



KPMG in Canada Truth and Reconciliation Action Plan

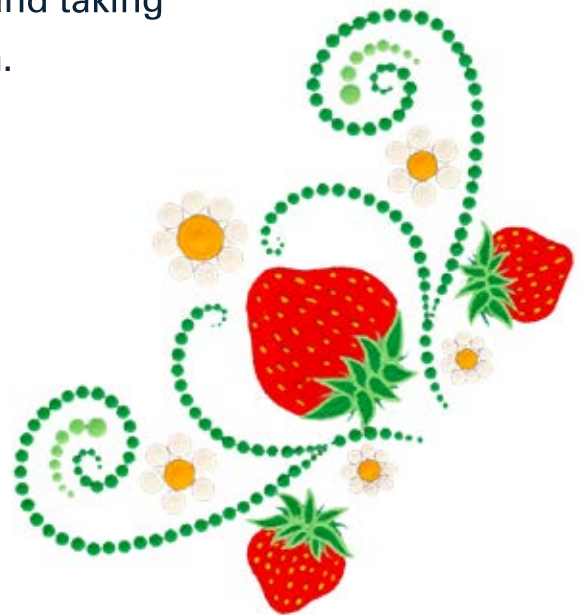
2024 Impact Report





Land acknowledgement

We respectfully acknowledge that KPMG offices across **Turtle Island** (North America) are located on the traditional, treaty and unceded territories of **First Nations, Inuit & Métis** peoples. Indigenous Peoples share a sacred relation with the land and this land acknowledgment is the first step in learning about our history and taking action toward reconciliation.





Mission statement

Our mission is to advance an equitable and inclusive culture where Indigenous Peoples have sufficient supports to thrive and achieve their professional goals. We will do this by educating and raising awareness of the truth about the shared history of our country, building allyship and serving as a trusted and active contributor in Indigenous communities and organizations to contribute to positive and sustainable socio-economic benefits.

Vision statement

Our vision is to make a widespread impact in advancing Truth and Reconciliation by co-creating strong, sustainable and respectful relationships with Indigenous Peoples; by dedicating resources and making investments that advance knowledge; and by enabling empowerment and equal opportunity for Indigenous Peoples to build prosperity for current and future generations.

Growing momentum, the journey continues



At KPMG in Canada, we believe in the power of inclusion and collaboration, and in driving sustainable growth for all. As a leader in corporate Canada, we also believe that Truth and Reconciliation is an essential component of our country's commitment to fostering positive change and building a more equitable and thriving society.

In keeping with this, we recognize the importance of creating a foundation where Indigenous Peoples can thrive at KPMG by committing to our Truth and Reconciliation Action Plan and by being responsive to our people's needs. We are dedicated to ensuring that our work aligns with our values and empowers Indigenous communities to drive economic success and shared prosperity.

This report highlights the progress we made in 2024 against the goals in our Action Plan. Areas of special focus included understanding the experience of our Indigenous employees, engaging meaningfully in our local communities, investing in Indigenous youth, and expanding and deepening education for priority groups.

This progress is only possible through the dedication of our National Truth and Reconciliation Action Plan leads, alongside individuals at all levels in the firm, across the country, who are committed to reconciliation. As one team, KPMG is committed to creating opportunities for all our people to meaningfully engage in reconciliation.



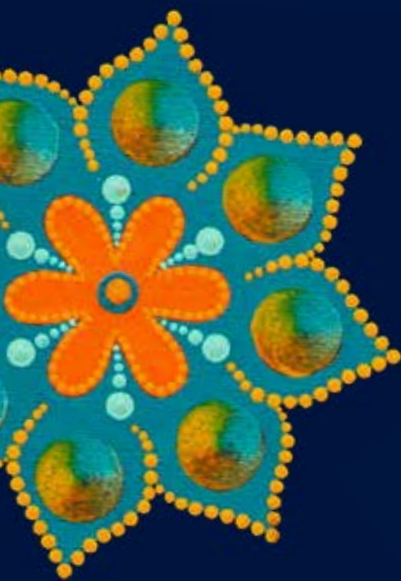
Tammy Brown (Ojibway)

