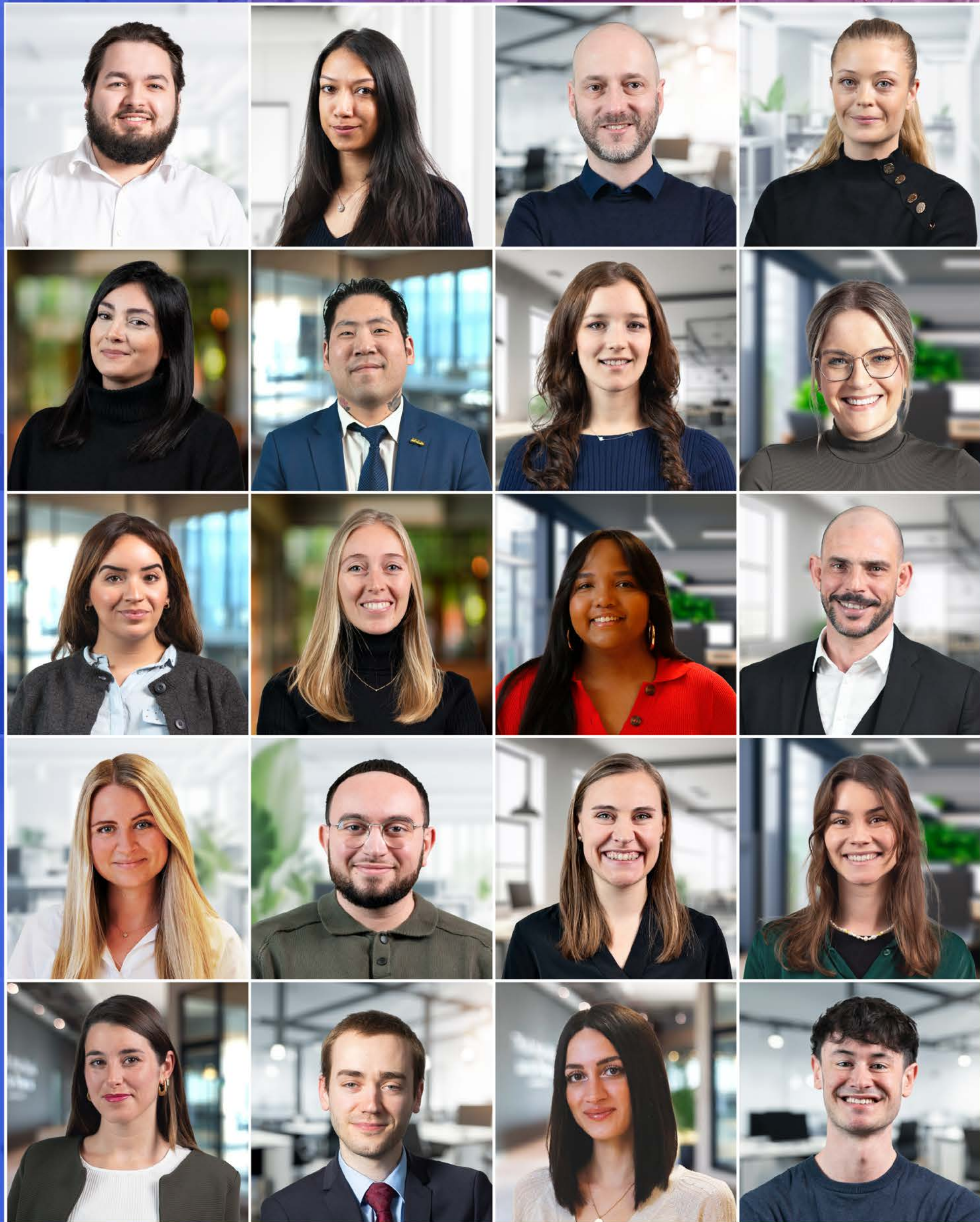




# Impact Report 2024

Delivering on our purpose

kpmg.lu





# Introduction

**The data in this report covers the financial year 2023 from 1 October 2022 to 30 September 2023 for the information disclosed.**

