



KPMG Indonesia: Our Impact Plan FY2024

KPMG Indonesia
November 2025



Contents

<u>01</u>	About 'Our Impact Plan'	 1	<u>02</u>	Messages from our leadership	 2
<u>03</u>	Key highlights from FY24	 5	<u>04</u>	About KPMG Indonesia	 7
<u>05</u>	Awards and recognition	 9	<u>06</u>	Stakeholder engagement	 10
<u>07</u>	Materiality assessment	 11	<u>08</u>	Our key ESG focus	 12
09	Governance	 14	10	People	 30
11	Planet	 45	12	Prosperity	 55
<u>13</u>	Data tables	 62			

About Our Impact Plan

We are pleased to publish KPMG Indonesia's first ESG report, Our Impact Plan (OIP). This report presents our key performance indicators and our progress for fiscal year 2024. It highlights our performance and programs in four key areas: Governance, People, Planet, and Prosperity.

At KPMG Indonesia, we believe the OIP is not just a report, but an important part of our core strategy. We are committed to making ESG a hallmark of our organization and to working with key stakeholders to build a more sustainable and resilient future.

Reporting period

The report covers KPMG Indonesia's 2024 financial year (from 1 October 2023 to 30 September 2024, abbreviated as 'FY24' unless otherwise stated).

The scope of the report

The scope of this report includes KPMG Indonesia's ESG performance, and the progress made across our KPMG offices in Indonesia, unless otherwise stated.

Reporting reference

This report was prepared using the white paper "Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation", issued by the World Economic Forum's International Business Council, with a view toward reporting on the topics that are most material to KPMG Indonesia. This report was also informed by the Global Reporting Initiative's (GRI) standards (the 2021 update) and discloses KPMG Indonesia's contributions toward the UN Sustainable Development Goals (SDGs).

Amid an evolving ESG reporting landscape, we have been closely monitoring the latest developments in international and national ESG disclosure standards. By aligning with the leading standards on information disclosure, we aim to continue to improve the transparency and credibility of our ESG reporting.

We are also aligning with the [KPMG International's Our Impact Plan report](#) to ensure our practices meet international sustainability standards, promote environmental responsibility, and foster social equity across our operations.

Your feedback

The report is available on our corporate website at <https://kpmg.com/id/en/home/insights/2025/10/id-our-impact-plan-2024.html>. We welcome your suggestions and comments about this report and our ESG performance.

A message from our Managing Partner

In a time of unprecedented global unrest, KPMG Indonesia remains committed to its purpose and values. These principles have enabled us to foster trust in capital markets, bolster the economies in our vicinity, and support the development of a sustainable society.

Meeting our responsibility comes in many forms – in our work and in our daily lives, through the values we share and the quality of work we provide. Now more than ever, we firmly believe that the business community has an opportunity and responsibility to help shape a more sustainable future. This is why KPMG was among the first in our profession to catalog our environmental, social and governance (ESG) commitments in one place and report our progress transparently against the World Economic Forum's (WEF) International Business Council (IBC) metrics in **KPMG Indonesia: Our Impact Plan**.

Our Impact Plan sets out the commitments we are making on our journey to become a better business and reaffirms our commitments to the United Nations (UN) Global Compact Principles and the UN Sustainable Development Goals.

We take pride in presenting KPMG Indonesia: Our Impact Plan 2024, which highlights the progress we've achieved to date. This plan demonstrates our commitment to partnering closely with clients as they navigate their own ESG journeys, focusing on four key areas: Governance, People, Planet, and Prosperity.

- **Governance:** We are working alongside professionals to support the work of the International Sustainability Standards Board as it develops and publishes ESG reporting standards to help our clients adapt as the nature of reporting evolves. This work is part of the wider role we believe we must play to support the development of consistent and credible information on sustainability matters.

- **People:** We're taking important steps toward gender diversity with females now representing 55% percent of our people.
- **Planet:** We're implementing sustainable and equitable practices within our Firm by evaluating our supply chain. From our impact on biodiversity to our impact on social inequity, we've considered many dimensions of change and are confident we can make a significant difference.
- **Prosperity:** We have trained our more than 1,528 people to become agents of positive change and are assisting clients on three pillars of opportunity: ESG transformation, ESG reporting and ESG assurance. We will continue to work alongside organizations to make significant contributions toward achieving UN Sustainable Development Goal 4 (SDG 4).

There is still much work ahead, and we are committed to concentrating on areas where we can have the greatest impact. Our Impact Plan serves as both our roadmap and an invitation for you to discover more about us and our aspirations for positive change, as well as our accountability to all stakeholders. We understand that meaningful, lasting change takes time, but we are confident that we will learn from our initiatives and promote change across our firm.

Thank you for taking time to read Our Impact Plan and we look forward to continuing our journey to be an even stronger, more sustainable business.

Budi Susanto
Managing Partner
KPMG Indonesia



A message from the Our Impact Plan Lead

At KPMG Indonesia, our core purpose is to inspire confidence and empower positive change. We are driven by a strong commitment to integrate environmental, social, and governance (ESG) considerations into every aspect of our operations. Our dedication to sustainability and ethical leadership is reflected in Our Impact Plan, which serves as the blueprint for embedding these critical values into our business practices.

The publication of the “Our Impact Plan” report is not just a milestone, but also a critical step in holding ourselves accountable for our ESG objectives. This report outlines the framework and standards we have put in place to guide us on our journey, ensuring that we stay focused on achieving our ESG goals. The transparency provided by this report is not just about meeting external expectations; it motivates us to consistently strive for continuous improvement. By sharing our progress, we are committed to creating lasting, positive impacts for our people, clients, stakeholders and society as a whole.

Sustainability and ethical stewardship go beyond being mere checkboxes on our agenda—they are at the very heart of our ambition to become the most trusted and reliable professional services firm in Indonesia. As the awareness of sustainability issues grows globally, it has also significantly strengthened our governance structures. This enhanced focus on sustainability supports robust risk management, including a thorough approach to managing ESG-related risks. We understand that building trust is essential to the long-term success of KPMG

Indonesia. Trust is the foundation upon which we build our relationships with clients and stakeholders, and we know that it must be earned through consistent action and accountability.

As a leading professional services firm, we recognize the influential role we play in business and society. Our people are uniquely positioned to drive meaningful, positive changes in the world. By fostering a culture of responsibility, integrity, and innovation, we aim to lead by example and support the broader transformation that is necessary to address the world's most pressing ESG challenges.

Through this report, we hope to provide valuable insights that can inspire and guide you in your own ESG journey. We encourage open dialogue and welcome feedback, as we believe that collaboration and knowledge exchange are key to advancing our shared ESG goals. Together, we can create the transformative change needed to build a sustainable and equitable future for all.

Aji Paramartha

Head of People, Our Impact Plan Lead
KPMG Indonesia



A message from the ESG Assurance Leader

The demand for confidence in Environmental, Social, and Governance (ESG) disclosures has been steadily increasing in recent years. Investors, stakeholders, and the wider public are all seeking more transparency and accountability from businesses regarding their ESG practices. As the impact of sustainability, ethical practices and governance become ever more critical in driving business decisions, the information businesses report on these topics must be robust, credible and independently assured to instill trust and confidence.

It is no longer enough for companies to simply publish ESG-related data; the accuracy and reliability of that information are under intense scrutiny. Investors and stakeholders expect businesses to provide disclosures that reflect their true environmental and social impact, as well as their governance practices. This growing demand for trust in ESG data means that businesses must not only report comprehensively but also ensure their reports are verified by independent assurance processes to ensure the highest standards of integrity and transparency.

KPMG firms are fully aware of the growing responsibility they bear in helping businesses meet this demand. ESG assurance is not just about fulfilling a regulatory requirement; it is about delivering confidence and credibility to the public. KPMG professionals are committed to providing independent and thorough assurance services that help clients demonstrate the reliability of their ESG disclosures. This responsibility is part of a broader mission

to support businesses in their journey toward sustainable and ethical practices that positively impact society, the environment, and governance structures.

The obligation to deliver ESG assurance that serves the public interest is a responsibility that KPMG takes seriously. By focusing on providing high-quality ESG assurance, KPMG aims to help businesses navigate the complexities of ESG reporting while ensuring that the information they provide is accurate, trustworthy and aligned with global standards. Ultimately, the goal is to build long-term trust between businesses and their stakeholders, creating a foundation for sustainable growth and societal impact.

At KPMG, we recognize the crucial role that ESG disclosures play in shaping the future of businesses and society. Our professionals are dedicated to helping organizations provide reliable ESG information that not only meets the expectations of investors and stakeholders but also aligns with the greater public interest. This is the mission that KPMG professionals are committed to achieving, and one that drives our ongoing efforts to advance ESG assurance practices worldwide.

Angga Pujaprayoga

Director, Audit & Assurance and
ESG Assurance Leader
KPMG Indonesia



“

Trust in ESG disclosures is key, that's why independent assurance matters

”

Key highlights from FY24

Governance

One of our audit partners serves as the chairman of the **Financial Accounting Standards Council**

while other partners are members of the Indonesian Institute of Certified Public Accountants, demonstrating our commitment to enhancing corporate compliance through the development of accounting and auditing standards.



KPMG's CARE framework

(Consider, Assess, Respond, Evolve), introduced in 2023, helps partners and staff make ethical decisions aligned with our Purpose, Values, and Code of Conduct, which focus on building and reinforcing trust.

Our Managing Partner is

accountable

for quality control in audit practice (ISQC 1).



100% of our people completed the annual anti-bribery and corruption training.

People

We boosted female representation in leadership:

Woman now hold **43%** of all leadership positions.

Women make up **55%** of the overall headcount based on the partners and staff employed as of 30 September 2024.



We established **anti-bullying,** discrimination and harassment guidelines.

We hosted an Indonesian Sign Language workshop to foster understanding of diverse abilities.

Total training of full-time employee exceeded

97,498 hours.



We launched the **ESG Assurance Learning Path**

with the curriculum

ISSB Standards Foundations.



Planet



We reduced gross emissions against our FY19 baseline year by

↓ 16% on our journey to net zero by 2030 (KPMG Global Goal).

We won the



Outstanding Mangrove Conservation Project

award from Yayasan Mangrove Lestari as part of our nature-based decarbonization efforts.



Prosperity

We supported local communities by providing

IDR 310 million in financial investment.



We provided

515 hours

of pro bono and volunteer work focused on activities that delivered the greatest impact to our communities.



4,179 total beneficiaries,
including those economically disadvantaged.

297 volunteers participated.



We supported

8 schools

of early childhood education and 1 special needs school.