Partner, Executive Sponsor of Truth and Reconciliation and KPMG's National Indigenous Peoples Network



Benjie Thomas

CEO and Senior Partner



Pillars and Goals

Pillar 1



Advancing an equitable and inclusive culture

Goal 1

Equitable and inclusive workplace

Goal 2

Recruitment, advancement and growth

Pillar 2



Building allyship

Goal 3

Commit, engage and inspire

Goal 4

Education and awareness

Pillar 3



Being a trusted and active contributor to Indigenous development and empowerment

Goal 5

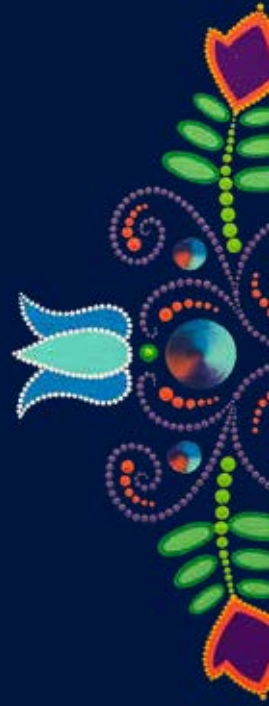
Collaboration and sponsorship

Goal 6

Economic empowerment



Pillar 1: Advancing an equitable and inclusive culture

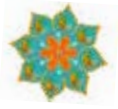


Understanding the experiences of our Indigenous team members

We leverage our anonymous annual employee engagement survey to measure progress against our strategy and goals and to listen to the voices of our people. Nearly 70 per cent of Indigenous employees responded to our 2024 survey shared the following:

- 89%** of employees feel like they belong at KPMG
A 16% increase from 2023
- 88%** of employees believe everyone at KPMG has an equal opportunity to advance regardless of differences
A 13% increase from 2023
- 90%** of employees believe Partners actively champion inclusion and diversity in the workplace, recognizing and respecting the value of differences
A 17% increase from 2023
- 90%** of employees feel they are treated with dignity and respect at work
A 4% increase from 2023
- 90%** of employees feel they can be themselves at work without concern for how they will be accepted
A 6% increase from 2023

We are proud that our collective efforts are positively impacting our Indigenous team members' experience and enhancing their feelings of inclusion and belonging. We also recognize the opportunity for continued listening and growth; all of the initiatives highlighted in this report were a direct result of listening to our people and what they need and value.



In-depth listening sessions



In our commitment to creating a space of belonging, trust and engagement, our National Truth and Reconciliation team hosted listening sessions with Indigenous employees in two of our largest offices. The purpose of these sessions was to provide our regional leadership teams, as well as our national Truth and Reconciliation team, with direction on how to continue to attract, include and retain Indigenous talent.

In hosting these sessions, our aim was to give our Indigenous employees the opportunity to connect with one another, to provide spaces for them to speak honestly about their experiences at KPMG, and to create a communication bridge between them and the firm’s leadership teams—all to facilitate future change.

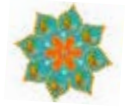
Participation in these groups consisted of people from every service line and varied from those who are brand new to the firm to experienced partners with decades of service. We were able to provide feedback and actions to local leadership, create meaningful connections, and challenge each other to expand our skills to build a more equitable and inclusive firm for both current and future Indigenous employees.



“Finding and growing a community is incredibly important to how we belong and honour our diversities as First Nations, Inuit and Métis Peoples. Taking the time to hear and work with our Indigenous colleagues ensures that the path forward is guided by their needs, stories and perspectives, and that it amplifies the opportunities that speak to them and their career journeys.”

Jade Psutka, Senior Manager,
Indigenous Enablement and Recruitment,
Talent Attraction





Indigenous Advisory Circle

The purpose of the Indigenous Advisory Circle (Circle) is to ensure the voices of our Indigenous employees are included in informing the ongoing direction of our Truth and Reconciliation plan and efforts as a firm. The Circle is open to First Nations, Inuit and Métis people at KPMG, providing another forum for them to build community and connection with other Indigenous team members across the country.

