscal year.

Office	Employees	Interns	Temps	Partners	Total
São Paulo	2,920	52	1	376	3,349
Rio de Janeiro	560	18	-	57	635
Other units*	984	7	-	74	1,065
Total FY2023	4,464	77	1	507	5,049

\* There were changes in the number of professionals compared to the previous year due to digital offices, which resulted in transfers and some dismissals. The list of KPMG units in Brazil is available on page 11.

Gender	Employees	Interns	Temps	Partners	Total
Men	2,040	46	1	374	2,461
Women	2,424	31	-	133	2,588
Total 2023	4,464	77	1	507	5,049

Breakdown by gender GRI 2-7 • GRI 405-1

Categories	Women	Men	Total	% Women under total category	% Men under total category	% Women under grand total	% Men under grand total
Partners	133	374	507	26%	74%	3%	7%
Managers	422	483	905	47%	53%	8%	10%
Staff	1,688	1,299	2,987	57%	43%	33%	26%
Trainees	314	259	573	55%	45%	6%	5%
Interns	31	46	77	40%	60%	1%	1%
Total	2,588	2,461	5,049	51%	49%	51%	49%

Diversity in senior leadership GRI 2-7 • GRI 405-1

		Gender		Age group			Other indicators		
		Women	Men	Up to 30 years	31-50 years	+51 years	People with disabilities	Black*	Foreigners
Partners	Absolute number	133	374	-	421	86	-	37	18
	Percentage	26%	74%	-	83%	17%	-	7%	4%

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

Fostering inclusion, diversity and equity allows us to do what is right.

Overall diversity GRI 2-7 • GRI 405-1

		Gender		Age group			Other indicators			Total
		Women	Men	Up to 30 years	31-50 years	+51 years	People with disabilities	Black*	Foreigners	
Interns	Absolute number	31	46	77	-	-	-	15	1	77
	Percentage	1%	1%	2%	-	-	-	0.3%	0.02%	2%
Trainees	Absolute number	314	259	521	52	-	-	196	4	573
	Percentage	6%	5%	10%	1%	-	-	4%	0.1%	11%
Staff	Absolute number	1,688	1,299	1,930	1,031	26	63	981	16	2,987
	Percentage	33%	26%	38%	20%	1%	1%	19%	0.3%	59%
Managers	Absolute number	422	483	100	785	20	4	169	24	905
	Percentage	8%	10%	2%	16%	0.4%	0.1%	3%	0.5%	18%

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

Leadership composition (directors, partners and managers) - By declared gender GRI 2-7 • GRI 405-1

Absolute numbers and total percentage	Women	Men	Total	% Women	% Men
	555	857	1,412	39%	61%
Variation FY2022 x FY2023	1%	-6%	-3%		

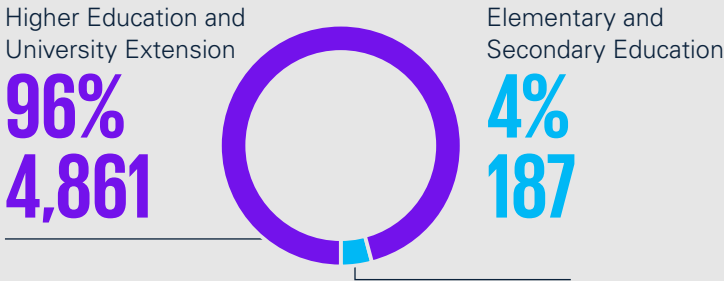
Note: variations reflect adjustments made in relation to the projected volume of hours vs. the volume of hours available, combined with the adoption of artificial intelligence tools and other projects aimed at the efficiency and accuracy of our deliveries.





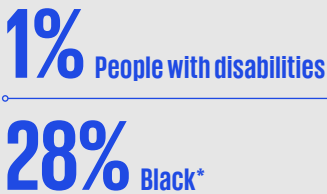
Other indicators

By education level\*



\* The difference in relation to the total number of professionals on page 42 is due to a worker on a temporary contract, a hiring model in which there is no direct management by the Firm.

Minority groups



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



\* Outsourced workers allocated to infrastructure support services. KPMG hires labor supply companies, with employees under the CLT regime.

Organizational climate

The Global People Survey (GPS) is a critical part of KPMG’s engagement strategy. It is a global tool that annually captures the vision and opinion of our people on topics related to the Firm, helping us to gain insights into what motivates our people and how we can improve the KPMG experience.

The survey is anonymous and confidential. Compared to internal and external benchmarks, the results allow us to consider trends and performance, as well as guiding some of the Firm’s strategic decisions and ensuring that our culture comes to life everywhere for everyone.

In the FY23 GPS, we maintained our main indexes in the categories of Engagement (78%), Trust (80%) and Growth (79%), within the Clear Strength parameter. In the categories of Corporate Citizenship, Inclusion and Diversity, Values, Vision and Strategy and Audit Quality, as well as in Trust, we achieved a position above or equal to 80%.

These results indicate that our professionals trust the leadership and are committed to strengthening the Firm’s strategy, with the objective of having a successful career, in a company that values diversity and treats everyone with respect and dignity. They also allowed us to identify priorities and areas for improvement for the future: improving our internal communication; evaluating our resources to strengthen our productivity; and enhancing professional development and learning.

Foster an empathetic workforce

Promotions GRI 3-3

We invest in the development of our professionals right from the selection processes and offer several opportunities for career development. Our objective, with this practice, is to attract and retain the best talents, so that we can maintain excellence in service to our clients.

Promotions

In FY2023, 39.5% of our professionals were promoted in recognition of their commitment and engagement.

Promoted professionals

Position	Men	Women	Total FY2023	Total FY2022	Total FY2021
Staff	846	998	1,844	2,088	1,914
Staff to manager	34	36	70	160	195
Manager to senior manager	37	22	59	93	130
Senior Manager to Partner	13	6	19	39	61
Total	930	1,062	1,992	2,380	2,300





### Trainee Program

Considered one of the most attractive on the market, our trainee program, called Jovens Talentos KPMG, offers opportunities to university students from different courses to work throughout Brazil. Its objective is to hire the best talents, always considering diversity.

In FY2023, the selection process was carried out in a hybrid format. At the application stage, candidates underwent an online assessment. Afterwards, those approved participated in a group assessment. The final stage was an assessment with managers. After selection, the Tax trainees began their work at KPMG in Brazil in a hybrid way, with a humanized onboarding schedule built especially for them.

In order for them to understand our areas of activity, get to know the company’s culture, develop themselves and carry out their activities with the necessary quality, trainees participate in a development program made up of several pillars, including technical training, interpersonal skills and technology, in addition to mentoring with more experienced leaders.

### Trainee Program

	FY2023	FY2022	FY2021
Number of candidates	2,528	51,806	38,960
Number of hires	81	1,437	592
Candidates per position	31	36	66

Note: Audit trainees were admitted after the end of the period. Therefore, data from this area will be reported in the FY2024 report.

The Advisory area no longer has the trainee position, replaced by the positions of junior consultant and intern. The first edition of the selection for these roles took place in FY2023 and was conducted by a company specializing in young talents, with the same focus and structure as the Tax and Audit trainee program. The onboarding and development processes of selected professionals also followed the same schedule.

### Junior Consultant Program

	FY2023
Number of candidates	369
Number of hires	24
Candidates per position	15

### Intern Program

	FY2023
Number of candidates	12.607
Number of hires	88
Candidates per position	143

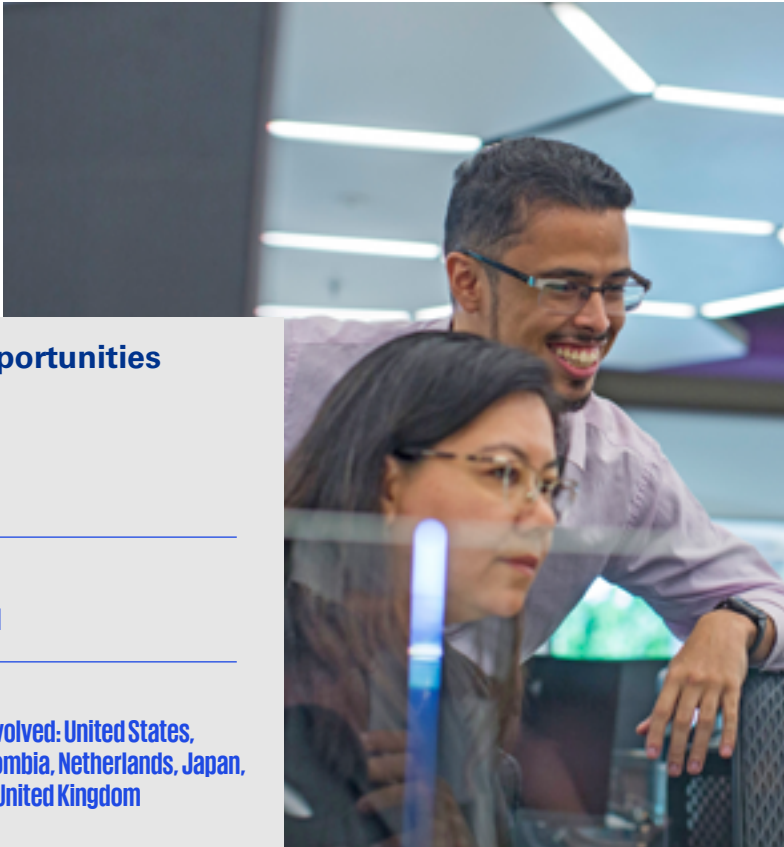
The objective is to hire the best talents, always considering diversity and profile skills, which must be aligned with professional and personal objectives.



Mobility and exchange program

KPMG in Brazil values the mobility of its professionals, both inbound (receiving people from other member firms of the KPMG network) and outbound (sending our employees to other member firms). We believe that this practice reflects our search for constant training, in addition to offering our professionals the opportunity to experience international experiences, acquire new practices and skills to meet business demands, develop their careers and become leaders.