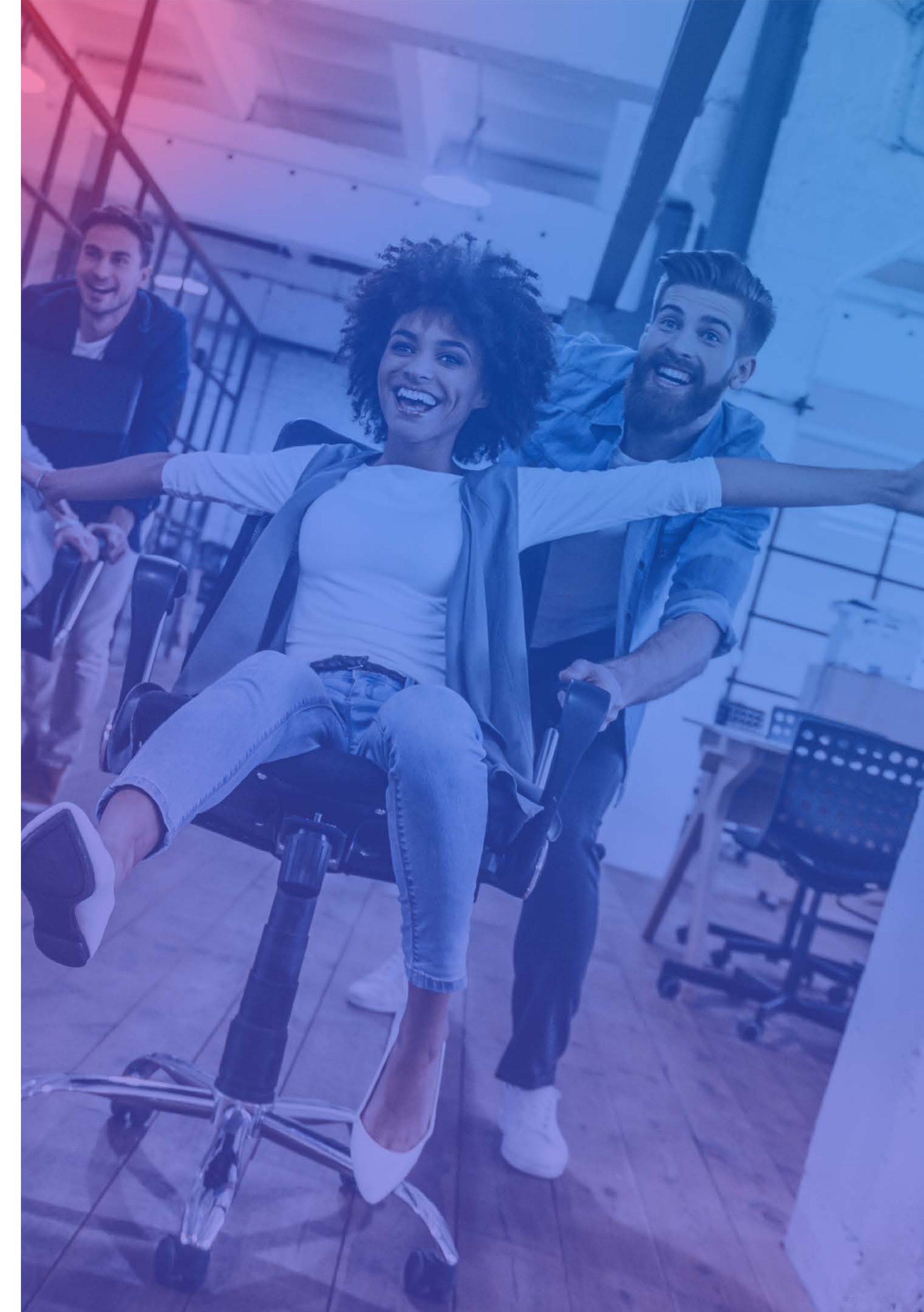
KPMG Luxembourg is a professional services firm consisting of three operating entities that deliver Audit, Tax and Advisory services, as well as focuses on asset management, alternative investment, banking, insurance, and corporate services. KPMG Luxembourg operates out of one office in the capital, Luxembourg City, and two flex offices in Windhof and Belval. With close to 1,900 employees in Luxembourg, KPMG International has over 235,000 employees worldwide operating in 143 countries. Full details of our service offerings can be found on our website at the following link: [www.kpmg.com/lu](http://www.kpmg.com/lu).