In 2024, the Circle grew from 20 to 24 members. It was called on to provide valuable feedback to several key initiatives, including the Indigenous Wellness Benefit, our firmwide education strategy and our KPMG Indigenous Mentorship Program.

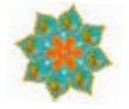


Indigenous Wellness Benefit

In 2023, we were proud to introduce an Indigenous Wellness Benefit. A first of its kind in corporate Canada, this benefit is an acknowledgement that Indigenous cultural and healing practices have a place in benefits plans, which have traditionally been limited to Western medical practices.

The benefit, offered only to our Indigenous colleagues, provides an annual allowance of up to \$500 to cover costs related to Indigenous healers, medicines, ceremonies and more. It also represents a continuation of our firm's ongoing mission to build an inclusive, equitable and mentally healthy workplace for all.

In 2024, 48 per cent of our Indigenous employees have accessed the benefit, which is nearly double than in 2023. We continue to bring awareness on the usage of the benefit to drive utilization through Indigenous spaces such as our Circle and the National Indigenous Peoples Network.



Building community through mentorship



Through our engagement with our Indigenous employees, we have heard that often our people feel isolated and alone, as most work apart from their Indigenous colleagues. This feeling of isolation drove our team to create mentorship programming that was steeped in community building and fostering a safe environment for our Indigenous colleagues to show up authentically and with purpose.

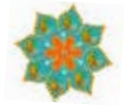
Our commitment to fostering mentorship among our Indigenous employees continued this year, with 15 people participating in the second iteration of our Indigenous Mentorship program. This six-week program is grounded in what we've heard from listening to the needs of our Indigenous employees and addresses their feedback to:

- **Support Indigenous wellness and retention by creating opportunities for community building**
- **Create a sense of belonging among peers**
- **Provide opportunities for Indigenous people at the firm to build connections across functions, roles and geographies.**

100 per cent of participants surveyed upon completion said they would recommend this program to others.

We also continue to leverage the power of mentorship and relationships with the next generation of Indigenous talent coming into our firm as new interns. Indigenous interns participate in a mentorship program that focuses on building community and connections between themselves and with local KPMG leadership. These relationships give participants the opportunity to deepen their knowledge of the firm and the possible career paths available to them at the firm. In 2024, we had 10 Indigenous interns in the program.





National Indigenous Peoples Network



MOOSE HIDE
CAMPAIGN
CAMPAGNE
MOOSE HIDE

The National Indigenous Peoples Network (NIPN) brings together Indigenous Peoples and allies in collective learning and action. The network currently has over 200 active members from across the country who contribute to developing key initiatives, such as education and cultural awareness, celebration, recruitment, and bringing our people together to take action towards inclusion and advancement.

Aligned to National Indigenous Peoples Day and Summer Solstice on June 21, the NIPN brought together KPMG people from across country to celebrate Indigenous inclusion and enhance wellness. Guest speakers **Joseph Naytowhow** and **Benny Michaud** led us in celebration of traditional storytelling and cultural revitalization.

In 2024, the NIPN also collaborated with the national Moose Hide Campaign for the third year in a row. This included welcoming Campaign co-founder **Raven Lacerte** to talk about the movement of Indigenous and non-Indigenous people standing up against violence toward Indigenous women, children and the two-spirit community.

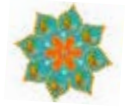
Hosted alongside KPMG’s Women’s Network, the event was an intersectional opportunity to collaborate and bring shared identities and experiences to this important discussion.



“My involvement on the National Indigenous Peoples Network began as an urge to do better for the future of our children, and I became a Co-Lead because it provides an active outlet for me to take my allyship to the next level.

I feel I’ve been able to truly make an impact within KPMG, helping to create a safe space for our Indigenous colleagues. I also believe this impact will ripple outward to better the lives of Indigenous Peoples across Canada— that small, everyday changes and impacts only extend and grow. If I can help heal today, I have hope for the next seven generations.”