- 01 Presentation
- 02 KPMG
- 03 Governance
- 04 People**
- 05 Planet
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Global Opportunities

5 inbound

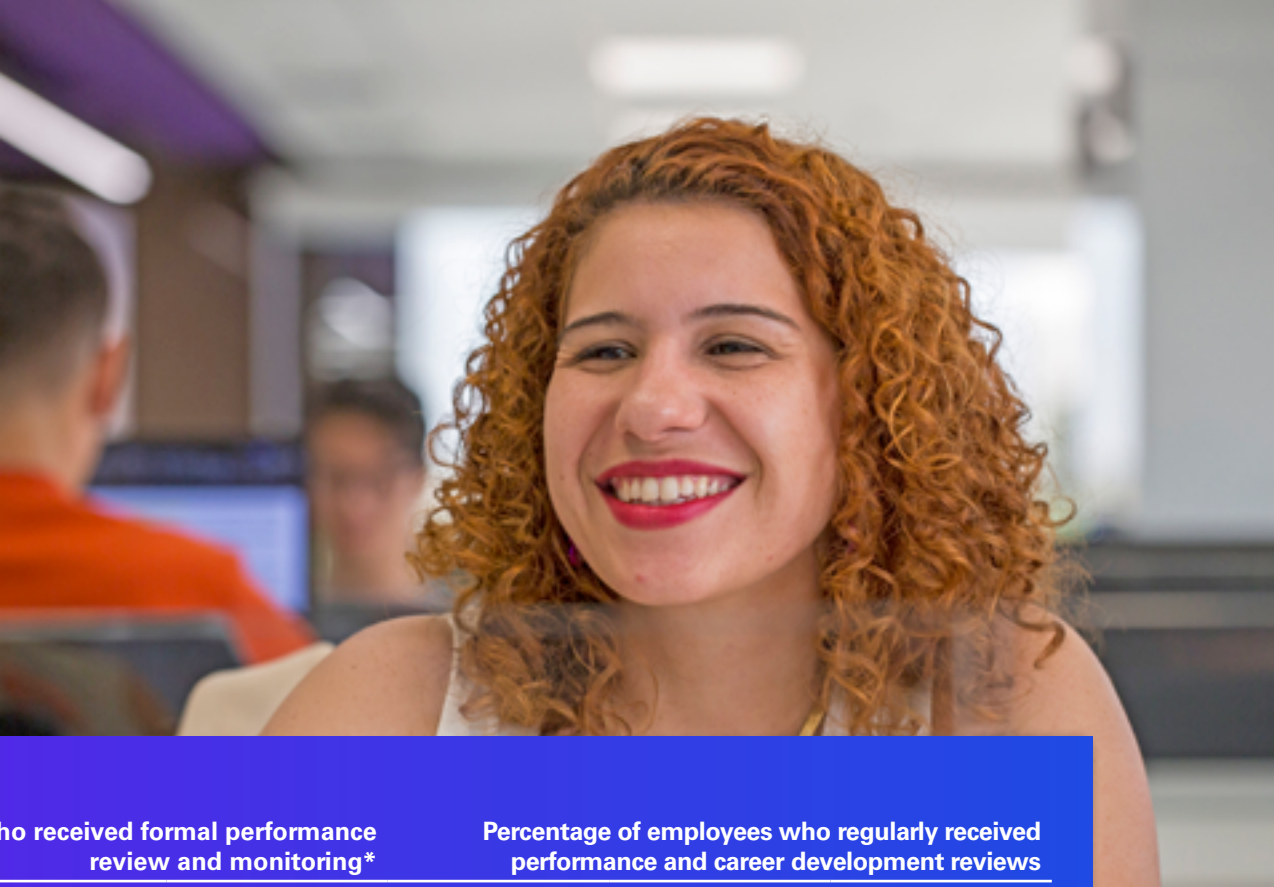
12 outbound

7 countries involved: United States, Canada, Colombia, Netherlands, Japan, Norway and United Kingdom

Advocate for equal opportunities

Performance evaluation

Promotions and compensation and pay progression at KPMG in Brazil are defined by performance assessment. In FY2023, 82% of our professionals received performance and career development reviews. [GRI 3-3](#) • [GRI 404-3](#)



GRI 404-3		Total employees who received formal performance review and monitoring*			Percentage of employees who regularly received performance and career development reviews			
		Men	Women	Total	Men	Women	Total	
OpenPD	Technical	Trainees	200	269	469	79%	87%	84%
		Staff	944	1,012	1,956	79%	82%	81%
		Managers	351	265	616	75%	75%	75%
		Partners	303	97	400	93%	99%	95%
	Administrative	Trainees	-	2	2	0%	50%	50%
		Staff	198	429	627	86%	87%	87%
		Managers	30	65	95	73%	78%	77%
		Partners	53	32	85	85%	89%	87%
Total		2,079	2,171	4,250	82%			

Note: \*interns, professionals with a specific contract, on leave for 6 months or more and hired/employed after 5/1/23 do not receive a performance evaluation.

Talent programming

The Workforce Planning structure works together with leaders in each area to meet all the demands and particularities of our clients, generating coherent and accurate information through our systemic indicators and the system called People Plus. The objective is to ensure the appropriate use of our professionals. This structure is designed to serve, in a dedicated manner, the Audit, Tax and Advisory areas and each of our regions.

In FY2023, new features of the People Plus system came into operation, aiming for continuous evolution, enabling integrations with other Firm systems, providing more information for adequate management and aiming for balance in the commuting of our people and the way we work.



Proportion of base salary of women in relation to men\* GRI 405-2

Category	FY2023		FY2022		FY2021	
	Technical	Administrative	Technical	Administrative	Technical	Administrative
Interns	1.00	1.00	1.00	1.00	1.00	1.00
Trainees	1.00	1.00	1.00	1.00	1.00	1.00
Staff	0.95	0.94	0.93	0.91	1.02	0.93
Managers	0.92	0.92	0.93	0.93	0.98	0.93
Partners	0.95	0.83	0.96	0.90	0.91	0.98
Average	0.94	0.94	0.94	0.94	0.99	0.94

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

On July 3, 2023, Federal Law No. 14,611 was sanctioned, which provides for equal pay and remuneration criteria between men and women in the same functional category and with the same responsibilities. The table above shows the salary ratio between men and women in the same functional category, but not with the same responsibilities. The data was compiled using a simple arithmetic mean calculation to be in accordance with GRI standards. Therefore, such information does not have the level of granularity necessary to demonstrate compliance with the equal pay Law, nor does it have this objective.

Examples for interpreting FY2023 data:

Technical Team:

- Interns: 1.00 - means that the woman's base salary is 100% of the man's base salary, that is, equal.
- Staff: 0.95 means that a woman's base salary is 95% of a man's base salary, that is, it is 5% 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

## Occupational health and safety (OSH) GRI 403-1

The Safety Labor and Occupational Health area is responsible for managing occupational risks through the health management system of the health and safety service provider (SOC) and for integrating occupational health and health assistance data through Business Intelligence (BI).

OSH management meets 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 exposures 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 providers and market experiences and practices.

Since all professionals, from young apprentices to partners, carry out administrative activities with the same risk level, it is possible to promote compliance with technical requirements and preventive actions, covering not only KPMG’s offices in Brazil, but also clients’ premises.

The Firm has a multidisciplinary health and safety team made up of a consultant physician, an occupational health physician, an occupational health professional, a social worker, a nursing technician and two safety technicians. During 2023, this team boosted already implemented campaigns, such as the one aimed at pregnant women, and started new well-being and mental health campaigns, described below.

## The Firm has a multidisciplinary healthcare team.



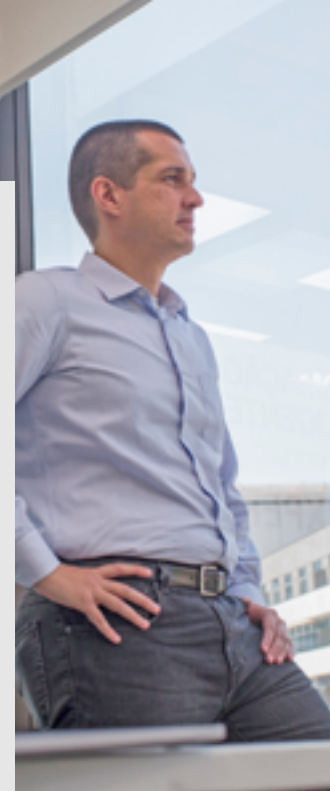
## Mental health in focus

Since FY2022, KPMG has adopted new hybrid work practices and is committed to managing professionals' workloads in a more balanced way. We continually seek to create a healthy work environment for each individual and identify practices that contribute to improving the mental well-being of our professionals. One of the Firm's initiatives in this regard was the implementation of short Fridays, which are opportunities for our employees to recharge their energy.

Still in 2022, KPMG Global dedicated an episode of its international [podcast channel](#) to this issue focused on insights and opinions from world leaders. In this episode, the central topic covered was mental health in the corporate environment, including an interview with Bill Thomas, CEO of KPMG Global, who highlighted the company's efforts to take care of its employees and listen to their concerns and questions in the last years. He also presented examples of solutions applied by KPMG branches around the world.

At KPMG in Brazil, we offer our professionals and their dependents a multidisciplinary psychological or social support service to deal with emotional difficulties and receive guidance to overcome problems. The service is provided with complete confidentiality, security and professional ethics, ensuring the privacy and well-being of the user. The initial screening is carried out by a social worker, who identifies the person's needs and directs them to a specialist, depending on the case. The service operates 24/7 to ensure our employees have access to the support they need at any time.

In FY2023, the Health Management and Benefits Circuit included meetings on mental health. A lecture led by the Firm's physicians covered important topics on this theme, such as the current mental health scenario in Brazil, triggers in a corporate environment and first aid in this field. The objective was to create a support network for those who are experiencing emotional problems and reduce misinformation on the subject.



Ergonomics actions and flu vaccination and awareness campaigns on women's whole health, prostate cancer and traffic safety were also carried out, in addition to mandatory training on work safety and occupational health, among others.

## Other health actions GRI 403-1 • GRI 401-2

- #gestação&health program: KPMG pregnant women program for beneficiaries and dependents with exemption from co-participation for prenatal care and for newborns up to 1 year old.
- Dr. KPMG 0800: 24-hour service and medical consultations via videoconference.
- Nutritional coaching: guidance on adopting better eating habits and qualitative diet options for a healthier and more balanced diet, available from Dr. KPMG 0800.
- Sports coaching: support from physical fitness experts to provide guidance on practicing sports and adopting healthier habits, available through Dr. KPMG 0800.
- 2nd medical opinion: evaluation by a medical team with national and international experience to review diagnoses and treatments, elucidate questions and offer alternatives and new recommendations, available through Dr. KPMG 0800.
- EAP: 24-hour social support, psychological help and assistance program.
- KPMG BeHealthy: intranet page with content on health and well-being produced with support from KPMG's medical area in Brazil.
- Benefits and Health Management Fair: event held in September 2023 to provide guidance on the benefits offered by the Firm, focusing on care and mental health.