Our ownership and legal form, organizational scale and board constitution can be found in our transparency report. The reporting in this year's Impact Report is based on the GRI Global network standards and universal reporting metrics developed by the World Economic Forum in collaboration with KPMG and the other Big Four firms. This ensures that we track and report our performance in a responsible and transparent manner with all our stakeholders.

Our priorities for this year's report are aligned with our strategic focus areas for the last year.

## Our priorities for this year:

1. Safe and healthy working conditions
2. Climate action
3. Transparency and accountability
4. Education, training, and career growth
5. Purpose, culture and values
6. Inclusion, Diversity & Equity





# Introductory words from our Managing Partner

As we navigate an increasingly complex and uncertain world, our purpose remains clear: to inspire confidence and empower change. At KPMG, we believe in leading by example, championing initiatives that not only benefit our organization but also contribute to the well-being of our planet and communities worldwide. This year's Impact Report shows our commitment not only to sustainability and corporate responsibility, but also to creating a brighter, more inclusive world for all.

In the pages ahead, you will find a comprehensive overview of our efforts across various fronts, highlighting our dedication to environmental protection, social empowerment, and ethical governance. We shine a light on our own sustainability journey and the progress we're making toward our goals, while remaining transparent in our reporting in line with our commitments.

Our disaster relief and philanthropy efforts through the KPMG Foundation will continue, focusing on supporting those most in need to contribute to a better and sustainable future in alignment with the Sustainable Development Goals agenda for 2030.

To us, environmental, social, and governance (ESG) principles are not mere buzzwords, but the guiding principles embedded in our organization, driving positive change both internally and externally. We aim to help our clients jumpstart their ESG journeys by showing

that there is no reason to delay action. It's important that we gain insights from our own ESG progress and convert it into opportunities that can help our clients.

In the coming year, we will also intensify our focus on promoting gender equality and cultural diversity within our leadership ranks, recognizing the transformative impact of diverse perspectives in driving innovation and progress. We're investing in helping our people grow and develop because we believe they form the foundation of our organization.

Through our Impact Report, we hold ourselves accountable for meaningful progress, ensuring transparency and integrity in our actions. While we see the exponential rise of generative AI and machine learning, it's our people, with their strong values and diverse skill sets, who are at the forefront of this mission, driving innovation and transformation to build a better future for generations to come. With ambitious goals and ongoing efforts, I look forward to continuing our journey towards creating a more sustainable and inclusive world for us all. Together. For better.

**David Capocci**  
Managing Partner,  
KPMG Luxembourg





# Introductory words from our Head of Corporate Citizenship

It has been another exciting year for the Corporate Citizenship team, working on our goal of making a positive impact on society. In January 2023, we had the chance to see for ourselves the impact that our involvement makes, on a trip to Bangladesh and Nepal where we sponsored the projects of Friendship Bangladesh and Life Project 4 Youth in Nepal. Friendship's motto is "People for people," and that's what we experienced when we were warmly welcomed during our visit to this corner of the world, and it's a sentiment that's close to our Values at KPMG.

Life Project 4 Youth is an NGO that aids young women in need in Nepal, providing them with access to the job market and education. We also participated in mock interviews in Nepal to help young women from LP4Y prepare for their future jobs. This is a new program that we have brought back to Luxembourg, where our employees now conduct online mock interviews with the women in Nepal. Our goal in the last year was to stay in close contact with the NGOs we support, learning where we can help them and being involved in making a positive change both locally and internationally.

We also include sustainable initiatives at work wherever possible. In December 2022, we hosted the KPMG NGO Market, where our employees were able to purchase holiday gifts and handmade items

from local associations. This inspired our next idea: to host a farmers' market on our premises. In September 2023, local producers brought their goods to enable us to do our grocery shopping locally and sustainably.

We also had the chance to paint and to do handicraft activities with some of the children currently residing at a refugee center. We continue to support humanitarian aid for Ukraine, sponsoring the charity concert of Croix Rouge Luxembourg and providing office space to the organization LUkraine, which assists refugees arriving in Luxembourg.

These and many more initiatives were brought to life during the year, and we are already looking forward to the next ones. Thanks to our staff volunteers who dedicated their time and shared their skills, we nearly doubled our volunteering hours in the past year. This resulted in making great memories and connections, and we aim to achieve a similar impact in the coming year, encouraging our employees to join us on this journey.