About KPMG Indonesia

KPMG is a global organization of independent professional services firms providing Audit, Tax and Advisory services. KPMG firms operate in 142 countries and territories with more than 275,000 partners and staff working in member firms around the world. Each of the member firms is a separate legal entity.

KPMG Indonesia is one of the member firms within KPMG's global network of independent firms. KPMG Indonesia has two offices in Indonesia with over 1,391 partners and staff.

Beyond our commitment to providing high-quality professional services, we aspire to be a responsible corporate citizen, making a positive impact on the environment and society.



Main services:

Audit and Assurance

At KPMG, our relentless focus on quality underpins our commitment to serve the public interest, drives our ambition to be the most trusted and trustworthy professional services organization and delivers on environmental, social and governance (ESG) commitments. Our focus on innovation delivers efficiency and value to our clients by providing:

- ☐ Financial statement audits
- ☐ Other forms of assurance services.

Tax

Our experienced tax professionals are drawn from a wide number of countries and backgrounds. Industry specialization, services line expertise and international exposure, together with continual advanced training, equips them to work with our clients and be their professional tax advisors in a wide spectrum of business matters including:

- ☐ Corporate and business tax services
- ☐ Customs, trade, and excise duties services
- ☐ Global mobility services
- ☐ International corporate tax services
- ☐ Mergers and acquisitions services
- ☐ Tax controversy investigation and litigation services
- ☐ Transfer pricing services.

Advisory

Together, we strive to empower Indonesian businesses to thrive globally by harnessing the power of collaboration and a positive, forward-thinking mindset. Lastly, being connected with KPMG's global network keeps us at the forefront of industry trends and best practices. Leveraging this network, we can deliver cutting-edge solutions that drive digital transformation and scale businesses on a global level. Our services include:

- ☐ Management consulting services
- ☐ Risk consulting services
- ☐ Deal advisory
- ☐ Forensic services.

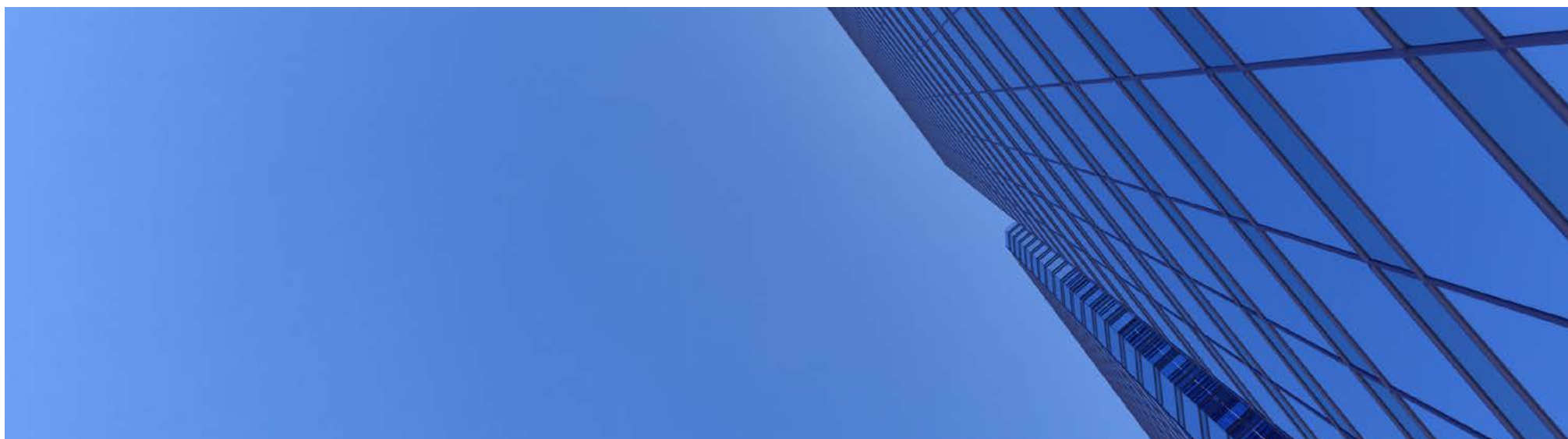
History



The registered public accounting firm of Siddharta Widjaja & Rekan, one of the first accounting firms established in Indonesia was founded by Drs. Basuki T. Siddharta.

PT KPMG Siddharta Advisory was established in 1989 to provide a wide range of advisory services to the Indonesian and international business communities.

The tax division was established as a separate entity, now named PT KPMG Advisory Indonesia. It provides business advisory services focusing on taxation and related business issues.



Awards and recognition

We are proud to have received various awards and accreditations in FY24, including the following:

Governance



- **Top New Logo Award 2023 Pacific**
Sailpoint (Received in October 2023)
- **Best Partner Award 2024**
Sailpoint (Received in February 2024)

People



- **Platinum Well Core 2024**
Certified the working spaces in Jakarta Mori Tower that advance human health and well-being

Planet



- **Outstanding Mangrove Conservation Project award**
Yayasan Mangrove Indonesia Lestari (Received in May 2024)

Prosperity



- **2024 Corporate Blood Drive**
Indonesian Red Cross (Received in June 2024)



Stakeholder engagement

We strive to maintain open, honest and regular communication with all our stakeholders to ensure that their views and opinions form an integral part of our ESG business strategies and initiatives.

Based on the features of our industry and operations, we have identified the following stakeholder groups as most relevant to our business. Throughout the years, we have used multiple channels to communicate and engage with them to understand their needs and expectations.



Staff

- ☐ The Annual Global People Survey
- ☐ People engagement programs
- ☐ Volunteering activities
- ☐ Training programs
- ☐ Gathering with leadership
- ☐ Our Feedback collection channel (Thought Corner)



Clients

- ☐ KPMG business talk: Corporate reporting and regulatory updates, property event, and decarbonizing business
- ☐ Meetings with clients



Government, regulators and professional bodies

- ☐ Interaction with regulators
- ☐ Appointments to external roles and committees
- ☐ Involvement in open communication and activities



Non-profit Organizations (NPOs)

- ☐ Community programs
- ☐ Collaborations
- ☐ Environmental conservation



Potential employees and alumni

- ☐ Recruitments programs
- ☐ Internship programs



Suppliers and other business partners

- ☐ CDP Supply Chain programme
- ☐ Sustainability supplier check



100% of our people
in the Audit, Tax, and
Advisory divisions
shared valuable
feedback in KPMG's
annual Global People
Survey.

Materiality assessment

Our materiality assessment is a key input to defining our ESG strategy and guiding our reporting. Through our five-part materiality assessment, we have thoroughly analyzed the topics of most relevance to our internal stakeholders. These topics were further validated by our Executive Committee.



Our key ESG focus

At KPMG Indonesia, we're committed to continuous improvement, refining our methodology as well as our reporting on our material topics. We anticipate that our reporting will, over time, transition to align with any new standards set by the International Sustainability Standards Board (ISSB). We will continue to disclose and explain how we've applied the World Economic Forum International Business Council Stakeholder Capitalism Metrics, as well as referencing GRI and the United Nations (UN) Global Compact Principles.



KPMG Indonesia's material topics



Governance

Purpose, culture and values

Our Purpose – to inspire confidence and empower change – guides our way of doing business. Our corporate culture and values help drive consistency in how we make our decisions every day.

Relevant quality services in the public interest

Providing services that align with the public interest allows us to create a positive impact for our stakeholders.

Ethics, integrity and independence

By acting with integrity and maintaining independence, we become trustworthy and shape how we are viewed by the world.

Transparency and accountability

We maintain transparent and open communication with our stakeholders. We hold ourselves accountable for our actions.

Information protection

Cybersecurity and data privacy represent significant risks if they are not closely monitored. Protecting information is fundamental to every service that we offer to our clients.

Public policy engagement and alignment

We actively participate in the public policy process, fostering trusted relationships with regulators through sharing recommendations and insights that address societal and industry challenges. Our strategies and efforts are closely aligned with national policies and directions.



People

Talent attraction, development and retention

Attracting, nurturing, and retaining our people is key to the sustainability of our business. Employment conditions are crucial to our people's satisfaction at work.

Staff health and well-being

Taking care of our people's health and well-being continues to be a top priority on our agenda.

Inclusion, diversity and equity

Fostering an inclusive, diverse, and equitable workplace encourages open communication and allows our people to flourish, regardless of individual differences.



Planet

Climate action

To support our global climate goals, we strive to decarbonize our operations and work to reduce emissions across our value chain.

Nature and biodiversity

Business activities contribute to nature loss directly and indirectly. Protecting and restoring nature and biodiversity helps to reduce carbon emissions and aligns with our net-zero target.



Prosperity

Financial and brand resilience

Ensuring healthy financial performance and a positive brand image is essential for building a resilient business for the long term to help create opportunities and generate more job openings.

Impactful community initiatives

Providing support through volunteering offering pro bono services and collaborating with non-profit organizations has a positive impact on our communities.

Governance

Putting our Values at the heart of the way we do things



Our commitments



Purposeful business

- ☐ Always act with a clear purpose
 - ☐ Lead the profession in audit quality
 - ☐ Drive a responsible tax practice
-



Acting transparently with integrity and accountability

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



Human rights

- ☐ Respect human rights
-



Our management approach and progress

Governance bodies and composition

KPMG Indonesia

KPMG Indonesia is affiliated with KPMG International Limited (KPMG International), a private English company limited by guarantee. We are one of the largest professional services firms in Indonesia with a balance mix of international and local clients.

Siddharta Widjaja & Rekan - Registered Public Accountants, PT KPMG Advisory Indonesia and PT KPMG Siddharta Advisory are referred to collectively as KPMG Indonesia. We deliver Audit, Tax and Advisory services. Our audit and assurance services in Indonesia are delivered through Siddharta Widjaja & Rekan – Registered Public Accountants, License No.: 916/KM.1/2014 (the Firm).

KPMG Indonesia - Governance structure

We apply a high standards of corporate governance. The Firm is governed and managed by the executive committee (EXCOM). In addition to EXCOM, the Firm also has disciplinary committee (DISCOM).



Purposeful business

Our commitment: Always act with a clear purpose

KPMG Indonesia is striving to become the most trusted and trustworthy professional services firm. In a world where unprecedented changes are the norm, we seek to inspire confidence and empower change in all we do. We act with a clear purpose, guided by our Values, and adhere to the highest standards of personal and professional behavior, with a view to maintaining the trust of clients, stakeholders, and the public.

Going forward, we will continue to act with integrity in our pursuit of innovation and professional excellence, and we will strive to safeguard capital markets and create exceptional value for our clients and society as a whole.