Benefits\* GRI 401-2

KPMG in Brazil offers more than 20 benefits to its professionals. The main ones are:

- Gym
- Health care
- Dental care
- Daycare allowance (for female professionals and male employees who have sole custody of the child)
- Wedding corporate gift
- Birth corporate gift
- Check Up (for partners and partner directors)
- Pharmacy Agreement
- Payroll loan
- Parking
- Gympass
- Incentives for undergraduate and graduate courses (managers and senior managers)
- Language incentives
- Financial incentive for professionals fluent in English
- Kfleet (vehicle for managers and senior managers)
- Profit Sharing Program (PPL) (managers and senior managers)
- Traditional PPL
- Private Pension
- Life insurance
- Short Friday\*\*
- Trade Association subsidy
- Food voucher
- Meal voucher
- Transportation ticket
- End-of-year gift
- Children's Day gift\*\*\*

Notes

\* Benefits may vary according to category/function.  
• KDSC professionals are not eligible for education-related benefits: graduation; postgraduate; languages; fluency additional; trade association subsidy.  
• For parking, categories from manager to partner are eligible. In the Rio de Janeiro office, only from manager.  
\*\* Up to 12 per year are allowed, calculated according to the date of joining the Firm.  
\*\*\* For all children of professionals under the CLT regime who are up to 10 years old.

Parental Leave GRI 401-3

As part of the Empresa Cidadã program, KPMG in Brazil grants 6 months of maternity leave and 20 days of paternity leave to professionals. All professionals with an active CLT contract are entitled to paternity leave.

Return Rate	FY2023		FY2022	
	Women	Men	Women	Men
Total number of employees who took maternity/paternity leave	136	74	140	62
Total number of employees who returned from leave	80	69	96	61
Total number of employees expected to return	82	70	102	62
Return to work rate of employees who took maternity/paternity leave	97.5%	98.5%	94.1%	98.3%
Retention Rate				
Total employees returning from leave in FY2023	96	61	64	51
Total employees retained 12 months after returning from leave	70	39	46	36
Retention rate	73%	64%	72%	71%





# Skills for future employability and creation of jobs and value

## Develop a continuous learning culture

GRI 3-3

At KPMG in Brazil, we maintain a continuous learning environment so that we can exceptionally develop our talents and always deliver the best, be prepared to deal with market uncertainties and fuel the attractiveness of our brand.

### Trainings in 2023 GRI 404-1

In FY2023, KPMG training in Brazil was provided on the following platforms:

- **GLMS:** KPMG’s main learning platform, with global management, better user experience and integration with other KPMG systems. Here are the company’s main training courses.
- **LinkedIn Learning:** license available to all KPMG professionals, who can take advantage of the huge catalog with training on the most varied topics.
- **Kaltura:** global platform with channels and tracks for the most varied topics and training.
- **Pluralsight:** offers diverse technical and technology content.

New leadership programs were also launched, such as Mind Hacking, Mindset Talks and Innovation Academy, and there was an adjustment to the global training curriculum for Audit trainees.

Furthermore, in FY2023 a 28-hour program on ESG was held for all Advisory staff.



Internal controls are carried out to indicate compliance and verify conformity with the mandatory training required for professionals to work, such as Audit Core Training programs, onboarding training (technical and general) and Ethics and Integrity, in addition to regulatory bodies (ISQM1, PCAOB, CRC and RCC).

R\$ 17.1 million

Investments in learning and development



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

		Men			Women			Overall		
Operation	Category	Total employees/ partners	Total hours undertaken	Average	Total employees/ partners	Total hours undertaken	Average	Total employees/ partners	Total hours undertaken	Average
Technical	Interns	47	4,100	87	31	2,436	78	78	6,536	83
	Trainees	232	43,664	188	288	56,855	197	520	100,519	193
	Staff	1,100	107,920	98	1,215	112,882	92	2,315	220,803	95
	Managers	472	39,317	83	354	31,414	88	826	70,732	85
	Partners	310	21,848	70	97	8,072	83	407	29,920	73
	Technical subtotal	2,161	216,851	100	1,985	211,661	106	4,146	428,512	103
Administrative	Interns	-	-	-	4	159	39	4	159	39
	Staff	272	20,464	75	552	40,851	74	824	61,316	74
	Managers	42	3,276	78	80	8,153	101	122	11,430	93
	Partners	60	4,508	75	34	2,904	85	94	7,413	78
	Subtotal Admin	374	28,249	75	670	52,069	77	1,044	80,319	76
Total		2,535	245,101	96	2,655	263,730	99	5,190	508,832	98

Note: in FY2023, 17 professionals (9 men and 8 women) did not undertake training due to leave or mobility. The total number of employees in this table considers all people who took this training in FY2023, including voluntary and involuntary departures in the period. Therefore, the number is greater than the company's total number of professionals on September 30, 2023, the closing date of FY2023.

Development programs for partners and managers

Programs for partners	Participants
Innovation Academy	373
Mindset Talks	106
Tax Talks	95
Mind Hacking	86
KDN Aceleration*	50
Disseminators	24
Know University	21
Book Club	14
Lumen Talk	12

Note: \*new in FY2023.

Programs for managers	Participants
Mind Hacking	629
Artificial Intelligence Program	311
Disseminators	265
Mindset Talks	208
Tax Talks	178
Leadership and Innovation for new managers (Speed Up)	176
Know University	79
KDN Aceleration*	76
Female Leadership	57
Lumen Talk	38
Book Club	37

Note: \*new in FY2023.

Leaders participating in training in FY2023:

**423** partners and **870** managers.

Online training focusing on Sustainability, Social and Environmental Responsibility, Diversity and Inclusion

	FY2023	FY2022	FY2021
Total	2,504	3,758	1,972

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



Total hours per training methodology

Methodology	FY2023	FY2022	FY2021
E-learning	244,989	154,736	180,926
External	68,043	173,421	122,251
In-person/live streaming	195,799	270,472	249,491
Total (hours undertaken)	508,832	598,631	552,668

# Planet

## Reducing our impact on the environment to protect ecosystems

GRI 2-25 • GRI 3-3

**The accelerated pace at which natural resources are being exploited puts increasingly alarming pressure on the planet, generating significant impacts on economies, development and the well-being of urban and rural populations. Given this scenario, it is imperative and urgent that companies, governments and society adopt practices that ensure the reduction of greenhouse gas (GHG) emissions, which cause an increase in the planet's temperature, and begin a transition to a low-carbon, regenerative, circular and inclusive economy.**

KPMG in Brazil works on several fronts to raise awareness and reduce environmental impacts, focusing on reducing the impact on ecosystems, managing the use of natural resources, as well as reducing the production of waste and gas emissions that cause the greenhouse effect.

In addition to implementing actions to reduce the consumption of natural resources and the generation of waste, with the aim of minimizing our environmental impact, we are globally committed to achieving net carbon emissions neutrality by 2030 (based on year 2019). We are also analyzing strategies

to deal with challenges such as climate change, water pollution, deforestation and loss of biodiversity, especially considering the impacts arising from our projects and activities.

We also seek to actively support our clients in transforming their businesses and supply chains, aiming to minimize their environmental impacts and integrate climate risk management into corporate strategies.

**We analyze strategies to deal with challenges such as climate change, water pollution, deforestation and biodiversity loss.**

# Climate change and decarbonization

Reduce emissions by 50% by 2030

## GRI 3-3

In 2020, KPMG made a global commitment to establish a target aligned with the 1.5°C limit for the increase in the planet's temperature, as stipulated by the Paris Agreement. This goal, officially validated by the Science Based Target Initiative (SBTi) in 2021, establishes that we must achieve carbon neutrality by 2030 (based on the year 2019).

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

To learn more about our governance structure, [click here](#). Specific information about the ERM is available [here](#).







**Greenhouse gas emissions in Brazil**

GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 3-3

KPMG in Brazil, following the Firm’s global guidelines, is committed to becoming net zero carbon by 2030. Some goals were set to achieve this commitment: cutting greenhouse gas (GHG) emissions by 50% in relation to our emissions in 2019, reduce emissions associated with corporate travel carried out using fossil fuels by 50%, eliminate the use of disposable plastic, use energy from renewable sources in our offices and for our mobility, adopt the principles of the circular economy in relation to waste and implement the internal price of carbon.

**Emissions reduction initiatives in FY2023**

The electricity consumed in all our offices comes from renewable sources, proven through the International REC Standard (I-REC) – a global system for tracking environmental energy attributes – and a renewable source energy certificate (Belo Horizonte office).

Document transport is carried out by electric-powered motorcycles, an initiative implemented in 2022.

The Firm maintains a policy of reducing the generation of non-recyclable waste in all its offices.

In addition to these actions, since 2014 we have neutralized all of our GHG emissions. Currently, the strategy for purchasing carbon credits for this neutralization is in the process of being reviewed, aiming to align with best market practices. In 2023, we maintained our adherence to the Brazilian GHG Protocol Program, started in the previous year, and we reported our 2022 base year inventory in the Public Emissions Registry, with the aim of obtaining the gold seal (inventory verified by a third party). In 2024, we are still discussing adherence to the GHG Protocol, for the publication of the inventory with data from 2023.

In FY2023, KPMG in Brazil changed the reporting period for its emissions. Until the previous cycle, the calendar year was used (January to December). From this cycle onwards, the Firm’s fiscal year will be considered (starting on October 1st and ending on September 30th of the following year). To readjust emissions for the 2021-2022 fiscal year in order to obtain historical emissions and data comparability, we reformulated our last reported inventory, which will be presented in the following table.

Scope 3 greenhouse gas emissions suffered a substantial increase due to the change in the calculation methodology for the Purchased Goods and Services category. Until the previous fiscal year, the Quantis Platform was used, which was discontinued in August 2023. The methodology now adopted is in accordance with KPMG Global, following a tool provided by the organization that considers CDP emission factors.