Misty Russell, NIPN Co-Lead



Preparing recruiters and hiring managers



The purpose of our hiring process is to ensure an equitable and empowering experience. When considering Indigenous talent, we understand the unique avenues many take in achieving their career objectives. Job seekers must be supported from the onset so they can not only bring their passions to their careers but also recognize their needs to develop and thrive in their work.

In the past year, we launched "Indigenizing the Recruitment Process for Hiring Managers". This is a next-level extension of our "Indigenizing the Recruitment Process for Talent Attraction", an in-depth course that is mandatory for all KPMG recruiters to complete.

The new, two-week guided learning experience equips hiring managers and others involved in the recruitment process with the knowledge and tools to understand shared histories and Indigenous rights. It dives into economic empowerment and growth, leveraging these tools to support Indigenous talent as leaders in business.

With hands-on materials, testing, guidance and real-life scenarios, participants can engage and empower Indigenous Peoples to thrive in the workplace and successfully achieve their professional goals. Thirty-three senior managers and Partners have successfully completed the pilot since September 2024.





KPMG Indigenous Student Awards



KPMG continues to offer support to Indigenous students pursuing higher education through training and mentoring emerging Indigenous talent through experiential employment opportunities. In 2024, we also awarded an additional 50 scholarships of \$5,000 to Indigenous youth across Canada.

255

KPMG bursaries awarded to Indigenous students since 2012

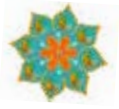
In our goal to remove barriers to employment and support the next generation of Indigenous youth, this year among our KPMG Indigenous student award recipients 11 secured internship opportunities and 2 secured full-time opportunities.



"Supporting Indigenous students brings so many benefits to both the Indigenous community and to Canada. Preserving and promoting Indigenous knowledge can blend traditional knowledge with contemporary practices. The world benefits from these perspectives in solving modern challenges."

Taylor Tabobondung, Staff Accountant





Office spotlight: University of Alberta Indigenous Student Program in Edmonton



In 2023, KPMG announced a five-year, \$250,000 investment to develop programming that would help accelerate equitable access to jobs, training and education opportunities for Indigenous business students at the University of Alberta. This program is designed to increase the presence of Indigenous people within corporate Canada and amplify the business community's awareness of Indigenous culture.

After a successful launch of dedicated programming in 2024, the University of Alberta proudly reported over 70 hours of tutoring, with more than 40 students actively participating in initiatives. This commitment to education and support led to a remarkable 46 per cent growth in the Indigenous business student population.



“This experience has shown me the value of seeking help when needed and highlighted the importance of collaboration in achieving success.”

**Participating University of Alberta
Indigenous student**





Office spotlight: University of Alberta Indigenous Student Program in Edmonton

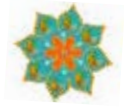


To advance education for Indigenous youth, our KPMG people brought their expertise to life through an engaging case competition as mentors and coaches. Three teams of Indigenous business students gathered for a day filled with problem-solving that had them tackle real-life situations and challenged them to apply their skills in innovative ways. Hosted by the University of Alberta's Indigenous Business Association, the event fostered a sense of camaraderie and creativity as students engaged with one another, sharing ideas and strategies.



Recently, the school expressed its enthusiasm for a significant milestone: the opening of the first Indigenous student wellness space within the business school. This new space was envisioned as a sanctuary for connection, growth and pride, specifically designed to nurture the Indigenous community. It's a place where students can come together, share their experiences and support one another on their academic journeys. As a firm, we continue to uplift authentic engagement with Indigenous communities and organizations to support and sponsor their initiatives and activities.





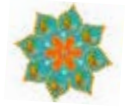
Meeting job seekers where they are

The firm continues to participate in community-led recruitment initiatives, offering diverse roles and engaging Indigenous Peoples across Canada, attending cultural events, taking speaking opportunities and building collaborative programming. Some specifics from 2024 include:

Our Kitchener office sponsored and participated in the 21st annual Gidinawendamin/Ska'nikú•lát Pow Wow at the University of Waterloo. Their participation focused on raising awareness about cultural truths, promoting reconciliation and fostering an inclusive, diverse environment for growth.