**Françoise Renard**  
Head of Corporate Citizenship,  
KPMG Luxembourg





# Introductory words from our Head of Inclusion, Diversity & Equity

Inclusion, Diversity, and Equity (IDE) reflects the core value of 'Together' which is embedded in KPMG's DNA. We believe that fostering an inclusive workforce not only promotes better collaboration but also enhances the quality of our work, setting a leading example for others.

To achieve this, in 2023 we strategically implemented actions throughout the entire employee lifecycle, in close collaboration with our Human Resources (HR) team. By working closely with various stakeholders, we can ensure these actions are accessible to everyone and equal opportunities are guaranteed.

Our efforts are focused on various areas to ensure we reach our IDE goals. For example, we ambitiously pursue gender equality through actions such as our ongoing pursuit of the Actions Positives certification by Luxembourg's Ministry of Equality and offering the SheLeads leadership program tailored to female managers at KPMG. The three-month program includes mentoring and workshops on leadership styles, communication, impact and much more.

We also celebrated Diversity Day, featuring an international food market, intercultural awareness training, and a cultural calendar highlighting the richness of over 70 different nationalities. Additionally, we actively support the rights and achievements of the LGBTQIA+ community together with the KPMG Pride network by participating in events such as the Equality March, Pride Run, and Luxembourg Pride Week, and providing trainings for leaders and staff on unconscious bias. Furthermore, we prioritize well-being by training new certified Mental Health first aiders and establishing a well-being community internally.

With these efforts, we hope to foster a more inclusive environment where each one of our people can feel empowered and supported to thrive and come as they are.