Greenhouse gas inventory - KPMG in Brazil GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 3-3

Category	Breakdown	FY22-23	FY21-22*	Representativeness	Variation	Observations
Mobile combustion	Rented fleet (operational control): business trips (KFLEET benefit) paid by KPMG.	95.34	91.35	0.34%	4%	Return to travel, technical visits and face-to-face meetings with clients after the pandemic
Stationary combustion	Diesel consumption in generators at the São Paulo office, in Morumbi	0.04	1.04	0.00%	-89%	Morumbi only consumed until November 2022, as the office was closed later, which reduced the consumption of own generator.
Fugitive emissions	Fire extinguisher refills and refrigerant gas consumption	17.49	6.19	0.06%	183%	The increase is due to the adjustment in the accounting of extinguishers, considering dry chemical powder (PQS).
Total Scope 1 (tCO2e)		112.87	98.58	0.41%	15%	
Non-renewable electricity	Energy consumption of all offices in Brazil (Grid + Verbo Divino generator)	91.87	159.12	0.33%	-42%	With the exception of generators, the electricity consumed by KPMG is currently mostly renewable. The reduction in the GRID emission factor in 2022 also contributed to the decline in emissions.
Renewable electricity	Consumption of solar renewable energy in the BH office and acquisition of I-RECs in the other offices	-	-	0.00%	0%	95% of offices have I-RECs. The one in BH does not have I-REC. However, it is certified that the energy consumed is from solar source.
Total Scope 2 (tCO2e)		91.87	159.12	0.33%	-42%	
Business travel (land)	Travel by own car, Uber/taxi and rental cars	946.21	662.09	3.42%	43%	Return to travel, technical visits and face-to-face meetings with clients after the pandemic
Business travel (air)	National and international	1,789.92	1,235.37	6.46%	45%	Return to travel after pandemic
Hotel accommodation	National and international	657.00	344.02	2.37%	91%	Return to travel after pandemic
Upstream transportation and distribution	Transport of material (road and air) over longer distances (usually between branches)	22.49	30.04	0.08%	-25%	The reduction between fiscal years was due to lower spending on suppliers.
Purchased goods and services	14 categories of goods and services purchased by KPMG	24,079.66	16,294.22	86.93%	48%	The substantial increase in emissions in this category is due to the change in the calculation methodology. Until the previous fiscal year, the Quantis Platform was used, discontinued in August 2023. The methodology now adopted is in accordance with KPMG Global, following a tool provided by the organization that considers CDP emission factors.
Total Scope 3 (tCO2e)		27,495.28	18,565.74	99.26%	48%	
Montreal Protocol: HCFC 22 (tCO2e)	Air conditioning	30.27	32.03	-	-5%	HCFC-22 (R22) refills carried out in the Cuiabá and Joinville offices, which did not occur in 2022. Although the refill volume in the Salvador office was higher, there was no refill for other offices, maintaining the approximate value between the years.
TOTAL EMISSIONS		27,700.02	18,823.44			
Total number of employees/partners		5,049	5,976			
TOTAL PER CAPITA (tCO2e/nr of employees)		5.49	3.15			
Variation FY22 x FY23		47%				

**\*Disclaimer:** For FY2021-2022, the analyzes of some categories were as consolidated data. \*\* As the data was not presented month by month and/or broken down by year, we considered the consolidated data in the GHG base year 2022 tool to be conservative in emission factors.

**\*\*Consolidated data:** mobile combustion (KPMG own car only); fugitive emissions; hotel accommodations; purchased goods and services; business travel (land).

Notes:

- The gases included in the report were: CO2, CH4, N2O, R410a and R22.
- Biogenic emissions totaled 23.31 tCO2e in Scope 1, 0.64 tCO2e in Scope 2 and 231.4 tCO2e in Scope 3.
- The base year of KPMG's inventory in Brazil was changed in this report to reflect the Firm's fiscal year, thus aligning the inventory with its disclosed revenue. Thus, FY2023 encompasses the period from October 1, 2022 to September 30, 2023.
- Methodologies and calculation tools adopted: Brazilian Program - GHG Protocol v.2023.0.3; average gasoline price - ANP-2023 (historical data); Defra Conversion Factors 2023: full set (for advanced users); CDP emission factors.
- The approach to consolidating emissions was "Operational Control".

Eco-efficiency goals

KPMG in Brazil has local eco-efficiency goals, which involve reducing the amount of printing and consumption of paper, plastic cups, electricity and water. The objective of these goals is to inspire the adoption of more sustainable habits in our facilities and in the personal lives of our professionals.

Evolution of eco-efficiency targets in 2023

Item	Quantity	Variation FY2022 x FY2021
Disposable plastic cups (un.)	2,000	100%
Paper cups	653,660*	138.3%
Paper (sheets)	784,000	49%
Prints (sheets)	360,252**	-56%
Water (m³)***	7,492	3%
Electricity (Kwh)****	2,409,922	-4%

Notes:  
The variations in consumption in all items are due to the return of professionals to the offices and the move to Verbo Divino's new headquarters.  
\* As of FY2023, cups used in KPMG coffee machines in Brazil also started to be counted, which were previously supplied by the company that provides this product as part of the consumption contract at no additional cost.  
\*\* The reduction in the number of prints is due to the cancellation of the contract with the previous supplier, which stopped presenting printing management reports between October and December 2022. Furthermore, the new supplier only started operating from March, 2023. Thus, KPMG was left without internal printing services from January to February of this year.  
\*\*\* Water consumption is only recorded in the RJ and SP offices, which concentrate the Firm's largest and most significant operations.  
\*\*\*\* The consumption of the generators used at the Verbo Divino (SP) unit was also considered. This consumption falls into Scope 2 of our inventory, considering the purchase of fuel used.

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

In addition, KPMG's new headquarters building in Brazil has the Leed Green Building gold level certification, and KPMG has silver level and Fitwel certification. This category attests to the optimization of energy and water consumption, a solid waste treatment policy, landscaping that reduces heat, the use of less harmful refrigerant gases and the use of energy from sustainable sources, among other aspects. [GRI 306-2](#)

Internal Carbon Price

KPMG, in an action on a global scale, began the implementation of the Internal Carbon Price (ICP) in FY2023. This voluntary initiative highlights the company's commitment to the transition to a low-carbon economy. Furthermore, it reinforces the commitment to achieving the goal of "Net Zero Carbon" by 2030, encouraging reflection on the importance of changing attitudes in favor of society and the planet, while mobilizing resources to improve environmental performance.

In Brazil, the internal carbon price is being applied to direct emissions from own vehicles, the KPMG fleet, energy consumption and corporate travel. From 2023 onwards, the areas or cost centers responsible for these emissions are subject to the "polluter pays" principle, paying the corresponding carbon tax (ICP). This cost must be foreseen in the budget of each area.

The proposal of the initiative is to encourage reflection and change of attitude. Therefore, in this first year, the focus is to make teams aware of the environmental impact of their choices and engage all employees in reducing non-essential travel, contributing to the transition to a low-carbon economy. The resources raised will be directed to projects that improve environmental performance, covering areas such as renewable energy, circular economy, carbon neutralization and preservation of biodiversity in local communities.





# Climate risk

Give the capital markets, our clients and our leaders clear, comprehensive and high-quality information on the impacts of climate change

GRI 2-25| GRI 3-3

KPMG’s positioning in Brazil for climate change follows the global commitment Our Impact Plan, which establishes the responsibilities of all member firms in ESG issues, with the intent of generating value and an even greater positive impact for the planet, transforming insights into opportunities to promote responsible growth and ensure a healthy society and planet for generations to come. We work together with companies, governments and stakeholders to help the world transition to net-zero in a fair and equitable way. This will require collaboration, innovation and a willingness to invest in the future of the planet.

As a global organization and service provider, we have a responsibility to assess the impact of our operations and play our role in the global decarbonization effort.

Our decarbonization goals are aligned with the Paris Agreement’s 1.5°C target, with a goal of decarbonizing our business by 50% by 2030, compared to our FY2019 baseline.

The governance of this topic is under the leadership of the Firm’s chairperson, advised by the ESG Committee, a body focused on evaluating and addressing climate risks.

Climate risk refers to how we assess the consequences, likelihood and responses to the impacts of climate change and how we as a company will adapt to meet these challenges. This includes our entire value chain, from how we work with our suppliers to the services we deliver to our clients.



**Our decarbonization goals are aligned with the 1.5°C target of the Paris Agreement, with a goal of decarbonizing our business by 50% by 2030.**





01 Presentation

02 KPMG

03 Governance

04 People

**05 Planet**

06 Prosperity

07 References

08 Indices

# Nature and biodiversity

Understand and improve our impact  
on nature and biodiversity

GRI 2-25 • GRI 3-3 • GRI 303-1 GRI 304-2

Our efforts to protect biodiversity and ecosystems are related to reducing emissions and the generation of non-biodegradable waste in our operations and supporting society's actions.

In addition, we will begin a survey on the impact on biodiversity and ecosystems of the projects we develop to our clients.

**We implement actions to reduce the consumption of natural resources and the generation of waste, with the aim of minimizing our environmental impact.**

# Prosperity

## Conducting business practices based on purpose and on good corporate citizenship

GRI 2-25 • GRI 3-3

Creating deeper connections with the people and communities we interact with is part of our purpose. With a legacy based on trust and the defense of the public interest, we direct our attention to the issues of greatest relevance to clients and stakeholders.

In Brazil, with more than 5 thousand people working in 10 states and the Federal District, we realize our role and our responsibility in building a better world and engaging our community of professionals to be agents of positive change in the country.

The services we provide not only help the businesses and organizations we serve, but also foster comprehensive economic growth and prosperity across society.

**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.**

KPMG in Brazil generates positive social and economic impacts in several ways. Firstly, through our business activities: through the Audit and Tax areas, we collaborate to ensure that business is carried out in a fair and transparent manner; through the Advisory area, we help our clients become more effective and resilient in the face of current and future challenges and opportunities.

In addition, we offer jobs to professionals of the most varied levels of technical training, provide continuous training to all of them and hire a variety of services throughout Brazil, among other factors. And we also contribute to wealth generation by supporting the work of civil society organizations that focus on education and assistance to vulnerable populations.

As we prosper, we expand our ability to strengthen the communities in which we operate.



**As we prosper, we expand our ability to strengthen the communities in which we operate.**



# Social and economic impact

Wealth generation

GRI 3-3

In FY2023, despite a complex and challenging scenario, we maintained our positive results: our revenue was R\$2 billion, 2.5% higher than the previous cycle.