Our Calgary office participated with Community Futures for the second year in amplifying economic development, employment and training, and advising and collaborating with Treaty Seven First Nations as they build on collective and unique strengths for success with post-secondary students.





Showing up as members of our community

Aligned with our goal of creating opportunities for our Indigenous team members to participate in community events that value Indigenous voices, our people attended many sessions, conferences and engagements this year across the country. These engagements showcased career success, speak to important topics around reconciliation and our economy, and highlight the achievements of community.

For example, in Toronto our Indigenous team members attended a lunch welcoming the Honourable **Michelle O’Bonsawin**, the first Indigenous justice of the Supreme Court of Canada, and featuring a conversation about mental health in the workplace. She shared her story as a First Nations woman, the struggles she has faced and how she and others can overcome obstacles.

Members of our National Indigenous Peoples Network and Indigenous Client Services team also attended the Canadian Council of Indigenous Business gala, which hosted awards and artist performances, and brought the Indigenous business community together in celebration.

Gord Downie and Chanie Wenjack Fund

In 2024, KPMG became a sponsor and collaborator with the [Gord Downie and Chanie Wenjack Fund](#) (DWF), a charity working to educate Canadians on the history and lasting impacts of residential schools and other colonial policies as an important and necessary component of reconciliation.

Central to this collaboration is the creation of KPMG in Canada’s first Legacy Spaces in Calgary and Vancouver. The Legacy Spaces are a physical representation of our firm’s commitment to Truth and Reconciliation. They will serve as a safe, welcoming place where conversations and education about Indigenous history and our collective journey toward reconciliation will be encouraged and supported.



Pillar 2: Building Allyship



National Day for Truth and Reconciliation

Since 2021, we have elected to close our offices on National Day for Truth and Reconciliation to give our people time to educate themselves on the history of our country, Indigenous culture and worldviews, and to engage and reflect on the role they can play to personally advance reconciliation. This office closure is not a day off but rather a deliberate opportunity for us to take meaningful action toward reconciliation.

In 2024, over 23,000 hours were invested in National Day for Truth and Reconciliation by our people. They attended education and events held in their communities, created personal reconciliation action plans with their families, and committed to education through recommended films, TV shows, books and articles—all by Indigenous creators.

We held a firmwide event to provide context and understanding around the significance of National Day for Truth and Reconciliation for both our country and our firm. The content, including guest speakers, sought to ensure equal emphasis was placed on truth through education and reconciliation through action.

The aim was to inspire our people to develop their own personal reconciliation action plans, so that they might integrate their efforts into collective impact.

Speakers included:

Carol Anne Hilton, from the Hesquiaht Nation on Vancouver Island. CEO and founder of the Indigenomics Institute and the Global Center of Indigenomics, Carol Anne shared insights into the visibility and inclusion of Indigenous business and economic growth globally.

Dave Perley, a Wolastoqey scholar, lecturer and consultant from Tobique First Nation, who shared his journey as a lifelong educator and leader in culture and Wolastoqey language revival.

The event also featured KPMG people from across the country showcasing the ways in which they are taking personal, meaningful action to advance reconciliation with their clients and teams, and in their communities.

As our firm becomes more educated, more of our employees are seeking to take personal action in support of reconciliation and are calling for more local or First Nation-specific learning that can help individual offices engage more meaningfully with Indigenous communities in their regions. We look forward to encouraging this further in 2025.