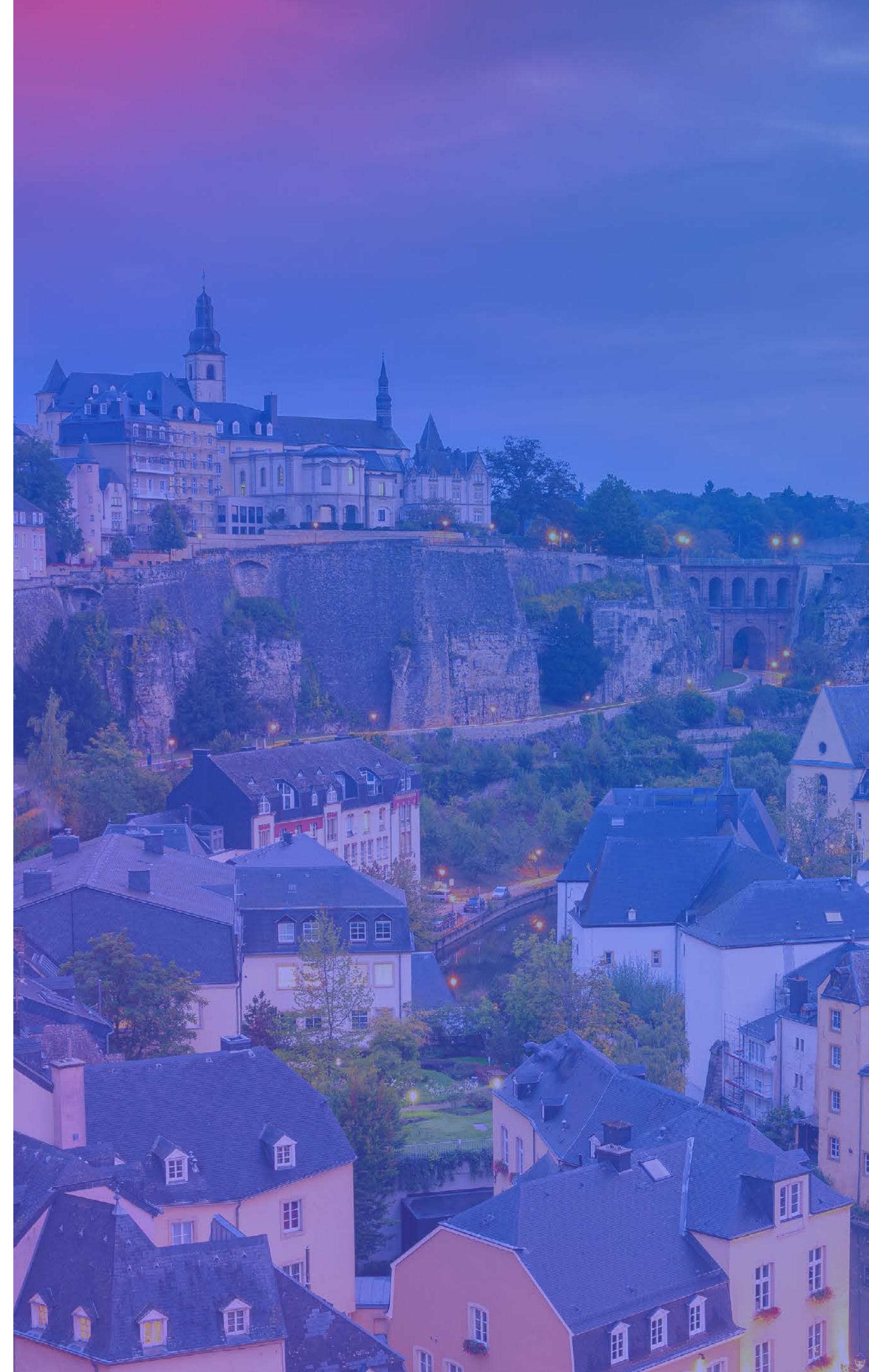
## **Filip Vukovic**

Head of Inclusion, Diversity & Equity,  
KPMG Luxembourg





# Contents







# 01

# Principles of governance

Our Purpose and Values  
guide everything we do.





## Culture and values

(GRI 2-12)

With close to 1,900 employees, representing 73 nationalities, KPMG Luxembourg is one of the leading providers of professional services in the Grand Duchy. We operate out of one office in the capital, Luxembourg City, and two flex offices in Windhof and Belval. We are known for audit, tax, and advisory services, with a strong presence in the asset management, alternative investment, banking, insurance, corporate and public sectors. We are a company of creators, with shared values and an entrepreneurial mindset.

We are customer obsessed, daring to innovate, and powered by our people.

**Our purpose** is why we are here — to inspire confidence and empower change — to make a positive difference for our people, clients, and society.

**Our values** lie at the heart of the way we do things. To do the right thing, the right way, at the right time. Always.

These values guide our day-to-day behaviors, driving positive action and informing the critical decisions we make. They are the foundation of a resilient culture ready to meet challenges with integrity.

### Our values:





## Transparency, trust and accountability



“A critical aspect of Governance is an organization’s ‘Speak Up culture’. Speaking up should be a positive and constructive experience.”

### Donna Lee Bauer

Head of Ethics and Integrity,  
KPMG Luxembourg

Acting with integrity means doing what is right, having a moral compass that does not waver in any situation, big or small. The ability to stay true to our values regardless of the scale or importance of the situation sets an inspiring example for others and helps to foster a more principled way of working.

As we put our purpose into action, we aspire to be the most trusted and trustworthy professional services firm. The trust that our clients, our people and wider society have in our ability to provide excellence in everything we do is a cornerstone of our success, and we work hard every day to build and maintain it.

Trust is earned by doing the right thing. And that starts at the top. We strive for an exemplary tone at the top, where our leadership acts ethically and with integrity, delivers quality, and communicates commitments openly and transparently to clients, employees, stakeholders and society at large.



To support us in our trust ambition, we have several tools at our disposal that provide us with a solid foundation. These include:

- our values, which inspire our aspirations and guide our behaviors and actions
- our code of conduct, which defines what it means to work at and be part of KPMG, as well as our individual and collective responsibilities
- our CARE (Consider, Assess, Evolve and Respond) ethical decision-making framework
- a strategy with quality at its heart
- our “Everyone a Leader” competency model, which outlines clear definitions of expected behaviors that we all aspire to
- governance structures and clear lines of responsibility for quality, together with skilled and experienced people in the right positions to influence and oversee the quality agenda
- our Global Quality & Risk Management manual, whose policies and procedures apply to all KPMG partners and employees.

More information about our governance structure is available in our [Transparency Report 2023](#).

### Our ethics program

*(GRI 2-9), (2-26), (GRI 405-1a)*

An important initiative in supporting trust and accountability has been the establishment of a formalized ethics program. Our Head of Ethics and Integrity is responsible for developing and implementing the program. Key initiatives include:

- ethics training and workshops
- ethics consultation services for employees
- promotion of a “Speak Up” culture
- oversight of the intake and triage of concerns received via our internal Speak Up hotline or other reporting channels
- oversight of investigations and case management



Our Speak Up culture empowers our people to ask questions, and supports them in raising issues or concerns regarding topics such as inclusion and diversity, ethics and integrity, workplace behavior, anti-corruption, etc.