## Added Value Statement (in millions of reais)

GRI 201-1 • GRI 203-1

	2023	2022	2021
<b>Direct economic value created</b>	<b>R\$ 2,057.5</b>	<b>R\$ 2,007.9</b>	<b>R\$ 1,759.3</b>
<b>a) Revenues</b>	<b>R\$ 2,057.5</b>	<b>R\$ 2,007.9</b>	<b>R\$ 1,759.3</b>
Gross sales	R\$ 2,055.5	R\$ 2,005.5	R\$ 1,748.1
Income from financial investments	R\$ 2.0	R\$ 2.3	R\$ 11.3
Asset sales	R\$ 0	R\$ 0.1	R\$ 0
<b>Economic value distributed</b>	<b>R\$ 1,655.6</b>	<b>R\$ 1,592.9</b>	<b>R\$ 1,393.4</b>
<b>b) Operational costs</b>	<b>R\$ 399.0</b>	<b>R\$ 342.1</b>	<b>R\$ 375.4</b>
Payments to suppliers	R\$ 275.2	R\$ 230.8	R\$ 277.3
Non-strategic investments	R\$ 0	R\$ 0	R\$ 0
Royalties	R\$ 66.2	R\$ 54.4	R\$ 51.0
Facilitating payments	R\$ 57.6	R\$ 56.9	R\$ 47.1
<b>c) Employee wages and benefits</b>	<b>R\$ 817.9</b>	<b>R\$ 819.0</b>	<b>R\$ 649.0</b>
Total payroll for employees (current payments)	R\$ 817.9	R\$ 819.0	R\$ 649.0
<b>d) Payment to providers of capital</b>	<b>R\$ 28.2</b>	<b>R\$ 26.5</b>	<b>R\$ 14.3</b>
Interest Payment to financial institutions	R\$ 28.2	R\$ 26.5	R\$ 14.3
<b>e) Payments to the government</b>	<b>R\$ 407.2</b>	<b>R\$ 400.6</b>	<b>R\$ 351.7</b>
Gross taxes	R\$ 407.2	R\$ 400.6	R\$ 351.7
<b>f) Investments in the community</b>	<b>R\$ 3.3</b>	<b>R\$ 4.6</b>	<b>R\$ 2.8</b>
Voluntary contributions (including pro bono) to social, environmental and cultural projects	R\$ 3.3	R\$ 4.6	R\$ 2.8
Contributions to social, environmental and cultural projects under Tax Incentive Laws	R\$ 0	R\$ 0	R\$ 0
<b>Accumulated economic value</b>	<b>R\$ 401.9</b>	<b>R\$ 415.0</b>	<b>R\$ 366.0</b>

GRI 201-4

	2023	2022	2021
Total monetary value of financial support received by the government organization during the reporting period	R\$ 5.6	R\$ 5.9	R\$ 8.0
Tax benefits and tax credits	R\$ 5.6	R\$ 5.9	R\$ 8.0

Employment

GRI 2-7 • GRI 3-3

**5,049\*** professionals  
-16% FY2022\*\*

\*CLT employees, partners, interns and temporary workers  
\*\* Reflects the adjustments and adaptations made to improve the efficiency and accuracy of the Firm's deliveries

**By employment relationship**

**4,464** employees hired under the CLT regime

**507** partners

**77** interns

**1** temporary worker

(To see the complete tables, [click here](#)).



Histório de Sustentabilidade KPMG no Brasil 2023

By office

**3,349** in São Paulo

**635** in Rio de Janeiro

**1,065** in other cities

By work schedule

**4,913** full time

**136** part time

Turnover GRI 401-1

Our sector has a high turnover rate of professionals due to new development opportunities. In FY2023, our turnover rate showed a reduction compared to the previous cycle, because there was a concentration of hires in FY2022.

		Hires	Terminations	Turnover
Office	São Paulo	38.4%	53.1%	12%
	Rio de Janeiro	4.5%	8.4%	1.7%
	Other units	57.1%	38.5%	13.4%
Gender	Men	54.2%	53.3%	14.6%
	Women	45.8%	46.7%	12.5%
Age	Up to 30 years	63.6%	65.4%	17.4%
	31-50 years	34.6%	33.8%	9.3%
	+ 51 years	1.8%	0.8%	0.4%
Region	North	0.4%	1%	0.2%
	Northeast	0.7%	2.1%	0.4%
	Midwest	50.9%	15.5%	9.9%
	South	2.5%	7.1%	1.2%
	Southeast	45.4%	74.2%	15.5%
		Hire rate	Termination rate	Turnover rate
Total FY2023		31.93%	22.20%	27.06%

\* Termination and turnover rates only consider voluntary dismissals.  
\* Other units cover the regions of Belo Horizonte, Brasília, Campinas, Cuiabá, Curitiba, Fortaleza, Londrina, Manaus, Porto Alegre, Recife, Ribeirão Preto, Salvador, São José dos Campos; digital offices in Passo Fundo, São José do Rio Preto and Vitória; coworking in Goiânia, Joinville and Uberlândia.

Variable pay

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 regime (indefinite period), in accordance with the policy for achieving goals and eligibility.

Since FY2022, we have maintained the Managerial PPL, aimed at managers and senior managers as another element of retaining our talents. Professionals who complete the performance cycle within the fiscal year, obtaining a rating of 1, 2 or 3 in the Year End, will have an additional multiple that will be paid in 2026, and so on, always subject to a grace period of 4 years.

# Innovation for better products and services

## Innovation and technology

GRI 3-3

At KPMG in Brazil, we make integrated use of technologies and our vast experience in our clients' businesses and the markets in which they operate to develop high-impact projects that combine management and innovation, supporting all phases of their digital transformation journey. And always with our professionals at the center of this process. As we point out in our global technology manifesto, [Make the Difference](#), it is people who make all the difference on this journey.

Under the leadership of the Innovation Committee, KPMG is expanding its technical and operational capabilities through AI-supported digital transformation to finance, legal, marketing, human resources (HR) and other areas.

The first point worth highlighting is KPMG's AI chatbot, known as Keeper. In operation for four years, the tool fulfills several purposes, such as translating texts, opening tickets, monitoring projects, monitoring performance reviews, scheduling and team hours, requesting vacations, checking payroll, among hundreds of others automated functionalities.



Recently, Keeper began offering users a secure access module to ChatGPT that enables document analysis, creation of codes and applications, drafting of contracts and development of various content. All of these features have contributed to increasing the efficiency of our professionals on several fronts, whether in day-to-day operations or with our clients.

Keeper usage data:

- In three years, Keeper has received more than 5 million questions.
- On average, 4,500 people use the tool on a daily basis.
- Before integration with ChatGPT, Keeper received an average of 150 thousand questions per month; after the inclusion of generative AI functionality, this number rose to 200 thousand per month – a growth of approximately 33%.
- Keeper has a reported user satisfaction rate of 93%.

**In this sense, we have invested in three fronts:**

## 1. Technology

Consistent global cloud-based platforms using generative artificial intelligence to drive quality service delivery and new business solutions and services tailored to each client's needs.

## 2. People

Increasing the digital skills of KPMG's global workforce and expanding talent in areas such as data science and digital architecture. After all, what transforms data into value is insight, that is, the ability to analyze and interpret this data to help influence decisions and drive change.



**Courses focused on innovation  
(Journey to Digital)**

**Tax Academy**

Number of participants: 401  
Total hours: 4,984

**Audit Academy (KCw Methodology)**

Number of participants: 1,743  
Total hours: 50,436

**Innovation Academy**

Number of participants: 417  
Total hours: 1,687

**KDN Aceleration**

Number of participants: 300  
Total hours: 5,174

**AI Training**

Number of participants: 327  
Total hours: 1,375

**Lumen Talk**

Number of participants: 138  
Total hours: 560



### 3. Innovation

Expanding the range of digital offerings and possible work with the support of our diverse ecosystem of strategic alliances and our global innovation network.

### Innovation in Audit GRI 3-3

To raise the level of quality and consistency of audits, constant innovation is essential. Therefore, in the disruptive and hyper-competitive market in which we operate, our strategic choice has been to combine the best talents with the use of cutting-edge technologies to deliver high-quality audits that achieve greater depth, agility and transparency in insights into risks reported to clients.

As we invest in new technological tools and resources, we are committed to equipping our professionals with the knowledge and confidence they need to fully embrace the opportunities that innovation offers. Our teams have on-demand access to training and guidance whenever and wherever they need through knowledge trails available on online platforms and apps accessible on smartphones.

### KPMG Clara

It is our global automated, agile, intelligent and scalable audit platform, which takes the quality of our deliveries to a new level by allowing effective management of workflows. Launched in 2017 as a Big Four pioneer, the platform continues to be enhanced to accommodate evolving security demands, further integrate existing audit applications, and develop new capabilities to digitize additional audit processes. A focus on innovation is a strategic imperative at KPMG Clara, resulting in enhanced capabilities.

In 2023, KPMG International launched a globally consistent workflow aligned with the execution guide for assurance work, which includes ESG, among other topics. The assurance workflow takes advantage of the intelligent KPMG Clara platform, includes existing resources and a navigation tree with a simplified structure of modules and activities. This provides a consistent user experience and drives innovation, enabling the integration of new and innovative solutions to expand KPMG's assurance and ESG propositions in the future. This workflow is already used at KPMG in Brazil.

## Audit Technology and Innovation (ATI)

In Brazil, our ATI area, connected to the Innovation & Enterprise Solutions (I&ES) Committee, leads audit innovation processes, 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. With a multidisciplinary approach and market knowledge, we use innovation to respond to local digital transformation needs, complementing the global innovation strategy.

Our objective is to leverage the experience of the auditor and our clients in an increasingly agile, safe and technological process, always focused on quality and consistency. To this end, the Audit area, through ATI, invests in innovation, technology and efficiency in all its processes.

On the Audit and Firm innovation fronts we have professionals with different expertise, from developing the concept of new products, through business design, product architecture, development, project management, approval, deployment, maintenance to post-implementation support. Furthermore, we have cells specialized in Data & Analytics, which support audit teams in different ways.

ATI follows the Firm’s global and local internal guidelines in its approval processes, which are based on the KPMG Global Framework. Projects are approved annually by the I&ES group and the Audit Innovation Committee based on an investment plan that takes into account audit automation priorities for each fiscal year and the technologies that need to be developed to achieve this objective.

Currently, the Audit area has a portfolio made up of global and market tools, in addition to 13 technology solutions developed for use by auditors, totaling approximately 120 audit procedures based on D&A, artificial intelligence, cognitive technologies, among others, such as detailed below.

## Analytics tools

- Alteryx
- IDEA
- KPMG Clara Advanced Capabilities
- KPMG Clara Analytics - AI Transaction Scoring
- ATMS

## Collaboration Tools

- KPMG Clara collaboration
- Subscription Portal

## Workflow

- KPMG Clara workflow

## Automation

- Chrono
- Cognitive
- Confirmation
- FSR
- BSR
- ISR
- DataSnipper
- IPA
- Pricing Calculator
- Document Reader
- Drone & Object Detection
- Audit Data Portal
- Hyper Routines



## Innovation in Tax GRI 3-3

We remain focused on the objective of transforming KPMG's tax practice in Brazil and the tax areas of companies in the market through innovation and technology.

Our global approach to Tax Transformation (#Powered Tax Enterprise) includes six pillars (Governance, Technology, People, Functional Processes, Data & Performance Insights and Service Delivery Model) to help companies achieve their ideal operating model (Target Operating Model - TOM). This movement follows a reality in which businesses need to be more strategic, agile, connected, reliable, efficient and effective, making the role of the tax area even more relevant, but also being even more challenged.