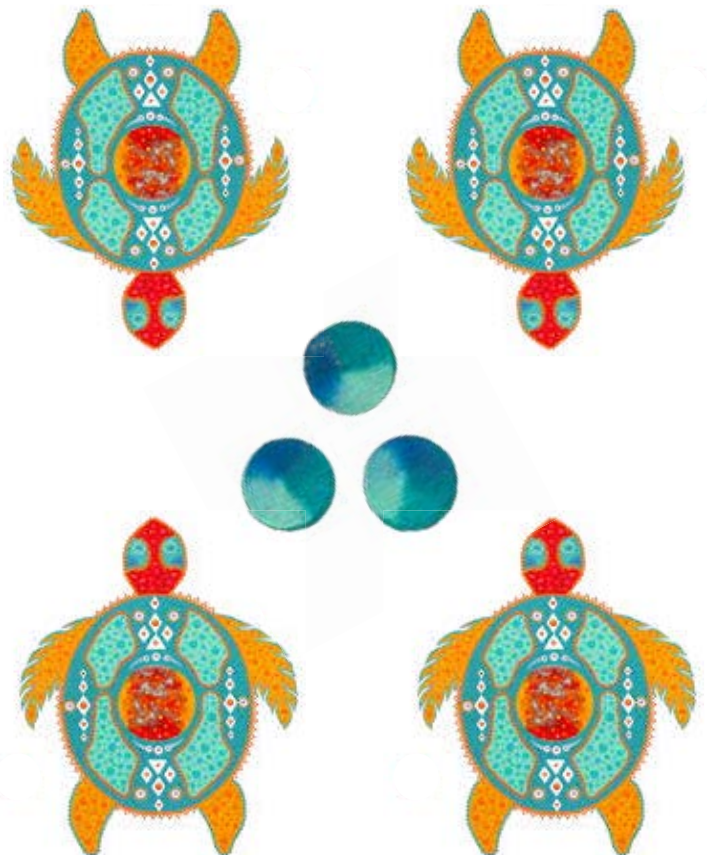
Educating our Leadership

A foundational goal of our Truth and Reconciliation Action Plan is dedicated to education and awareness, with an emphasis on Indigenous-led learning.

Aligned to this goal, KPMG has been providing the [KAIROS Blanket Exercise](#) to our leaders and teams across the country for years. This experiential workshop is designed to cover over 500 years of nation-to-nation history and allows participants to step into the shoes of Indigenous people and experience the lasting impacts of colonialism on Turtle Island.

In line with our goal to engage the firm’s leadership, this year KPMG’s Board of Directors gathered to complete the KAIROS Blanket Exercise, hosted by **Nadine Bernard of Indigivisor**. As leaders of our firm, the Board of Directors has oversight to our Truth and Reconciliation Action Plan.

After the event, everyone who attended said the experience grew their awareness and understanding in ways that will help them take more informed action in furtherance of Truth and Reconciliation. They also committed to sharing what they learned from the session with at least one person in their social circle.



Pillar 3: Indigenous Development and Empowerment

Upskilling our teams that work with Indigenous clients

In alignment with our commitments, we have been providing in-depth external training to upskill our client service teams to serve as trusted advisors to Indigenous clients.

This proactive approach to education and training not only enhances the capabilities of KPMG employees but also contributes to a more inclusive and respectful environment for Indigenous peoples. By fostering allyship and understanding, KPMG aims to build stronger relationships with Indigenous clients and communities, ultimately leading to better service delivery and collaboration.

In 2024, more than 100 of our people, the vast majority of which were in client-facing roles, completed the training.

95%

Of trainees agreed the training helped them develop new strategies and knowledge to build relationships with Indigenous clients

94%

Of trainees expressed their intention to use what they have learned to their day-to-day role at the firm





Office spotlight: Supporting financial literacy for Indigenous youth in Halifax

In 2024, we made significant strides in addressing the needs of Indigenous students across the country, following a National Indigenous Student Centre listening session hosted in August 2024. This session provided invaluable insights into the unique challenges faced by Indigenous high school students.

As a direct result of this feedback, our firm developed a financial literacy workshop tailored specifically for Indigenous learners. It aims to equip them with essential skills for managing finances and understanding financial systems.

To enhance their readiness for post-secondary education and employment opportunities, we also developed sessions focused on resume writing and interview skills.

The workshop was successfully delivered to the Confederacy of Mainland Mi'kmaq supported students and staff, as well as Charles P. Allen High School Indigenous students in Halifax.