The Transparency Report plays a crucial role in supporting governance within the firm's ESG initiatives by ensuring accountability and the clear communication of our progress. By publicly sharing our ESG efforts and the standards we adhere to, the report fosters trust with stakeholders and demonstrates our commitment to ethical leadership and responsible management. This transparency enables us to track and evaluate our actions, ensuring that our governance structures

remain robust, and that we consistently meet our ESG objectives with integrity and responsibility



Beatrice Tanuwijaya

Director, Audit & Assurance and Transparency Report Lead
KPMG Indonesia

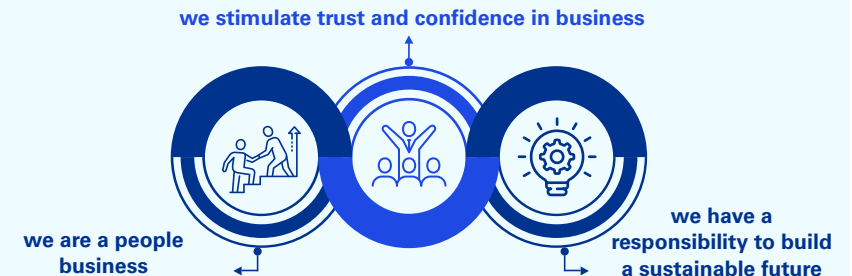
[Read more in our KPMG Indonesia Transparency Report](#)



86% of our people stated that they uphold KPMG Indonesia's Values, even when under pressure

Source: KPMG Indonesia's Global People Survey results 2024

Our Purpose: Inspire confidence and empower change



Our Values



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 find strength in our differences.



For Better
We do what matters.

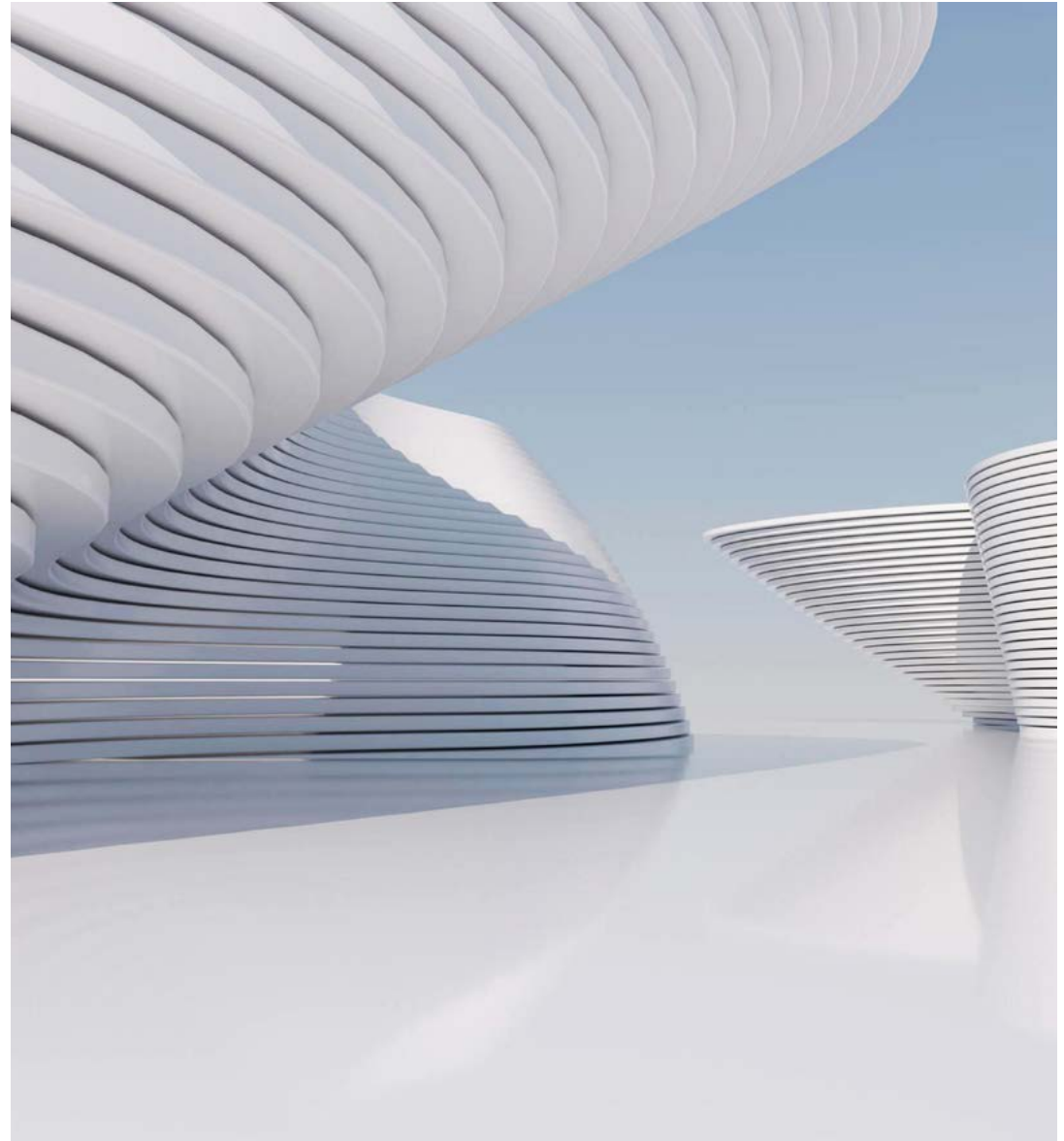


Risk management

We demonstrate our commitment to integrity, quality, objectivity, independence, and ethics, and communicates our focus on quality to clients, stakeholders, and society. Our leadership plays a critical role in setting the right tone and leading by example – demonstrating an unwavering commitment to the highest standards of professional excellence and championing and supporting major initiatives.

We are required to seek input from the chair of the relevant Global Steering Group and their delegate on the performance of certain leaders within KPMG Indonesia whose roles most closely align with the activities of the Global Steering Group. Input is sought as part of the annual performance process and is based on an assessment of the leader's performance, which includes matters of public interest, audit quality, and risk management.

Operational responsibility for the quality management, risk management and compliance systems at KPMG Indonesia is delegated to the Risk Management Partner (RMP), who is responsible for setting our overall professional risk management and quality management policies and monitoring compliance across all business practices – Audit, Tax and Advisory. The RMP is supported by a team of professionals in each of these practices.





Information protection

We are in a digital age where data security and privacy are crucial. At KPMG Indonesia, we are dedicated to ensuring the confidentiality, security, and privacy of our clients' and employees' information. To achieve this, we have implemented advanced technologies and strong information security systems that protect the data of our clients, staff, and other stakeholders, while also enhancing public trust in KPMG Indonesia.

Data security

At KPMG Indonesia, data security governance is a key strategic focus. We implement a thorough management approach that adheres to national cybersecurity standards regarding governance, processes, and procedures. Our security measures are regularly reviewed and enhanced to align with current technologies and industry best practices. We continuously monitor our processing facilities for potential cybersecurity risks through established mitigation procedures and various intelligence sources. Additionally, we have a business continuity plan in place, which includes regular resilience testing, to ensure the sustainability of our operations with minimal disruption.

Every year, our partners and staff undergo training to stay up to date on the latest data security requirements. We also use various internal communication channels to remind our team about the importance of maintaining client data confidentiality and the need to comply with the relevant laws and internal policies to protect that data.

Data privacy

KPMG Indonesia is dedicated to protecting the personal data of our clients and employees while adhering to all relevant privacy and data protection laws and regulations. We have established a privacy management framework along with appropriate technical and organizational measures to ensure full compliance with privacy requirements. Our processes for managing privacy risks and control mechanisms support effective and efficient operations, providing robust protection for personal data. From talent onboarding to client services, KPMG Indonesia strives to maintain the trust and confidence of our clients and staff by responsibly handling the personal data entrusted to us.

All partners and staff are required to complete annual mandatory data privacy training. Everyone must also adhere to KPMG Indonesia's privacy policy, guidelines, and instructions, as well as our Code of Conduct.

Supporting high-quality development through high-quality audits

Our commitment: Lead the profession in audit quality

High quality audits represent the cornerstone of society's trust in KPMG Indonesia, and we are fully committed to delivering outstanding audit services. To uphold our commitment to high-quality auditing, we constantly review and assess our existing audit processes, audit methodology and quality management systems to ensure that our work meets or exceeds KPMG Indonesia's and the industry's quality standards.

Across the global organization, KPMG firms have strengthened the consistency and robustness of our system of quality management (SoQM) to meet the requirements of the International Standard on Quality Management (ISQM) 1, issued by the International Auditing and Assurance Standards Board (IAASB).

KPMG International's global SoQM and ISQM 1 approach establishes consistent policies, procedures, and quality objectives to help member firms implement effective systems of quality management. It includes a unified risk assessment framework for identifying firm-specific objectives, risks, and controls, along with tools, guidance, and training to support consistent operations and annual evaluations. It even includes global monitoring activities to further ensure alignment across all KPMG firms.

The globally consistent approach to ISQM 1 is used by all KPMG firms across the global organization to drive the consistency, robustness and accountability of responses within KPMG firms' processes.

To provide more transparency on what drives KPMG audit and assurance quality, this report is structured around the KPMG Global Quality Framework. For KPMG, the Global Quality Framework outlines how we deliver quality and how every KPMG professional contributes to its delivery. The drivers outlined in the Global Quality Framework align with the 10 components of KPMG firms' SoQM and ISQM 1.

In line with ISQM 1, our SoQM also aligns with the International Code of Ethics for Professional Accountants (including International Independence Standards), issued by the International Ethics Standard Board for Accountants (IESBA Code of Ethics), which applies to professional services firms that perform audits of financial statements.

Sections 3-12 of the [Transparency Report](#) describe how we operate each driver in the Global Quality Framework, aligned with the SoQM components. This Transparency Report summarizes how our SoQM effectively supports the consistent performance of quality engagements. This report may also be useful for stakeholders interested in KPMG firms' Tax and Advisory services, as certain aspects of our firm's SoQM are cross-functional and apply equally as the foundation of quality for all services offered.

Whilst KPMG Indonesia's Managing Partner (MP) is ultimately accountable for the implementation of ISQM 1, the System of Quality Management (SoQM) Implementation Leader (Partner in Charge of SoQM) is responsible for driving SoQM implementation within member firms. The Partner in Charge of SoQM at the member firm is responsible for overseeing, coordinating, and supporting the execution of the tasks necessary to implement the controls that make up SoQM's components: the Firm's risk assessment process, governance and leadership, the relevant ethical requirements, acceptance and continuance of client relationships, engagement performance, resources (human, intellectual and technological resources), information & communication, and monitoring & remediation. To oversee the SoQM implementation process, the Firm has established a SoQM steering committee that consists of MP, Head of Audit and Assurance, RMP, Audit Quality Partners, Head of People, and the Partner in Charge of SoQM.