We have worked on the design and execution of this transformation journey, combining our solid technical knowledge in Tax and innovation tools with the latest technologies and proprietary tools (KPMG Lighthouse) and those of business partners, in addition to our experience and expertise in Advisory projects. We further strengthened our open innovation pillar, the Tax Innovation Hub, including in our mapping numerous new solutions from the innovation ecosystem formed by startups and other companies that offer technological solutions for Tax to provide our clients with more complete solutions.

Following recent developments and taking advantage of our global partnership with Microsoft, we have incorporated the use of generative artificial intelligence into our daily lives and helped our customers understand how AI can bring operational gains and competitive advantage, as well as the importance of its safe and ethical use. In this sense, we have worked to help companies update their professionals' knowledge and skills (reskilling and upskilling), contributing to a less harmful impact of technological advances on people's employability.

We are increasingly noticing the importance of helping companies use data intelligently to make decisions, especially when the data is available but not easily accessible. Our sophisticated KPMG Tax Digital platform, developed in a cloud environment, enables the analysis of various data to improve efficiency, reduce risks and identify tax credits.

We have also advanced in advisory related to the implementation of tax solutions, calculation engines and other technological tax management and planning tools, bringing technology even closer to Tax professionals. We use intelligent automation and other advanced technologies to enable the execution of specific tax projects involving high volumes with quality, reliable and agile execution. As an example, we can mention our document and contract reader (OCR), a tool that allows, among other actions, the crossing of constant data of ancillary obligations, the development of specific platforms to meet particularities of the project (such as CAT-42) and the checking of tax rules in batches via APIs.

We have monitored the development of the long-awaited Brazilian tax reform over the past year, developing solutions that allow companies to prepare and react to their tax and financial impacts in an assertive and timely manner.



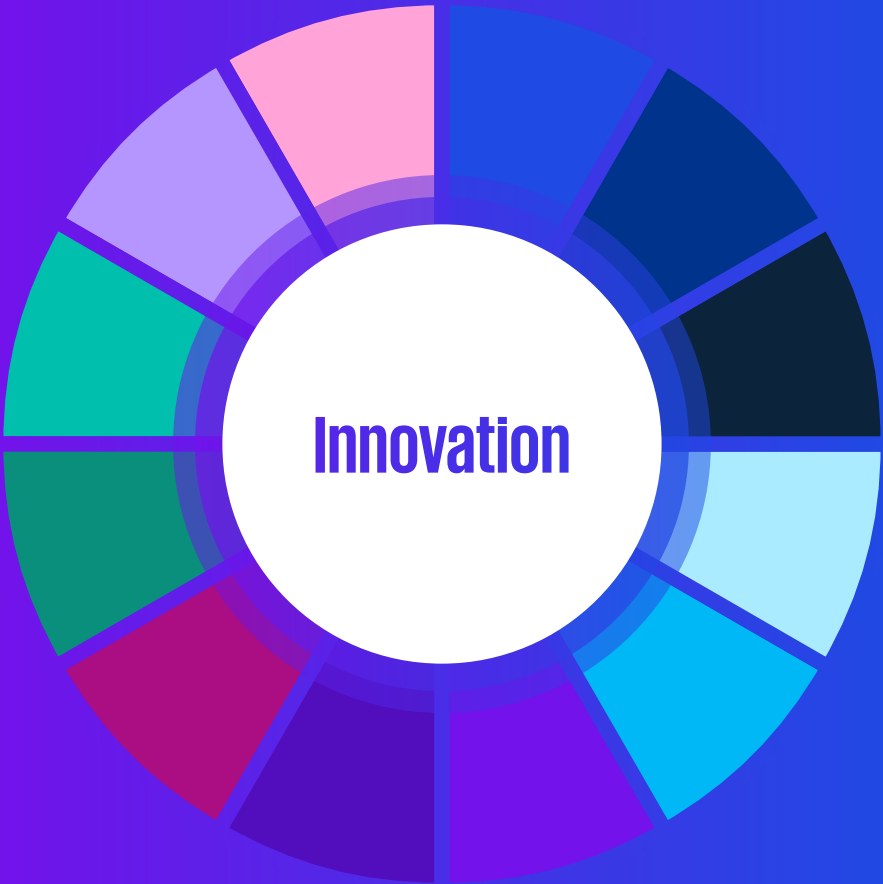
**Innovation in Advisory** GRI 3-3


Changes in the business world have required constant adaptations, and consultancies must be protagonists in this redesign. Market research indicates that clients tend to spend less on consultancies in the traditional model, but intend to invest in projects led by those that focus on implementing technology and innovation, leveraging their business.

Everyone in the organization must incorporate innovation aspects into their routines, not just those allocated to technology areas. Considering this context, KPMG’s Advisory area in Brazil has been conducting a series of innovation initiatives within specialist areas (Deal Advisory, Consulting, RAS) with the orchestration of the Advisory Innovation & Transformation Office (AI&TO), our ideation and governance unit of KPMG digital solutions.

Furthermore, through some fronts, KPMG in Brazil has been applying the concept of Open Innovation, in which innovation goes beyond the borders of our Firm, seeking, through collaboration with other organizations – including clients, startups, suppliers, business partners – and alliances, new ways of delivering value to the market (see infographic).

**Everyone in the organization must incorporate innovation aspects into their routines, not just those allocated to technology areas.**




 Click on the buttons above to learn about each front, how they communicate and how this orchestration contributes to the KPMG brand being increasingly associated with innovation and technology.



Digital solutions portfolio advisor




 Click on the buttons above to learn about each front, how they communicate and how this orchestration contributes to the KPMG brand being increasingly associated with innovation and technology.



Enablers Solutions

- Harvest
- Crop Monitoring
- Single Validator
- Documental
- Financial Risk Manager (FRM)
- Assets Securitization
- FRM Assets Solvency
- HCA – Human Capital
- Tangible Asset Valuation (TAV)
- Data Collect
- KPMG Monetary Valuation Tool

 Click on the buttons above to learn about each solution.

# Community and social vitality

Support education and lifelong learning in our communities

## Our communities GRI 203-1 • GRI 413-1 • GRI 3-3

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

### Focus on education

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

We have the challenging global goal of empowering 10 million vulnerable young people through education and skills development for work and entrepreneurship by 2030.



Encouraging education in all interactions we establish with our stakeholders is, therefore, the engine of empowerment and change. When we look at the community, this commitment is converted into direct investment in initiatives that encourage learning, pro bono services/compensation\* for non-profit organizations, mentoring and mobilization and corporate volunteering campaigns. In FY2023, 87% of our direct investments and 79% of pro bono/compensation\* work for civil society organizations (CSOs) were focused on education.

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

Investment in Brazil in community impact projects in FY23

General results GRI 203-1 • GRI 413-1 • GRI 3-3

R\$ 2.3 million

73% in direct investments in education projects

27% in pro bono/compensation\* work with a focus on education

R\$ 1 million in additional pro bono/compensation\* work, intended for organizations with cultural and sector promotion purposes

\*These works are subject to KPMG's standard procedures for client acceptance/continuity and developed with the same methodology, quality and independence offered to other clients. The value for 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.

2,180 voluntary participations by our professionals,  
10,143 hours to our corporate volunteer programs that benefited  
82 institutions and directly impacted  
8,163 people

Main projects – Education

Pequeno Cidadão

Direct investment of  
**R\$ 1 million**  
to provide new perspectives for the future  
of **220** children and adolescents of São Carlos – SP

We have supported this project for 27 years

Enactus

Investment of  
**R\$ 150,000**  
to engage students in the development of programs to benefit communities, focusing on sustainability and social empowerment.

**43** KPMG leaders also engaged in mentoring  
**43** Enactus students

In FY2023, we celebrated 25 years of supporting Enactus in Brazil





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### Cyber Day

**18** volunteers from KPMG's Cyber area in Brazil had an impact on  
**1,519** young people from public schools in BH, Curitiba, SP and RJ with cybersecurity content

### Junior Achievement

Investment of  
**R\$ 200,000** in programs led by  
**103** professionals for  
**764** public school students, showing the business world, the benefits of planning and of the innovation mindset

We have supported JA Brasil since 2002

### Mais Unidos

investment of  
**R\$ 50,000** to support programs focused on developing job skills

### IT's for Her

**10** volunteers from KPMG's Cyber area in Brazil made an impact on  
**14** youth with mentoring and introduction to Data Analytics, to create a dashboard on the panorama of women in technology professions in Brazil  
KPMG author program in partnership with Instituto Joule and +1Code

### KPMG Family for Literacy

**35** volunteers read stories to  
**270** students between 7 and 9 years old  
Each one received the book read at the end of the initiative

### Empresário Sombra (Junior Achievement)

**56** young people from the community followed the routine of  
**41** KPMG leaders in Brazil







## Main campaigns

### KPMG Day in the Community

**535** volunteers benefited  
**3,682** people with actions that involved supporting children, teenagers, the elderly, homeless people and people with chemical dependency and refugees, animal protection, blood donation, among others.

### Winter Campaign

**1 ton** of food and  
**1,735** blankets were distributed to homeless people in São Paulo

## Cleaning Task Force

**312** volunteers from **21** offices collected more than 1 ton of street waste for recycling  
Action organized with the support of Limpa Brasil to celebrate the International Environment Day

## Solidary Christmas

**631** children and elderly people living in shelters of  
**16** OSCs benefited from gifts donated by our professionals

## Emergency Campaigns

Our professionals donated more than  
**R\$ 42,000** to support flood victims of São Sebastião, on the North Coast of São Paulo and

**R\$ 10,000** to support the Muçum region (RS)

**R\$ 35,000** was made available for these campaigns by the KPMG Citizenship Fund – Olga Sorgini Cortesi (in memory of the KPMG professional in Brazil who lost her life in the Petrópolis disaster)



## Pro bono/compensation services

Our services added professionalism to management, as well as credibility and transparency to the financial statements of 10 non-profit organizations



**Our relationship with clients and the market** GRI 3-3

Clients are at the center of our business. With the aim of offering them the best service and exceeding their expectations, we strive to be innovative, be where the client needs us and guarantee the quality of our deliveries and our engagement.

To achieve this, we are always developing a diverse and comprehensive portfolio of solutions that holistically combine our business knowledge with new technologies. In this way, we contribute to transforming their operations, improving their performance and preparing them to face the challenges that arise every day.

KPMG’s strategic vision for the future is driven by

front office transformation, seeking accelerated growth and enhanced global collaboration. We are committed to transforming our approach to the market, with a focus on promoting transparency and sharing crucial information about account contacts and market trends. The initiative aims to enable our professionals to offer intelligent solutions, strengthening trust and building lasting relationships with clients.