Looking ahead, we are committed to expanding these initiatives beyond Halifax to reach Indigenous students in other regions across Canada. Our plans include collaborating with local Indigenous organizations and educational institutions by developing tailored initiatives, aligned to our goal of supporting Indigenous youth.



“The financial literacy workshop sparked an interest in my elementary and middle school children who attended the first session, and on the drive home they began asking questions about bank accounts and allowances. The material included in the workshop was flexible and basic enough for all ages to grasp and understand the fundamentals of the power of their dollar.”

Audrianna Paul
Education Advisor



Supporting Indigenous entrepreneurs and youth

Through our relationship with [Indspire](#), we had the opportunity to apply the skills of our people to capacity-building for Indigenous youth and entrepreneurs. Over fifty Indigenous youth from across Canada gathered to enhance their understanding of status First Nations rights and the complexities of taxation, both on and off reserve. The goal of the session was empowering youth with knowledge to help them unlock personal or business economic opportunities. Participants engaged in meaningful discussions, sharing knowledge and experiences that inspired them to envision brighter futures.

“At KPMG, we aim to foster prosperity for current and future generations through skills-based training that enhances financial skills and capacity building. This year, we hosted a virtual session for over 50 Indigenous youth nationwide as part of the Rivers to Success Indspire Program, leveraging our skills and knowledge and assisting them to acquire valuable skills for their advancement.”

Tim Tisdale

Executive Director, Tax Education Advisor

Office spotlight: Supporting the professional development of Indigenous youth in Vancouver

Aligned with our goal to support capacity building for Indigenous Peoples, our Vancouver office is supporting the British Columbia Achievement Foundation’s Polygon Awards in First Nations Art.

The Polygon Award program celebrates artistic excellence in First Nations art, providing both professional development and a platform for artists to showcase their work while engaging in critical artistic reflection. Our investment will establish a new commission for the Emerging Artists Recipient, which will run annually for the next five years.

This initiative will amplify the voices of emerging artists and will be further leveraged to interpret our KPMG Values through the creation of art that will be displayed in our Vancouver offices.



Reinvesting in the land

In 2024, our ongoing work with [Project Forest](#) focused on supporting a research forest developed in collaboration with the University of Alberta. This generated more than 3,000 hours of employment for Indigenous communities, covering activities from seed collection to planting operations.

We also supported the planting of 50,000 trees with [Flash Forest](#) in Lac La Ronge region, Saskatchewan, which restored 33.33 hectares of forest. Over their lifetime, these trees will filter 240,000 megalitres of water and sequester the equivalent of 20,000 tonnes of CO₂—which is like taking 9,390 cars off the road for a year.

We encourage you to read more about what our firm has been doing to build a more sustainably prosperous world below:

[Our Impact Plan Canada 2024](#)



The journey, shared

At KPMG in Canada, we believe Truth and Reconciliation are the responsibility of everyone who lives and works in this country. It is our hope you can learn from our efforts and can use our insights to fuel the work you are doing in your respective organizations.

The only way to answer the call to reconciliation is to answer it together.





About the artist: Tracey Metallic



A Mi'gmaq artist born and raised on the shores of the Restigouche River, Tracey Metallic's talent found expression as a founding member of Pugwalesg, a Mi'gmaq women's hand drum group. Tracey's career in painting was launched as a therapeutic outlet, painting cartoon characters for her grandchildren. Upon sharing her work on social media, Tracey began receiving requests for abstract paintings. These initial pieces evolved with confidence into her own designs.

When her brush touched the canvas, a bright spark was lit. She connected immediately and has been creating ever since. Tracey's artwork reflects much of her own journey in life and she believes that everyone is on their own journey looking to better their lives

and to put everything they have experienced into perspective.

Residing in her home community of Listuguj, in the territory of Gespe'gewa'gi, Tracey holds a Bachelor of Arts and Bachelor of Social Work from St. Thomas University and a Masters of Social Work from Wilfred Laurier University.

You can find Tracey's work at [traceymetallic.com](https://www.traceymetallic.com).



kpmg.com/ca/truthandreconciliation



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