93% of our people stated that the culture and tone set by our Audit practice leadership promote the importance of audit quality for audit and assurance engagements

Source: KPMG Indonesia's Global People Survey results 2024

Upholding the principles of responsible tax practices

Our commitment: Drive a responsible tax practice

KPMG Indonesia's tax services are guided by our Values, governed by the Principles for a Responsible Tax Practice and Global Quality Framework. Our tax professionals provide customized, comprehensive, and high-quality tax services to a range of corporate and government authorities. When liaising with tax authorities and clients, our staff are always required to act with integrity and in compliance with relevant legal, regulatory, and professional requirements.





Fostering high-quality, sustainable development through ESG services

As the threat of climate-related risks intensifies, the shift towards sustainable practices is gaining momentum among investors, businesses and consumers alike. To remain competitive, organizations now perceive ESG not merely as something nice to have, but as an indispensable part of their business strategy.

At KPMG Indonesia, we empower our people as catalysts for sustainable progress. We have a cross-functional team of experts that helps corporate and public sector clients plan and execute ESG programs to meet their sustainability goals, enabling them to seize opportunities and navigate risks effectively to create long-term value. Our diversified ESG services encompasses ten main pillars:

ESG services

ESG strategy, transformation & implementation	We help clients develop and implement ESG strategies that support their business growth objectives, while balancing their business needs with those of the environment, external stakeholders, and society.	ESG Deals & Value	We enable investors to integrate ESG into their investment strategies and maximize ESG value creation post-deal.
Decarbonisation, climate and nature	We provide climate risk and decarbonization advisory services to support clients across the decarbonization lifecycle and help them reduce emissions and achieve carbon neutrality (net zero). We also offer comprehensive risk assessment, analysis, and management services for clients.	Social	We support clients in developing socio-economic business cases, project strategies and impact assessments.
ESG reporting	We help clients understand their ESG reporting obligations, determine their readiness for ESG reporting and be confident in complying with ESG reporting requirements.	ESG Assurance	We work with financial institutions and real economy clients across all sectors to assess their readiness for assurance, and conduct high quality, independent assurance in line with recognized local and global standards.
ESG Tax	We provide high-quality, cost-effective offerings to help clients quantify greenhouse gas (GHG) emissions, energy, and other environmental indicators for tax and other regulatory compliance purposes. We also help businesses to obtain incentives and subsidies which encourage activities that achieve a social good.	ESG Governance	We help clients to establish a robust ESG Governance framework that encompasses the five essential layers that address the fundamental aspects of governance. This empowers companies to achieve greater structure, oversight, and transparency in their ESG initiatives through the development of a sustainable governance operating model.
Sustainable Supply Chain	We offer a comprehensive solution to help companies embed sustainability in their supply chains to realize their ESG ambitions, manage risks and enhance resilience.	Circular Economy	We help clients identify and capitalize on opportunities to reduce waste, reuse and recycle; develop new circular strategies and business models; and reimagine and reinvent their existing products and services.

Sharing our ESG insights

We regularly publish our ESG insights to share the latest trends, best practices, and industry perspectives with clients, partners, and stakeholders.

These publications address critical issues and offer practical guidance to help organizations embed their sustainability strategies and drive ESG progress in a complex, evolving environment.

Evolution of sustainability reporting in the Asia Pacific

To better navigate Indonesia's regulatory landscape regarding sustainability, KPMG Indonesia shared insights on the evolving sustainability reporting practices in the Asia Pacific region. The discussion highlighted recent regulatory developments in Indonesia, particularly the implementation of the ISSB standards. The International Sustainability Standards Board (ISSB) framework is emerging as a global benchmark, with many countries in the ASPAC region at various stages of adoption. Indonesia has made notable progress in aligning its regulatory framework with ISSB-aligned sustainability disclosures.



Global ESG due diligence study 2024

KPMG Global invited David East, Partner of Deal Advisory at KPMG Indonesia, to share his insights on a study on ESG due diligence in M&A transactions. Amid rising interest rates, geopolitical tensions, and economic uncertainty, M&A markets are facing shifting business priorities. In some regions, public debate questions the inclusion of ESG factors in investment decisions. Despite this, ESG due diligence continues to gain importance globally. However, challenges persist, including comparatively low budgets for ESG due diligence compared to traditional due diligence workstreams like financial, commercial, and legal.



Navigating climate risk stress tests in the financial landscape

As banks and financial intermediaries transition to a low-carbon future, they face challenges from physical climate-related and environmental risks. To address these, Dian M. Listya, Director of Financial Risk



Management, and Angga Pujaprayoga, ESG Assurance Leader, emphasized that failing to manage these risks can lead to far-reaching consequences beyond the economic impact, including health issues, social inequality, and environmental degradation.

In Indonesia, the Financial Services Authority (OJK) is actively implementing climate stress assessment scenarios, and encouraging banks to integrate climate and environmental risks into their risk management processes. This approach helps evaluate the impact of transitional and physical risks on credit and market risks in both the short and long term. Banks are advised to enhance accuracy and consistency by incorporating climate risk variables into their data requirements and stress testing methodologies, leveraging key data from the Network for Greening the Financial System (NGFS).

In 2024, KPMG Indonesia participated in several events highlighting Indonesia's growing sustainability trends, focusing on the transition to a resilient future.

Property sector as the country's growth engine

In the summer of 2024, KPMG Indonesia, in collaboration with KADIN (Indonesian Chamber of Commerce), IPD (Integrated Property Development), industry leaders, and key stakeholders from the property sector, emphasized the crucial role of the property sector in Indonesia's economy. The event highlighted emerging trends like property technology, innovation, and ESG-driven green financing. Beyond constructing homes, the sector's true potential lies in building meaningful communities, supported by robust data management and strategies that can enhance the livelihoods of Indonesia's people. This KPMG Business Talk brought together like-minded individuals, reinforcing the belief that consensus is essential in achieving a sustainable, green future.



Decarbonizing my business in the energy transition

Following the insightful discussion on the property sector as a key driver of national growth, KPMG Indonesia, in collaboration with experts from Pertamina New & Renewable Energy and KPMG Singapore, delved into the pressing topic of industrial decarbonization.

The Business Talk provided a comprehensive platform to explore:

- Decarbonization pathways
- Climate scenario analysis
- Sustainable reporting

The event not only highlighted the challenges and opportunities within energy transition but also brought together a diverse group of passionate professionals. It served as a valuable opportunity for stakeholders across industries to share information, exchange ideas, and collaborate on shaping a sustainable future.

Sustainable supply chain

Before the end of 2024, industry experts from KPMG Australia conducted a sustainable supply chain training session hosted by KPMG Indonesia. The event brought together individuals from various service lines within the firm to deepen their understanding of a green supply chain and its impact on various service offerings. During the session, a gap assessment toolkit was introduced, designed to help businesses identify and address challenges in greening their supply chains. Success stories from the use of this toolkit will be shared by Q1 2025.



Acting transparently with integrity and accountability

Our commitment: Act lawfully, ethically and in the public interest

Our commitment to integrity and accountability is not just something we say; it is woven into every decision we make and every action we take. We believe that only by upholding these commitments can we maintain KPMG Indonesia's professional reputation and build trust and closer relationships with our clients and stakeholders. We are committed at all times to acting lawfully, ethically and in the public interest and working against corruption in all its forms.

Code of Conduct

Founded on our Purpose and Values, our Global Code of Conduct which clearly describes how KPMG employees are expected to treat each other and our clients, and our duty to uphold the public interest. The Code of conduct demonstrates how our values inspire our greatest aspirations and guide all of our behavior and actions. All of our people must follow the Code of Conduct and confirm their compliance annually.

When accepting new business engagements and maintaining existing client relationships, know-your-client (KYC) procedures will be conducted to understand and manage potential risks in accordance with our professional standards and ethical code. At our firm, we provide annual training to all partners and employees on the Global Code of Conduct, anti-bribery and corruption, and compliance with laws, regulations and professional standards.



Strengthening our ethical culture

KPMG Indonesia strives to create an ethical and collaborative culture that inspires trust. Trust is earned by doing the right thing. Our decisions shape our culture through our conduct, so our decisions need to be made ethically.

Everyone at KPMG Indonesia is expected to be able to make sound, ethical decisions to drive our day-to-day behavior and to reinforce our ethical and collaborative culture. As such, when KPMG Indonesia's staff come across any decisions that are not consistent with our Values or are contrary to our Code of Conduct, or if they suspect certain actions taken (or which have not been taken) as acting improperly, they are encouraged to live out our value of Courage and raise their concerns. KPMG Indonesia will take very seriously any such substantiated incidents, including exercising our zero-tolerance policy for certain instances of misconducts, no matter the circumstances behind such misconduct and regardless of grade/level/title.

CARE

Our ethical decision-making framework

KPMG's ethical decision-making framework CARE (Consider, Assess, Respond, Evolve), which was introduced in 2023, is designed to help our partners and staff navigate ethical decisions that are aligned with our Purpose, Values and Code of Conduct, centered on building, and reinforcing trust. Backed by a portfolio of supporting materials and guides, the CARE framework enables us to gain confidence in making ethical decisions every day when faced with a challenging situation or ethical dilemma. It also reminds our people that they do not have to make these decisions alone.

Consider

what is the issue

Assessoptions to
address the situation**Respond**

with decision

Evolve

and reflect



Speaking up

At KPMG Indonesia, every employee is accountable for reporting any activities that may violate our values, KPMG policies, or the applicable laws and standards. To ensure that everyone feels safe and comfortable raising concerns about non-compliance or unethical behavior, we provide the KPMG International Hotline as a reporting channel for our employees, clients, and other third parties.

Additionally, if anyone encounters situations that conflict with our Purpose, Values, or Code of Conduct, we strongly encourage them to raise questions and report their concerns to their line managers, or to escalate the issue to higher management in a timely manner.