A key element of this transformation is the global pooling of offerings and capabilities, allowing the company to offer its services on a global scale, encouraging collaboration between business partners and professionals around the world. The implementation of a CRM platform developed by Salesforce stands out as a fundamental tool for providing easy access to critical information about

accounts, campaigns and activities, enabling faster and more informed decision-making, regardless of physical location.

This saves our business partners and professionals time, allowing them to focus on developing relationships, identifying opportunities and delivering high-quality solutions tailored to the specific needs of our clients. KPMG in Brazil is one of the first member firms to implement this tool in the world, a process that began in FY2023.

We also invested a lot in understanding the benefits and risks of Generative Artificial Intelligence (GenAI), which was the theme of FY2023 in the area of innovation and technology. In this sense, we trained our people on this topic through the Innovation Academy, we established a secure channel for using ChatGPT and we developed applications for Audit, Tax and Advisory that benefit from the use of GenAI and generate more value for our clients.

In FY2023, we also made many advances in the use of technologies to support ESG actions. For example, we brought to Brazil a world-leading digital platform for commodity traceability and compliance with international regulations. We also evolved with the digital platform for monitoring forest conservation and monetization, using satellite images and capturing evidence of preserved areas.

**6,483** clients in FY2023

**2.8%** more than in the previous cycle

**Client Satisfaction** GRI 2-29

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

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

The satisfaction survey addresses several aspects, including the Net Promoter Score (NPS), adopted by KPMG as the main performance indicator to assess the level of client satisfaction and loyalty with its services. In FY2023, KPMG's NPS in Brazil was 63, one point above the previous year. This score reflects the large number of promoter clients - equivalent to 70% of the sample - and positions the Firm in the quality zone. In addition to this metric, other essential topics are monitored, such as relationships and technical knowledge, which were the best evaluated, having received the highest marks on the scale (9 and 10) from 76% and 74% of customers, respectively.

**Satisfaction survey**

**2,083** surveys sent

**729** surveys answered

**35%** return rate

**8.5/10** average in the satisfaction index of our clients with our work, in aspects such as relationships, technical knowledge and quality of service



The Client Experience Review is a more in-depth interview, carried out by the leadership of KPMG in Brazil with key executives from strategic clients, with the intention of highlighting their opinion about KPMG in Brazil in a broader way. In addition to feedback, the survey helps to strengthen relationships with decision makers, learn about sector and market trends and delve into the client's strategy. In FY2023, interviews were conducted with more than 30 key customer executives, which generated more than 50 action plans.

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

**Shared knowledge**

We seek to contribute to qualifying the debate on complex topics that we deal with in the business world, generating knowledge for the entire society. To this end, in addition to offering excellent services to our clients, we make available to our stakeholders in Brazil the wide range of information built by the 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.



Events in FY2023

392

own and sponsored events

12.5%

external

11.7%

internal

75.8%

other types

69,345

participants

R\$ 9.2

million

in events

Publications released

FY2023

FY2022

FY2021

Total publications by area

139

177

175

Main topics of the publications

• Environmental, Social & Governance (ESG)

• Agribusiness

• CEO Outlook

• Energy and Natural Resources

• Mergers and acquisitions

• Private Equity and Venture Capital

• Infrastructure

• Artificial intelligence

• Football market

• Mining

• Basic sanitation

• Health

• Automotive sector

• Technology

Presence in the press

10,968

quotes

10,743

papers published

225

articles published

Audit Committee Institute (ACI)

One of KPMG’s most important initiatives, the ACI is a forum that disseminates good corporate governance practices, political, economic, corporate, legal and tax trends that are crucial for business. It is maintained by KPMG International member firms 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 more than 15 years old and has 751 members, who meet at regular events and have access to studies and benchmarking carried out by KPMG.

14

meetings in Brazil

499

participants





**Web Summit Rio**

In FY2023, one of KPMG’s highlights in Brazil was the participation in the Web Summit Rio – it was the first time, in 13 years of existence, that the event, a meeting point for the global technology community, took place in Latin America. For four days, more than 20 thousand people from 97 countries - including two hundred speakers, more than 500 investors and representatives of around 750 startups - gathered in the city of Rio de Janeiro, to share insights about innovation and networking.

The Firm was present through KPMG Private Enterprise, which was one of the sponsors of the event, impacting around 1.7 million people. KPMG leadership actively participated in the meeting, sharing content, organizing exclusive events and interacting with guests through attractions such as a humanoid robot, which chatted with visitors to the stand, and a flash mob – a motorcade with 10 vehicles – which transmitted a hologram of the KPMG logo.

**Women Corporate Directors (WCD)**

KPMG globally sponsors Women Corporate Directors (WCD), an American non-profit foundation whose purpose is to encourage the formation of innovative and engaged boards through diversity. KPMG’s support enables WCD’s presence in 40 countries, connecting 2,600 board members. In Brazil, the entity has been present since 2009 and today brings together approximately 400 board and committee members. WCD inspires and connects board members, increasing the supply of highly qualified board candidates and making its member base available, in addition to promoting the dissemination of best governance practices through events, networking and educational tools.

**Participation in associations** GRI 2-28 • GRI 3-3

Always looking for the evolution of the professions with which we are associated and the sustainable development of business, we share knowledge with the market in Brazil through debates, events and lectures and participation in boards, executive management, committees and working groups of different regulatory bodies and entities representing professional categories and business sectors.





**Our relationship with suppliers** GRI 2-6 • GRI 3-3

Every year, we carry out a review of our suppliers, which are classified according to the impact they may have on our operations. This review covers both business-critical services, such as full-time resident workforce in our offices, and suppliers of general services and products.

This assessment is also carried out at the time of contracting, before contracts are signed, and revalidated annually. In FY2023, we started updating the way we evaluate our suppliers, reinforcing ESG aspects.

**Classification of KPMG suppliers in Brazil**

Type of impact	Consequence in case of interruption
Low	The supplier can be easily replaced (high supply). General services and products.
Moderate	There is a certain complexity in replacement (average offer). Business support services/products, which can be used on a large scale, but do not pose risks; Third Party - client facing.
High	There is high complexity in replacement (low supply or lengthy process). Business-critical services, used on a large scale, that can affect essential operations, reputation, brand value or the well-being of our professionals. Suppliers in this group may have access to confidential, physical and digital information from KPMG in Brazil or provide full-time resident labor in our offices.

# References

## Technical alignment and frameworks used

**The indicators selected to report KPMG’s main results in Brazil in FY2023 reflect our values, our pillars of work and the material topics considered relevant by us and our stakeholders.**

The indicators presented in this document were reported in accordance with the GRI Standards for the period from October 1, 2022 to September 30, 2023. They are also aligned with references from the International Business Council (IBC) – World Economic Forum. Our goal is to communicate more clearly and objectively what we do and think, according to globally recognized parameters.

The members of the Executive Committee are involved in the initial interviews to prepare this sustainability report, as well as in its review, moments in which the results are presented in a more systematic way. All information reported is reviewed and approved by the Executive Committee of KPMG in Brazil. **GRI 2-4 • GRI 2-14**

Furthermore, the document undergoes external verification, carried out by a contracted assurance company. **GRI 2-5**

**Our goal is to communicate more clearly and objectively what we do and think, according to globally recognized parameters.**

## SDGs in KPMG's operations

Through its activities, KPMG in Brazil seeks to contribute to solving concrete problems in society, guided by environmental, social and governance (ESG) principles. Therefore, we also operate in line with the United Nations (UN) Sustainable Development Goals (SDGs).

Based on a broad mapping of our operations, we identified interfaces with 14 SDGs (SDGs 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16 and 17). We give priority to SDG 4 (Quality Education), as we believe that it is through education that we empower people to change their lives and transform the world, and SDG 13 (Combat Climate Change), adopting policies and procedures focused on decarbonization and mapping the impacts caused by our activities, which we also share with our stakeholders.



Click on the buttons to the side to find out more about which Sustainable Development Objectives KPMG is working towards.





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# Indices

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# GRI Content Index

Statement of use	KPMG Brazil has reported in accordance with the GRI Standards for the period from October 1, 2022 to September 30, 2023 (Fiscal Year 2023 - FY2023) for all information, financial and non-financial.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not applicable.

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
General disclosures			
GRI 2: General disclosures 2021	2-1	Organizational details	
	2-2	Entities included in the Organization's sustainability reporting	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 disclosing a balance sheet.
	2-3	Reporting period, frequency and contact point	The publication frequency is annual. The reporting period is fiscal year 2023 - FY2023, for all information, financial and non-financial. Publication takes place on February 23, 2024 (estimated).
	2-4	Restatements of information	
	2-5	External assurance	
	2-6	Activities, value chain and other business relationships	
	2-7	Employees	
	2-8	Workers who are not employees	
	2-9	Governance structure and composition	
	2-10	Nomination and selection of the highest governance body	
	2-11	Chair of the highest governance body	
	2-12	Role of the highest governance body in overseeing the management of impacts	
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
	2-15 Conflicts of interest		
	2-16 Communication of critical concerns		The Firm does not have information on the total number and nature of critical concerns communicated to the highest governance body during the reporting period. Reason for omission: Unavailable/incomplete information.
	2-17 Collective knowledge of the highest governance body		
	2-18 Evaluation of the performance of the highest governance body		
	2-19 Remuneration policies		
	2-20 Process to determine remuneration		We do not report information related to partner remuneration. Reason for omission: Confidentiality restrictions.
	2-21 Annual total compensation ratio		The total annual compensation is considered strategic information, therefore confidential. Reason for omission: Confidentiality restrictions.
	2-22 Statement on sustainable development strategy		
	2-23 Policy commitments		
	2-24 Embedding policy commitments		
	2-25 Processes to remediate negative impacts		
	2-26 Mechanisms for seeking advice and raising concerns		
	2-27 Compliance with laws and regulations		
	2-28 Membership associations		
	2-29 Approach to stakeholder engagement		
	2-30 Collective bargaining agreements	KPMG offers freedom of collective association to 100% of its professionals. All CLTs are eligible, except young apprentices, who have specific legislation	

Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics		
	3-2 List of material topics		Justification: Due to the nature of our activity, we do not have a significant impact on biodiversity and water issues. However, as these are KPMG International material topics, they are naturally reflected in our local materiality matrix. We address issues related to these topics in the Eco-Efficiency Targets (water consumption and other environmental indicators) and also present our global and local positioning in relation to biodiversity and how we support our clients in these agendas.