87% of our people
indicated that the people they
work for demonstrate honest and
ethical behavior

Source: KPMG Indonesia's Global People Survey results 2024

KPMG Indonesia Disciplinary Committee

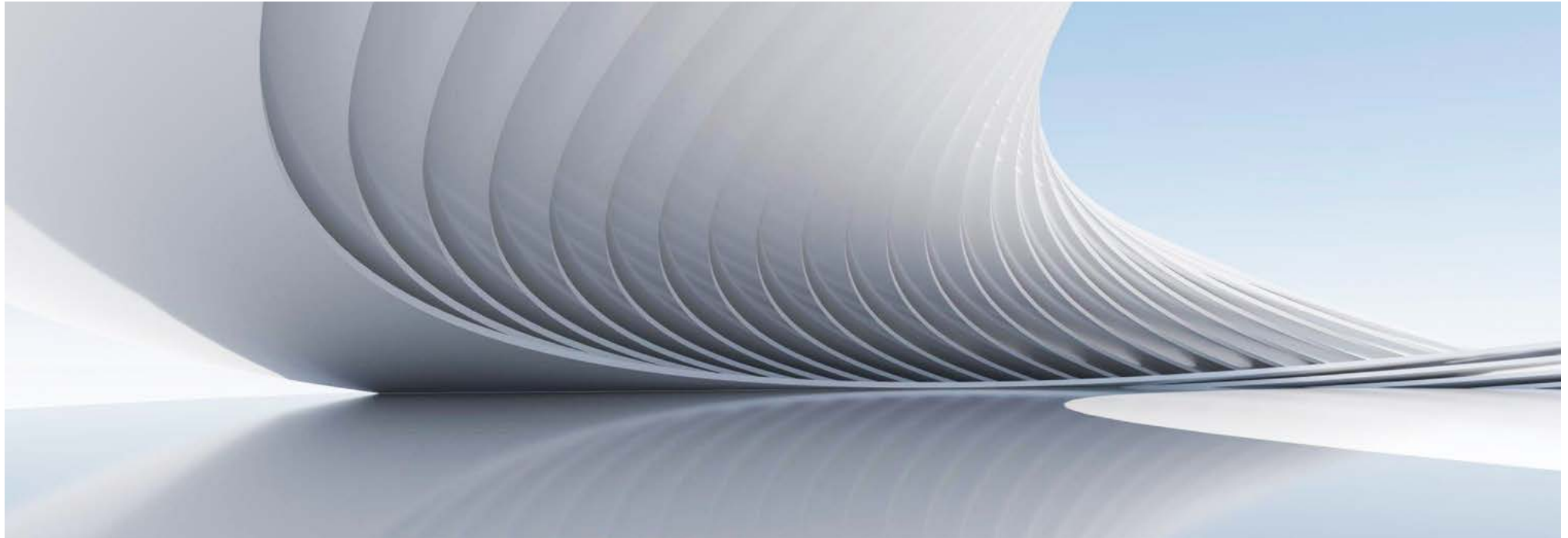
The disciplinary committee (DISCOM) consists of a Managing Partner (MP), a Risk Management Partner (RMP), an Ethics and Independence Partner (EIP), the Head of Functions, and other members of KPMG Indonesia management as considered appropriate for the circumstances under review. DISCOM is responsible for overseeing the disciplinary process for ethics and independence matters. It sets the disciplinary policy and monitors the policy that has been communicated to all employees at KPMG Indonesia.

Maintaining independence

Maintaining independence is crucial to our business. At KPMG Indonesia, we maintain our objectivity in all the work that we do and do not allow bias, conflicts of interest or undue influence to override our professional or business judgment at any time, including in deciding to accept or continue with clients or engagements.

We have put in place independence policies and procedures that meet or exceed the standards of our professional bodies and regulators. We implement these policies and processes under the supervision of KPMG Indonesia's Ethics & Independence Partner, to oversee areas including firm independence, conflicts of interests, post-employment relationships, personal independence, approval of audit and non-audit services, partner rotation, and so on.

All partners and staff are required to conduct business in accordance with the highest level of ethical awareness and independence, and we have developed and released a range of tools and guidance, communications and training courses to achieve these ends.



Transparency and accountability

At KPMG Indonesia, we take responsibility for our daily actions, consistently upholding the utmost moral and ethical standards. We strive to maintain transparency and accountability at all times.



People

We aim to live our Values and uphold KPMG Indonesia's ethical standards throughout the organization. Our people are free to express their views through various communication channels, including our Global People Survey and Thought Corner.



Clients

We place a high priority on open, honest, and transparent communication and working relationships with our clients. Through direct engagement and independent surveys, we solicit reviews and feedback from our clients.



Regulators and others

We are committed to developing professional and respectful relationships with national and international regulators based on open and transparent communication. We also publish this ESG report, Our Impact Plan, to demonstrate our transparency and accountability for the impact that we have.

Acting with integrity and demonstrating zero tolerance against corruption

Our commitment: Work against corruption in all its forms

We have zero tolerance for bribery and corruption in any form by any party. Our Code of Conduct and comprehensive anti-bribery and corruption requirements are enacted to ensure that the highest standards of integrity are maintained across the firm.

Every year all partners and staff are required to take the 'We do what is right: Integrity at KPMG' mandatory training course to keep abreast of our firmwide anti-bribery policies and enhance their understanding of the importance of complying with regulations, professional standards and laws.

Furthermore, we put forward clear requirements and procedures for our people regarding situations in which inducements (gifts or entertainment) are provided or received.

Find out more about [our position on bribery and corruption](#).

Respecting human rights

Our commitment: Respect human rights

At KPMG Indonesia, we respect human rights and continuously monitor and evaluate our operational processes to ensure they align with our human rights commitments. As stipulated in our Code of Conduct, we do not tolerate behavior that is illegal or unethical or otherwise breaches human rights standards, whether by KPMG people, clients or suppliers, or by public officials with whom we have working relationships.



FY24

100%

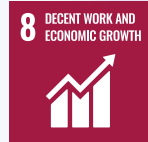
of our partners and staff are required to complete anti-corruption training

100%

of our Board and Executive Committee members completed anti-corruption training

People

Creating a caring, inclusive and values-led culture for our people



Our commitments



Inclusion, diversity and equity

- ☐ Have an inclusive culture built on trust
 - ☐ Advocate for equal opportunity
 - ☐ Foster an educated, empathetic workforce
-



Health and well-being

- ☐ Protect the health of our people, both physically and mentally, and enable them to be effective and productive
-



Continuous learning

- ☐ Develop a continuous learning culture
-



Our management approach and progress

Find opportunity everywhere with KPMG

A strong and cohesive workforce is critical for KPMG Indonesia to develop, innovate for our clients and society, and change for better. KPMG Indonesia is a place that values inclusion and diversity, offering lifelong learning for talent to grow with us. It's a place full of opportunities where our people can do important work that helps to build a better future, and be recognized for their contribution.

Our Employee Value Proposition

Employee Value Proposition (EVP) outlines the distinctive attributes and opportunities that KPMG Indonesia, as an employer, offers to our people. It represents the joint commitment of all the KPMG global network under the collective statement – 'Find opportunity everywhere with KPMG.'

Do work that matters



Every day, in ways big and small, we make a meaningful and positive difference for clients, people and the communities we serve. We help create opportunity in a world of increasing complexity.

Come as you are



Unique experiences and perspectives are valued at KPMG Indonesia, both individually and as a team, leading to stronger insights and innovation.

Thrive with us



Build relationships with colleagues who take care of each other. We provide the support our people need to perform at their best and create opportunities for themselves and others.

Learn for a lifetime



In an environment where learning is continuous, talent can grow their own way. With KPMG Indonesia, our people are encouraged to explore, and work with the best, on emerging practices and technologies to gain an advantage for life.

Make your mark



Our people are recognized for the impact they make, the leadership they show, and the success they create with others, wherever they are.



Inclusion, Diversity and Equity

Our commitments:

- Have an inclusive culture built on trust
- Advocate for equal opportunity
- Foster an educated, empathetic workforce

Putting Inclusion, Diversity & Equity (IDE) into action

At KPMG Indonesia, we are committed to building an inclusive, diverse, equitable and trust-based workplace for our people, fostering a diverse pool of talent, and integrating the concept of inclusion into management #ComeAsYouAre.

In 2023, our IDE strategy continues to focus on gender, welcoming all generations, and promoting an inclusive culture that embraces a variety of themes and communities, mental health, and more.



Inclusion

Inclusion is about belonging and creating a safe environment built on trust



Diversity

Diversity is about embracing and respecting individual differences



Equity

Equity is about access to opportunities and levelling the playing field

Embracing equal opportunity and diversity

KPMG Indonesia advocates for equal opportunity and strives to provide everyone with equitable opportunities for growth and development, free from any form of discrimination. We encourage the inclusion of diverse values, and we listen to the distinctive voice of each individual to create a supportive and friendly working atmosphere.

Our IDE policy requires that all our people are treated equally in every aspect of our human resources policies, particularly in processes involving recruitment, training, career development and promotion. All of our recruitment, advertising and our selection processes are based on the actual job requirements. Job applicants are selected using merit-based criteria regardless of individual backgrounds or characteristics such as gender, marital status, religion, race, disability, and family status.

KPMG Indonesia anti-bullying guidelines

KPMG is dedicated to fostering diversity, equity, and an inclusive environment. In line with our value of 'Together,' we are committed to ensuring that all KPMG individuals are treated equally and are free from discrimination, victimization, or bullying. To support this, we have established anti-bullying guidelines. We encourage everyone to contribute to creating a safe space where all individuals can bring their authentic selves to work and feel a strong sense of belonging.

Indonesian Sign Language Workshop

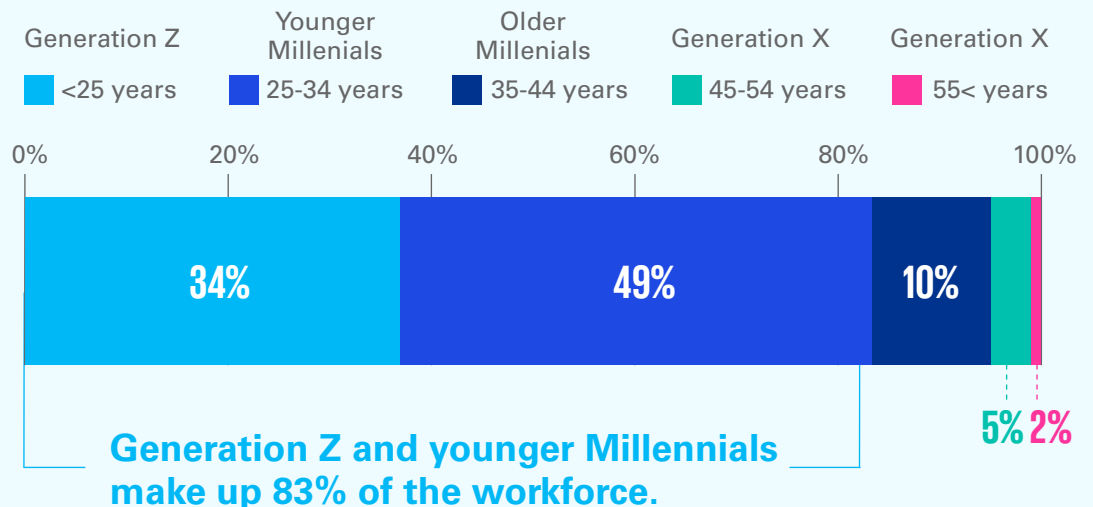
At KPMG Indonesia, fostering an inclusive culture is at the core of our values. We believe in the power of diversity and equal opportunities for all. By holding a sign language workshop, we aim to ensure that everyone's voice is heard, reinforcing the importance of equal participation for all in the workplace. This initiative not only demonstrates our dedication to diversity and inclusion but also enriches the fabric of our organization by promoting a deeper understanding of different abilities.

KPMG Indonesia's inclusive recruitment process

Our inclusive recruitment process helps to mitigate unconscious biases when interviewing and recruiting the talent we want. The purpose is to focus on ability – adopting a competency approach during recruitment – and to conduct interviews in a fair and consistent way.

FY24


Workforce by age





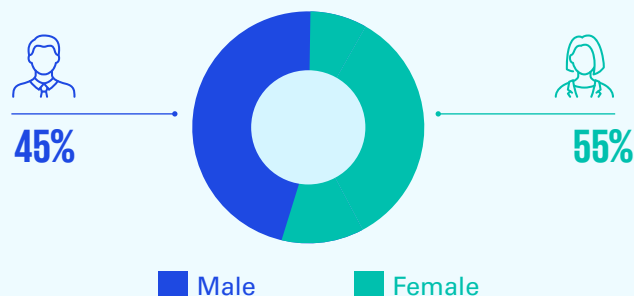
Promoting gender equality

As a signatory to the UN Women's Empowerment Principles (WEPs), KPMG China supports the achievement of UN SDG 5: Gender Equality and strives to enable and empower all women in unleashing their potential. To this end, we have developed policies to ensure equitable opportunities for women and anti-sexual harassment policies to provide women with an environment in which to flourish.

At KPMG Indonesia, 55% of partners and staff are female, and 43% of partners and directors are female (as of 30 September 2024). Globally, KPMG has set a target in which at least 33% of partners and directors should be female by 2025.

FY24

Total workforce by gender



43% of partners and directors are female

55% of new hires are female

Corporate culture centred on diversity and inclusion

Cultivating an educated and empathetic workforce and building an inclusive culture based on trust is our relentless pursuit. We firmly believe that a corporate culture with diversity and inclusion at its core can stimulate innovation and cohesion in the team. We understand that a thriving workplace is one that benefits from a mix of backgrounds and perspectives, as well as providing diverse opportunities for the growth and success of our people.





Health and well-being

Our commitments: Protect the health of our people – both physically and mentally – and enable them to be effective and productive

Caring for our people's health and well-being is a profound concern for us. We have dedicated considerable resources to safeguard our people's health and promote their well-being – both physically and mentally. Our efforts extend beyond fostering a pleasant and dynamic workplace that stimulates inspiration and creativity, enabling our people to unleash their full potential. We are equally committed to providing a workplace that not only prioritizes physical health, but also offers robust initiatives for mental wellness.

Health and safety policies and guidelines

Our principles and requirements for different health and safety issues, such as office safety, indoor air quality and fire precautions, are stated in the Personal Safety and Evacuation section within the Risk Management document library. The document covers topics ranging from workstation arrangements and electrical and fire safety to emergency and crisis management.





Comprehensive health and wellness benefits

We are committed to protecting our people's well-being by adhering to local social security regulations while striving to provide even more comprehensive protection. Recognizing that the health of our people is integral to the long-term growth of our firm, we have crafted comprehensive policies aimed at safeguarding their well-being. These encompass salary and benefits, healthcare, and personal development and growth, among others. Through our efforts, we aim to create a stable, comfortable, and trusting environment where our people can thrive and devote themselves to our collective goals.

To promote health and well-being, KPMG Indonesia provides the following support:



Immune booster vitamin C injection program

We support our people's health through initiatives like our first-ever Immune Booster Vitamin C injection program, designed to help employees stay energized and well during the busy season. This simple, preventive step offered a convenient way for our teams to prioritize their health without stepping away from their day-to-day responsibilities.



Light health check program

The Light health check program is designed to empower employees to take proactive steps in managing their health.





KPMG Indonesia Community

Well-being is greatly enhanced by a sense of belonging and strong social ties. By nurturing a supportive community, employees can share their experiences, provide emotional support, and build meaningful relationships, which in turn fosters mental and emotional health.



KPMG Indonesia Mini Olympics

This sports competition helps promote a holistic approach to employee well-being by improving physical and mental health, fostering a sense of community, and building a positive and collaborative workplace culture. It helps employees feel more connected to one another and to the organization, while encouraging healthier habits.



Eye check up

We care for our people's well-being through initiatives like our complimentary eye check-up, conveniently hosted at the office. This program offers a simple way for employees to stay on top of their health while going about their day, making preventive care more accessible and stress-free.



People's welfare

As part of our commitment to employee well-being, we offer access to a variety of internal wellness programs. These include support for medical needs, as well as exclusive discounts through our partner providers—such as cheaper gym memberships, yoga and Pilates classes, spa treatments, hotel bookings, eyewear, and complimentary eye checkups.

Continuous learning

Our commitments: Develop a continuous learning culture

We are committed to fostering a culture in which our people can #LearnForaLifetime. We firmly believe that continuous learning is not only pivotal for our people's individual career success, but also serves as a catalyst for positive change, allowing them to #ThriveWithUs. To this end, we offer diversified and forward-looking knowledge and skill development solutions, with tailored development paths that align with specific business areas and stages of career development in an ever-evolving environment.

ESG knowledge - empowering our people as catalysts for sustainable progress

Enabling and empowering our people as agents of positive change is a key part of our ESG ambitions. Following the introduction of the firm-wide ESG 101 course, KPMG collaborated with a world-class business school and launched ESG 201 to strengthen our people's knowledge on this important topic. This program brings top academics, thought leaders and industry experts together to deliver insights on topics such as environmental trends, societal impacts, governance practices and sustainability strategies. These in-depth insights, coupled with our internal expertise, help position KPMG at the forefront of ESG capability and empower our people to make a difference in ESG in every role.



Total training of full-time employees:

97,498 hours



Leading in the New Reality training program

Our 'Leading with empathy' and 'Better under pressure' programs are both opportunities to explore how leaders can express empathy, clear hurdles for their teams and build consciousness around what stops employees from expressing empathy. This is an opportunity to consider how employees can build healthy and sustainable work habits as professionals, teams, and as an organization.

Diversified career opportunities – Mobility programme

KPMG Indonesia's talent mobility program offers our employees the opportunity for internal transfers within the firm or the chance to work temporarily in overseas offices. Through these mobility initiatives, our people can gain experience with different teams, enhancing their professional skills and contributing to their career development.



86% of our people
agreed that the people
they work for take an active
role in their learning and
development

Source: KPMG Indonesia's Global People Survey results 2024

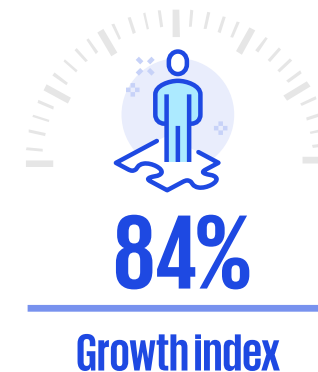
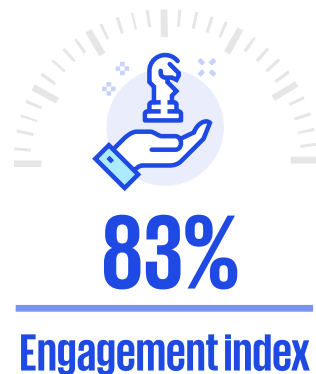




Employee engagement and recognition

Global People Survey (GPS)

We value the opinions and experience of our people. To ensure that every voice is heard and considered, we administer the Global People Survey (GPS) every year. This allows us to collect opinions and feedback about the experience of working at KPMG and provides the basis for internal changes in the following year. We are focusing our GPS action on the issues mentioned in the feedback, including at the departmental level, with the goal of improving the work experience offered by KPMG Indonesia.



Promoting a culture of recognition and appreciation

Each year, we hold **New Senior Milestone** and **New Manager Milestone** events to recognize and show our appreciation for KPMG Indonesia's future leaders. Through these programs, we aim to emphasize that KPMG Indonesia is a place where our people can make their mark.



Talent-driven development that inspires innovation

KPMG Indonesia believes in nurturing and developing talent. Our efforts extend not only to current talent within the firm but also to prospective talent in universities. To support this, we have established several programs with reputable state and private universities in Indonesia:

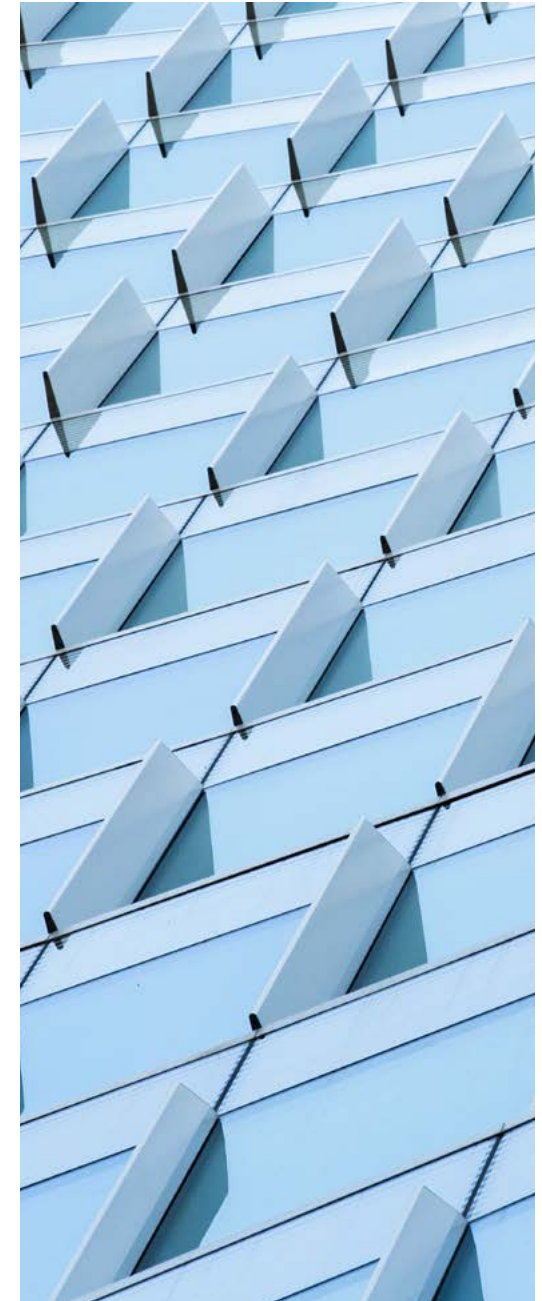
We have signed Memorandums of Understanding with 12 universities for several different collaborations, including recruitment, internship programs, and engagement events with universities. KPMG Indonesia actively participates in numerous online and offline events with universities and other communities such as AICPA CIMA, Pehimpunan Pelajar Indonesia UK, and many more. We have also participated in career fairs, guest-lecturing events, and have been judges for national competitions.