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
Ethical commitment			
	3-3	Management of material topics	
	205-1	Operations assessed for risks related to corruption	
	205-2	Communication and training about anti-corruption policies and procedures	
	205-3	Confirmed incidents of corruption and actions taken	
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	
	415-1	Political contributions	
	417-3	Incidents of non-compliance concerning marketing communications	
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	
Purposeful governance			
	3-3	Management of material topics	
Quality of governance structures			
	3-3	Management of material topics	
Relationship with stakeholders			
	3-3	Management of material topics	
Inclusion, diversity and equity			
	3-3	Management of material topics	
	405-1	Diversity of governance bodies and employees	
	405-2	Ratio of basic salary and remuneration of women to men	
	406-1	Incidents of discrimination and corrective actions taken	
Health and well-being			
	3-3	Management of material topics	
	403-1	Occupational health and safety management system	



GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
Skills for future employability			
	3-3 Management of material topics		
	401-1 New employee hires and employee turnover		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		
	401-3 Parental leave		
	404-1 Average hours of training per year per employee		
	404-3 Percentage of employees receiving regular performance and career development reviews		
Creation of jobs and value			
	3-3 Management of material topics		
	201-1 Direct economic value generated and distributed		
	201-4 Financial assistance received from government		The Firm does not receive other financial support from the Government. Reason for omission: not applicable.
	203-1 Infrastructure investments and services supported		
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	KPMG does not interfere with the freedom of association of its professionals, which is guaranteed by the Federal Constitution of Brazil. Professionals had the opportunity to communicate with representative unions at union meetings, as well as exercised their right to vote in collective negotiations held during the reporting period.	
Community vitality			
	3-3 Management of material topics		
	413-1 Operations with local community engagement, impact assessments, and development programs.		

GRI STANDARD	DISCLOSURE	LOCATION / RESPONSE	OMISSION
Innovation for better products and services			
	3-3	Management of material topics	
Climate change			
	3-3	Management of material topics	
	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	
	305-2	Indirect Greenhouse Gas (GHG) emissions from energy purchase (Scope 2)	
	305-3	Other Indirect Greenhouse Gas (GHG) emissions (Scope 3)	
Nature and biodiversity			
	3-3	Management of material topics	
Water management			
	3-3	Management of material topics	
	306-2	Waste by type and disposal method	




# 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
Human Rights	
1. Businesses should support and respect the protection of internationally proclaimed human rights.	Governance - Human rights
2. Make sure that they are not complicit in human rights abuses.	
Labor	
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Governance - Human rights People – Inclusion, diversity and equity GRI Summary – GRI 407-1
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.	
Environment	
7. Businesses should support a precautionary approach to environment challenges.	Planet Prosperity – Innovation for better products and services
8. Undertake initiatives to promote greater environmental responsibility.	
9. Encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	
10. Businesses should work against corruption in all its forms, including extortion and bribery.	Governance – Act legally, ethically and in the public interest

# 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 and SDG indicators related to them.

Theme	Core metrics and disclosures	Correspondence to GRI	Location / Response
<b>Governance</b> <div></div>	<b>Governing purpose</b>	Setting purpose	Message from the Chairman Governance – Purposeful governance
		Purpose-led management	GRI 2-23 Governance – Act legally, ethically and in the public interest
	<b>Quality of governing body</b>	Governance body composition	GRI 2-9 GRI 405-1 Governance – Governance structure
		Remuneration	GRI 2-9 Governance – Governance structure
	<b>Stakeholder engagement</b>	Material issues impacting stakeholders	GRI 2-29 GRI 3-2 Material topics
	<b>Ethical behavior</b>	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 – Act legally, ethically and in the public interest
		Mechanisms for seeking advice and raising concerns	GRI 2-26 Governance – Purposeful governance
	<b>Risk and opportunity oversight</b>	Integrating risks and opportunity into business processes	Governance – Act legally, ethically and in the public interest



People <div> <div>3</div> <div>4</div> <div>5</div> <div>10</div> <div>17</div> </div>			
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 – Skills for future employability and generation of employment and wealth
Planet <div> <div>6</div> <div>7</div> <div>11</div> <div>12</div> <div>13</div> <div>15</div> <div>17</div> </div>			
Climate change	Greenhouse gas (GHG) emissions	GRI 305-1 GRI 305-2 GRI 305-3	Planet – Climate change and decarbonization
	TCFD implementation		Planet – Climate risk
Biodiversity loss	Land use and ecological sensitivity		Planet – Nature and biodiversity
Water management	Water consumption and withdrawal in water-stressed areas		Planet – Climate change and decarbonization
Solid waste	Single use plastics		Planet – Climate change and decarbonization
	Solid waste disposal impact	GRI 306-2	Planet – Climate change and decarbonization
Resource availability	Circular economy		Planet – Climate change and decarbonization Planet – Nature and biodiversity
Prosperity <div> <div>4</div> <div>8</div> <div>9</div> <div>10</div> <div>17</div> </div>			
Employment and wealth generation	Absolute number and rate of employment	GRI 2-7 GRI 2-8 GRI 401-1 GRI 401-2 GRI 401-3	Prosperity – Social and economic impact
	Economic contribution	GRI 201-1 GRI 201-4	Prosperity – Social and economic impact
	Financial investment contribution	GRI 203-1	Prosperity – Community and social vitality
Innovation in better products and services	Total R&D expenses		Prosperity – Innovation in better products and services
Community and social vitality	Total tax paid	GRI 201-1	Prosperity – Social and economic impact
	Total social investment	GRI 203-1	Prosperity – Community and social vitality

# Independent Assurance

GRI 2-5

**Independent Auditors limited Assurance report of non-financial information included in the Sustainability Report for the period from October 1, 2022 to September 30, 2023 from KPMG**

To KPMG Partners and other interested parties  
Sao Paulo-SP

**Introduction**

We have been engaged to presente our limited assurance procedures on the sustainability information disclosed in the KPMG Sustainability Report, covering the period from October 1, 2022 to September 30, 2023, prepared under the responsibility of its Management.

Our limited assurance does not extend to prior period information or to any other information disclosed in conjunction with the Sustainability Report, including any embedded images, audio files or videos.

**KPMG Management Responsibilities**

KPMG Management is responsible for preparing and presenting the Sustainability Report, following the criteria and guidelines for GRI sustainability reports ( *Global Reporting Initiative* ) Standards . This responsibility includes the design, implementation and maintenance of internal controls for the adequate preparation and presentation of the Sustainability Report.

**Responsibility of independent auditors**

Our responsibility is to express a conclusion on the non-financial information contained in the Sustainability Report, based on the limited assurance work carried out in accordance with Technical Announcement CTO 07 issued by the CFC on April 7, 2022, and based on NBC TO 3000 – Assurance Work Different from Audit and Review, also issued by the CFC, which is equivalent to the international standard ISAE 3000 – *Assurance engagements others than audits or reviews of historical financial information* , issued by *International Auditing and Assurance Standards Board* (IAASB). These standards require the auditor to comply with ethical requirements, independence and other related responsibilities, including the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Additionally, the aforementioned standards require that the work be planned and executed with the objective of obtaining limited assurance that the non-financial information contained in the Sustainability Report, taken as a whole, is free from material misstatement.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists primarily of inquiries to KPMG management and other KPMG professionals who are involved in preparing the information, as well as the application of analytical procedures to obtain evidence that allows us to conclude, in the form of limited assurance, about the information taken together. A limited assurance work also requires the execution of additional procedures, when the independent auditor becomes aware of matters that lead him to believe that the information disclosed in the Sustainability Report, taken as a whole, may present material distortions.

The procedures selected were based on our understanding of aspects relating to the compilation, materiality and presentation of the information contained in the Sustainability Report, other circumstances of the work and our consideration of areas and processes associated with the material information disclosed in the Sustainability Report, in which relevant distortions could exist. The procedures included, among others:

- (a) planning the work, considering the relevance, the volume of quantitative and qualitative information and the operational and internal control systems that served as the basis for preparing the information contained in the Sustainability Report;
- (b) understanding the calculation methodology and procedures for compiling indicators through inquiries with managers responsible for preparing the information;
- (c) the application of analytical procedures on quantitative information and inquiries into qualitative information and its correlation with the indicators disclosed in the information contained in the Sustainability Report; and for cases in which

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non-financial data correlate with indicators of a financial nature, the comparison of these indicators with the financial statements and/ or accounting records.

The limited assurance work also included adherence to the guidelines and criteria of the GRI – Standards preparation structure applicable in the preparation of the information contained in the Sustainability Report.

We believe that the evidence obtained in our work is sufficient and appropriate to support our conclusion in the limited form.

**Scope and limitations**

The procedures performed in limited assurance work vary in nature and timing, and are smaller in extent than in reasonable assurance work. Consequently, the level of assurance obtained in limited assurance work is substantially lower than that which would be obtained if reasonable assurance work had been performed. If we had performed reasonable assurance work, we could have identified other issues and possible distortions that may exist in the information contained strictly in the Report, not including other supplements and reports referred to in it. Therefore, we do not express an opinion on this information.

Non-financial data are subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretations of materiality, relevance, and accuracy of the data are subject to individual assumptions and judgments. Additionally, KPMG's process to determine its materiality was not scope of this assurance, given that GRI does not provide criteria but guidance to determine material topics, we also did not perform any work on data reported for prior periods, nor in relation to future projections and targets.

The preparation and presentation of sustainability indicators followed the GRI - Standards criteria and, therefore, are not intended to ensure compliance with social, economic, environmental or engineering laws and regulations. These standards do, however, provide for the presentation and disclosure of any non-compliance with such regulations when significant sanctions or fines are incurred. Our assurance report must be read and understood in this context, inherent to the selected criteria (GRI - Standards).

**Conclusion**

Based on the procedures performed, we are not aware of any relevant modification that should be made to the sustainability information disclosed in the KPMG Sustainability Report, for the period from October 1, 2022 to September 30, 2023, for it to be prepared in accordance with the criteria and guidelines for sustainability reporting GRI ( *Global Reporting Initiative* ) Standards.

São Paulo, April 26, 2024.

Irko Hirashima Independent Auditors  
CRC n° 25P020649

Assinado eletronicamente por:  
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Data: 26/04/2024 11:07:16 -03:00



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# Contributors to the report

The preparation of this report had the participation of many people. Therefore, we thank everyone involved in providing the data reported here, from all departments of the Firm. We also thank all reviewers and heads of KPMG's administrative areas whose contributions, criticisms and suggestions were fundamental to produce this document.

## Credits

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Environmental, Social & Governance (ESG) Advisory Services

Corporate Citizenship - KPMG in Brasil

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