We also conducted KPMG classes at three universities as a way to give back to our profession and help develop the next generation of industry leaders. At Trisakti School of Management and Universitas Katolik Parahyangan, KPMG Indonesia offered an elective course titled “Audit in Specific Industries”, aimed at introducing audit practices across various sectors. Meanwhile, at Universitas Tarumanagara, not only we provide audit in specific industry course, we also provided a digital accounting class for a semester, providing students with insights into how technology is implemented in our audit practices.

KPMG Indonesia has also participated in numerous webinars and seminars on emerging topics, ranging from the latest regulatory updates to Environmental, Social, and Governance (ESG) issues.

In addition to these events, we have also hosted company visits for university students, enabling them to experience life at KPMG Indonesia, observe our workplace, and interact with our practitioners. Likewise, we hosted a company visit called KSA Connect, where we welcomed students from prestigious universities such as UI, ITB, UGM, BINUS, and many others. One of the highlights involved inviting international Indonesian students from 20+ countries worldwide to visit our Advisory office.

Finally, KPMG Indonesia also offers internship programs that align with the government initiative “Merdeka Belajar Kampus Merdeka” (MBKM). Through this program, students gain hands-on experience by working alongside our auditors and consultants. At the end of the internship, they receive one-on-one feedback from our People Team. Our Advisory division also has an internship program designed to prepare future talent through challenging and impactful projects. There are many opportunities for students to see and experience the business through a supportive learning environment and direct professional development from KPMG Indonesia mentors.



Planet

Reducing our impact on the environment to build a more sustainable and resilient future



Our commitments



Decarbonization

- ☐ Achieve net-zero carbon emission by 2030 (KPMG Global goal).
- ☐ Report our climate performance.
- ☐ Drive behavioral change to improve environmental practices in our workplace.



Climate risk

- ☐ Give financial markets and our clients clear and comprehensive information on the impact of climate change.



Nature and biodiversity

- ☐ Understand our impact on nature and biodiversity, and make positive improvements.
-

Our management approach and progress

Decarboniation

Our global commitment: Achieve net-zero carbon emissions by 2030

Amid mounting concern about extreme weather events and rising global temperatures, decarbonization is taking center stage. Reducing carbon emission is not only crucial for protecting the environment, but also serves as a pivotal strategy for future-proofing business continuity.

Awards

- Green Building Certification Platinum Certified by BCA Green Mark, Singapore



Our climate strategy

To contribute towards our global climate goals, our climate strategy concentrates on reducing carbon emissions from our own operations and driving emissions reductions with our business partners and suppliers along our value chain.

These efforts involve proactively implementing our environmental policy, improving energy efficiency, promoting green travel, reducing carbon emissions in our supply chain, and promoting a circular economy. These strategies are essential components of our decarbonization pathway, aimed at reducing any negative environmental impact within our operation and along our value chain.

Roadmap for climate action

Decarbonisation



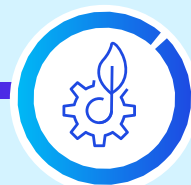
Energy efficiency

Our efforts focus on reducing emissions through enhanced energy efficiency across operations.



Business travel

Focusing on transitioning to sustainable travel is key to reducing our carbon footprint.



Circularity

Circularity, which includes reducing waste and conserving resources, is a key enabler in our decarbonisation strategy.



Nature positive

Championing biodiversity conservation and integrating nature-based solutions is pivotal for enduring sustainability.

Climate risk

Our commitment: Give financial markets and our clients clear and comprehensive information on the impacts of climate change

In March 2024, KPMG released the first global Climate Risk Report aligned with the Task Force on Climate-related Financial Disclosures (TCFD). The report includes a climate scenario analysis utilizing the Climate IQ tool to examine our exposure to physical and transitional risks across the largest countries and territories in which KPMG firms operate (including KPMG Indonesia). The assessment financially quantifies the risks and opportunities arising from climate change and from low-carbon transition. The report helps shape the development of our climate strategy, enabling us to improve our adaptability in addressing challenges and leveraging the opportunities stemming from climate change. In addition, KPMG actively participates in the TCFD Board, contributing to the development of consistent climate-related financial disclosure standards.

Given the increasing focus on climate risk, the ESG team at KPMG Indonesia has been supporting our clients with ESG services to help them manage risk and capitalize on the opportunities presented by climate change, while integrating these factors into their business operations and strategic decision-making.



Reporting our climate performance

Our commitment: Report our climate performance

Our annual Global Climate Response (GCR) initiative to collect emissions data follows the Greenhouse Gas Protocol guidelines and provides detailed insights into our climate disclosures for FY24. This analysis has enabled us to identify the key factors to help develop corresponding strategies for climate action.



Scope 1 emissions

With our operational activities regaining momentum, we witnessed a slight increase in emissions from fuel consumption of vehicles owned or under our direct control. In FY24, 1.50 tCO₂e was generated representing 0.11% of total emissions.



Scope 2 emissions

From the purchase of electricity we consumed, 332 tCO₂e was generated in FY24 representing 23% of total emissions.



Scope 3 emissions

The Scope 3 emissions cover a wide range of emissions sources, including purchased goods and services, business travel, employee commuting, and other miscellaneous sources.

In FY24, our Scope 3 -category 6 emission totaled 643 tCO₂e, representing 45% of total emissions. The resumption of regular business activities in FY24 also led to an increase in business travel emissions compared to FY23.



Improving energy efficiency

We continue to strive for improvements in energy efficiency in our new offices. From building selection and refurbishment to infrastructure upgrades, we aim to install energy-efficient equipment.



Implementation of an internal carbon price

Our commitment: Drive behavioral change to improve environmental practices in our workplace

As an important enabler of decarbonization, the internal carbon price (ICP) initiative was officially launched 1 October 2022. The ICP applies the 'polluter pays' principle and is a fee charge to responsible departments based on business travel emissions from air travel and hotel accommodations.

The significance of the ICP lies in its ability to integrate carbon considerations into our business decisions, while funds collected from the ICP will be used to finance decarbonization projects to help us better contribute to our global climate goals.

Though quantifiable progress may take time to materialize, the initiative actively engages our people, fosters environmental awareness, and empowers sustainable actions across all levels. Assigning a carbon cost to business travel aims to discourage our people from non-essential travel, nurturing a culture of conscious decision making when travelling.



A greener approach to business travel

As the world returns to business as usual after the Covid pandemic, and the desire for face-to-face interactions increases, we find ourselves at a pivotal juncture. Balancing the benefits of in-person engagements with the pressing need for decarbonization has led us to advocate for a more sustainable approach to business travel. This includes promoting the use of virtual meetings and collaboration tools to reduce the requirement for extensive business travel.





Reducing our supply chain emissions

Sustainable supply chain management is crucial to our decarbonization efforts. It addresses the significant portion of emissions originating from the supply chain and aligns with our commitment to tackle climate change.

Our strategy for sustainable supply chain management

We strive for continuous improvement in our ability to meet our firm's sustainability and environmental expectations. We monitor carbon reduction resulting from our initiatives and refine our strategies for optimal impact.

Waste management infrastructure

The climate crisis is intensifying, along with the increasingly serious nature of biodiversity loss. To address these urgent interlinked challenges, holistic approaches are needed. In collaboration with Komunitas Iklim Sungai Cikeas (KISUCI), we are building waste management infrastructure. This waste management infrastructure not only reduces our environmental impact but also empowers the community through the adoption of circular economic practices, which will help to build a more sustainable and resilient future for those in the area.





Promotion of circularity

Embracing the circular economy is vital for our decarbonization efforts, and we are mindful of the items we use and where they end up. We continuously strive to reduce waste, improve resource efficiency, and implement sustainable practices, particularly in the area of IT equipment.

Empowering communities through circularity

By donating useful and usable items that have served their initial purpose in our offices, we are able to extend their lifecycles. This includes the donation of retired laptops. Through partnerships with schools, we have channeled these resources to those in need, benefiting both the recipients and the environment.

In addition, as part of our commitment to circularity and social responsibility, we organized a clothing drive to collect old and unused garments. The primary goal was to repurpose the donated items into sustainable roof insulation for a school building that receives our ongoing monthly support—extending our impact by contributing directly to its infrastructure while giving materials a second life and reducing waste. During the sorting process, we found that many of the clothes were still in excellent condition. To ensure these items didn't go unused, we expanded the initiative by donating the wearable garments to a cancer foundation, which warmly welcomed the contribution and expressed heartfelt appreciation.



Our offices are located in buildings with green and/or wellness related certifications:

- One office has WELL certification
- Two offices have Green Mark certification.



Nature and biodiversity



Embracing nature and biodiversity for a sustainable future

Our commitment: Understand our impact on nature and biodiversity, and make positive improvements

Our journey towards sustainability is guided by the principle of becoming 'nature positive'. KPMG Indonesia is dedicated to protecting biodiversity by gaining a better understanding of our impact on nature and improving our focus on biodiversity. Collaborating with non-profit organizations (NPOs), we have channeled resources into meaningful projects that aim to preserve and restore the delicate balance of forests, wetlands and ocean ecosystems.

Globally, KPMG is a member of the Taskforce on Nature-related Financial Disclosures (TNFD). We will continue to align with leading practices through supporting initiatives such as the TNFD to help ensure our approach to business considers our impact and our dependence on nature.



Prosperity

Making a positive social and economic impact and driving good corporate citizenship

Our commitments



**Support the communities in which
we operate**

Serving as a responsible corporate citizen

Our commitment: Support the communities in which we operate

As part of our commitment to being a responsible corporate citizen, KPMG Indonesia is actively focused on addressing key areas of high-quality development, including equipping individuals with essential skill sets and preparing them with future-ready capabilities. In line with KPMG's value, "For Better", we are leveraging our own resources and capabilities to provide innovative solutions to address social and environmental needs and to play our part in building a harmonious society.

Corporate social responsibility (CSR) strategy

At KPMG Indonesia, our CSR strategy focusses on lifelong learning and advancing sustainability in key areas. We aim to deploy our professional capabilities and resources in collaboration with non-profit organizations (NPOs) to tackle climate challenges and build trust within our communities.



Lifelong learning

Support disadvantaged children by improving their nutrition, fostering a love for learning, enhancing their reading skills, and elevating the quality of education. This is achieved through the provision of books and educational materials, better infrastructure, and ensuring higher-quality teachers through improved compensation. Empower youth to develop future-ready skills and gain work-based learning experiences, equipping them to be adaptable and competitive in their future careers.



Advancing our sustainable development goals

Address challenges of climate change and become nature positive in our own operations through decarbonization, reducing plastic waste and collaborating with key stakeholders to protect nature and biodiversity. For details, please refer to the Planet chapter.



297
volunteers

515
volunteering hours

4,179
direct beneficiaries

Awards

Outstanding Mangrove Conservation Project award from Yayasan Mangrove Lestari



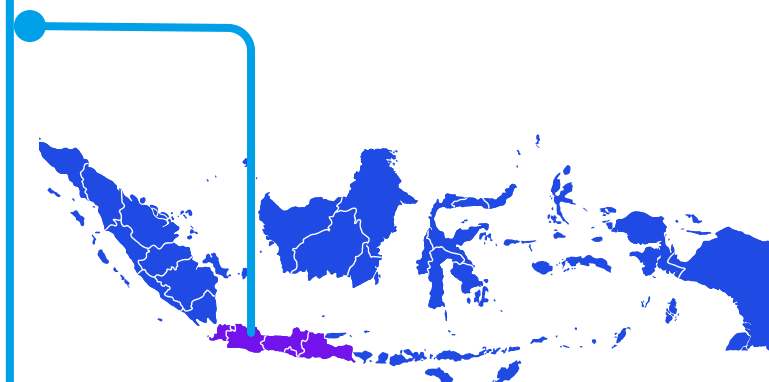
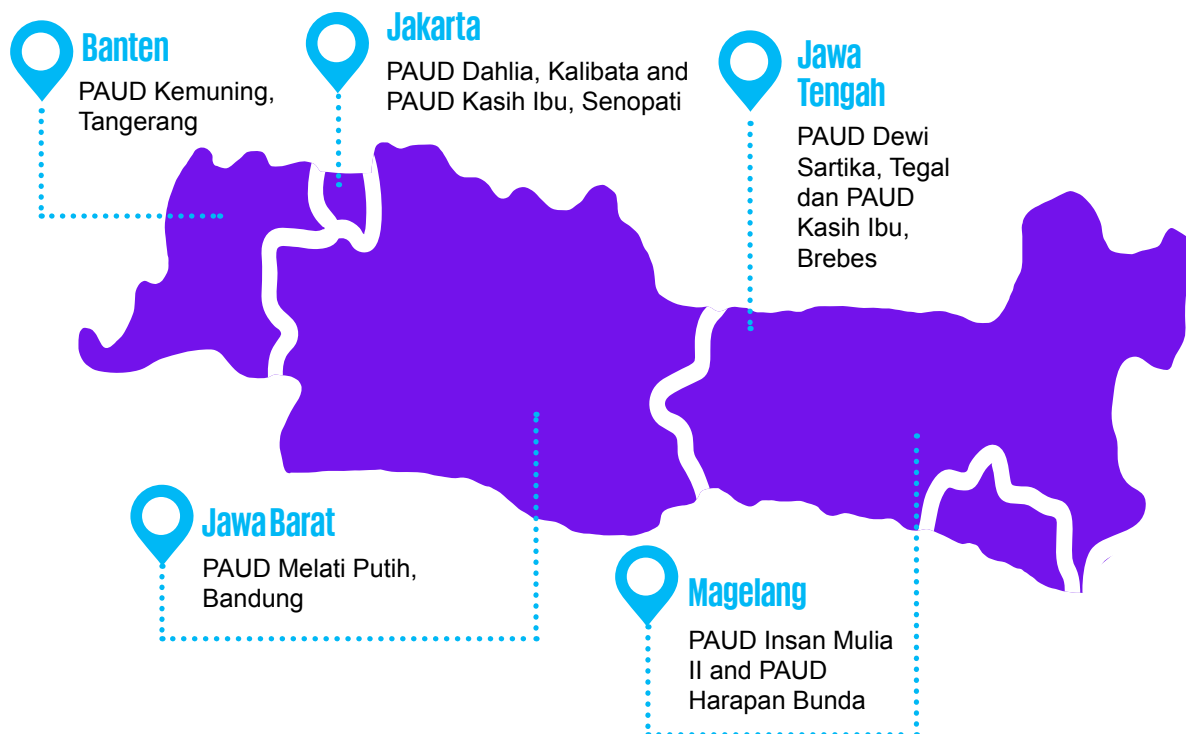
Lifelong learning

We are concentrating on areas where we have a strong presence, such as education and lifelong learning, and on programs and initiatives that can create a meaningful impact for the eight early childhood education schools (PAUD) that we support across six geographical regions (cities).

The children come from lower middle-class families, some living with relatives due to the absence of their parents. Many of them struggle to afford tuition fees, even after graduation. Additionally, there are schools where teachers' salaries are either delayed or not paid at all.

As a result, we have committed to supporting PAUD schools in meeting the evolving needs of their teachers and students by providing financial support for teachers' wages, enhancing infrastructure, supplying additional educational resources, and more. In addition, we donated some laptops, with the hope that this contribution will assist the school in enhancing the learning experience for their students.

Map of West Java, Banten, Jakarta, Central Java, and Yogyakarta





Literacy Day

We donated storybooks to the school, and our volunteers, including our Managing Partner, Budi Susanto, read them aloud to the children. Adult engagement can play a vital role in keeping children motivated and interested in learning to read. Reading aloud not only introduces new vocabulary but also models fluent, expressive reading. Additionally, it enhances comprehension through interactive conversations between the readers and listeners, reinforcing various literacy skills.

Travelling Library

We have provided traveling libraries for our PAUDs to ensure that children have access to quality books, despite the lack of space and storage facilities at the schools. Since many PAUDs do not have enough room for books or a proper cupboard, the traveling libraries offer a practical solution. Each library travels between two PAUDs, and at present, we have four traveling libraries serving eight PAUDs. This initiative helps ensure that the children have a diverse range of reading materials to support their learning and development.

Kids Good Food Day

We provide a healthy lunch once a month for children in our PAUDs to ensure they receive proper nutrition. The menus are carefully reviewed by a doctor to guarantee a balanced selection of healthy food choices that support the growth and development of children during their crucial early years. This initiative is designed to promote better health and well-being, ensuring that the children have the energy and nutrients they need for optimal learning and development.

Recycling Papers with Senior High School students

We introduced an innovative and interactive approach to teach high school students the process of paper recycling. SMA Bellaminus in Menteng was the first school to participate in this new initiative, with 85 enthusiastic 10th and 11th graders joining us. Together, we successfully recycled 5kg of paper without the use of blenders or electricity, ensuring that the entire process was environmentally friendly and resulted in zero waste.

Infrastructure improvements

As part of our ongoing efforts to improve the infrastructure at our PAUD schools, we have made several key donations to support the needs of the schools. This includes **new bookshelves** to enhance the learning environment, **a whiteboard** to facilitate more effective teaching, and new restroom facilities to ensure a more comfortable and hygienic space for both students and teachers. These contributions are aimed at creating a better, more functional space for learning and growth.

Making advances in achieving our sustainable development goals

Donations for the Yayasan Sahabat Ayah Sara cancer foundation

A total of 21 children battling cancer have benefited from our donations, which included nutritious milk and diapers, provided monthly. In addition to the donations, we visited the children to offer emotional support during their treatment. We brought toys and read books to them, hoping that this small gesture of care helped brighten their day and uplift their spirits.

Blood Drive

At KPMG Indonesia, we are committed to embodying the values of compassion and solidarity. Recently, we organized a KPMG Blood Drive, where our team actively participated in giving the gift of life. With guidance from the skilled medical team from Palang Merah Indonesia (the Indonesian Red Cross), the donation process went smoothly, ensuring the comfort and safety of all involved. A single donation has the potential to save up to three lives, proving that even the smallest acts of kindness can have a profound impact on others.

Emergency relief

Since 4 November 2024, Mount Lewotobi in East Flores Regency, East Nusa Tenggara, has erupted multiple times, forcing over 13,116 people to flee their homes. In response, KPMG Indonesia has closely monitored the situation and made a donation of IDR 35,000,000 to a non-profit organization to support emergency relief and post-disaster efforts in the affected areas of the East Flores Regency



Data tables

Governance: purposeful business

○ Governance structure by gender

	FY24	
	Female	Male
Board members	40%	60%

○ Anti-corruption training

	FY24
	Percentage
Board and Executive Committee members that completed anti-corruption training	100%
Partners and staff requested to complete anti-corruption training	100%

People: Inclusion, diversity and equity

○ Workforce by gender

By by gender	FY24	
	Number of employee	Percentage
Female	762	55%
Male	629	45%
Partners and staff	1,391	100%

○ Workforce by age

By age	FY24				
	<25	25-34	35-44	45-54	55+
Partners and staff	472	687	141	69	22
Percentage	34%	49%	10%	5%	2%

○ Staff participation (Global people survey)

	FY24
Engagement index	83%
Trust index	83%
Growth index	84%

People: Continuous learning

○ Training provided

Training provided	FY24
	Hours
Total training hours for full-time employees	97,498

Planet: Climate change performance

○ Total GHG emissions (tCO₂e)

	FY19 (Base year)	FY20	FY21	FY22	FY23	FY24
Total GHG emissions	1,721	1,187	754	855	1,235	1,440
By scope						
Scope 1 emissions	3.1	2.4	1.6	2.2	1.8	1.5
Scope 2 emissions	455	392	310	322	372	332
Scope 3 emissions	843	443	135	147	498	643

Note:

Greenhouse gas (GHG) emissions data are collected from all KPMG Indonesia offices. Activity data are submitted to the Global Climate Response (GCR) team, which utilizes the Microsoft Sustainability Manager—configured with relevant emissions factors—to calculate emissions. The GCR team ensures that the methodology aligns with the Greenhouse Gas Protocol (GHG Protocol or GHGP).

Prosperity: Employment generation

○ Number of new hires and new hires rate

New hires	FY24
Number of new hires	450
New hire rate (total number of new hires/total headcount)	33%

○ New hires by gender

By gender	FY24		
	Total	Female	Male
New hires	450	55%	45%

○ New hires by level

By level	FY24	
	Total	Percentage
Leadership	12	3%
Management	30	7%
Team members	408	91%
Partners and staff	450	100%

Prosperity: Community investment

	FY24
	IDR (in million)
Total community investment equivalent value	310

	FY24
	No. of hours
Volunteering	515

	FY24
	No. of individuals
Volunteers	297
Direct beneficiaries	4,179

Contacts

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