To support people in dealing with challenging situations, we provide detailed guidance on navigating difficult conversations, as well as access to a confidential advice line.

Where difficult issues require escalation, we have defined and communicated the appropriate face-to-face internal reporting channels. In addition, people have access to our internal hotline if needed.

Our internal Speak Up portal centralizes information about these resources. It ensures that our employees know how to report a concern and that they are protected by the mechanisms we have put in place to ensure timely follow-up and support, as well as confidentiality and objectivity.

Working closely with the internal legal department, human resources and other relevant departments, the ethics program ensures that all concerns are promptly and thoroughly investigated without retaliation.





# Alignment of our values

## and business practices with the UN's Sustainable Development Goals (SDGs)

At KPMG, we are driven by our purpose, determined to make a positive impact on the planet, our people and society. In alignment with the global agenda of sustainable development adopted by the United Nations member states in 2015, through the 17 Sustainable Development Goals (SDGs) we aim to align our efforts as a responsible firm with these goals.

(GRI 2-12)





## Governance



(GRI 2-5)

Since 2012, KPMG Luxembourg has been successful in retaining its “Socially Responsible Enterprise” (ESR) quality label - as awarded by Luxembourg’s National Institute for Sustainable Development and Corporate Social Responsibility (INDR).

This label gives internal and external recognition of efficient corporate social responsibility (CSR) management and good practices in the following four CSR pillars within our firm:

- strategy
- governance
- social
- environment

The labeling process requires the extensive involvement of support departments (HR, Facilities, Marketing, Markets, Learning & Development, Risk Management and CSR) in answering questions and providing data and supporting documents to be audited by an INDR expert.



KPMG Luxembourg is a signatory of the Diversity Charter Luxembourg. We are committed to the principles outlined in the charter to raise awareness, create equal opportunities and to work against discrimination.

We have outlined these commitments in our internal Inclusion, Diversity & Equity Policy.



# 02 People

We aim to inspire confidence, empower change and be the clear choice for our people.





## People

At KPMG, we believe we are powered by our people. We want to ensure that our employees have the necessary resources and skills to develop their careers and to thrive in an inclusive environment, with equal opportunities for everyone. Over the past year we continued to adapt to fast-changing environments in the workplace and invested in programs to upskill our employees to be future-ready. This required us to work closely with various stakeholders to make sure we are offering programs tailored to everyone’s needs.

We successfully launched our new campaign “KPMG works for me”, to give insights to both new talent and clients on what makes KPMG the clear choice for its employees. The campaign was visible at several different sites in and around Luxembourg, showcasing a number of role models and how KPMG supports their professional and private lives. Furthermore, we extended this campaign to spotlight leading female role models in the firm through “KPMG works for woMEn”.

Our firm’s culture is based on trust and on being the clear choice for our people, as outlined in the five pillars of our Employee Value Proposition (EVP). To achieve these ambitions, we focus extensively on our listening culture through the annual Global People Survey (GPS). This anonymous feedback survey, conducted each October, includes several questions assessing the satisfaction of our people and asking them for suggestions on improvements that could be made to the workplace. The data is then analyzed and becomes the basis for tailored and measurable actions. The results of the 2023 survey, in which 82 percent of employees participated, showed slightly improved scores for all five elements, with the the best result for the pillar “Come as you are”. This section addresses questions relating to being treated with dignity and respect, and our leaders actively championing inclusion and diversity. While the results are a step in the right direction we know there is still work to do.

### Proportion of favorable GPS responses on our efforts toward the Employee Value Proposition

	2022	2023
<b>Come as you are</b> Your unique experiences and perspectives belong here. Both individually and as a team, you will understand and value the differences that lead to stronger insights and innovation.	75%	79%
<b>Do work that matters</b> Every day, in ways big and small, you make a meaningful and positive difference for clients, people and the communities we serve. You help create opportunity in a world of increasing complexity.	65%	68%
<b>Learn for a lifetime</b> Grow your own way in an environment where learning is continuous. Feed your curiosity, work with the best on emerging practices and technologies, and gain an advantage for life.	72%	75%
<b>Make your mark</b> Your aspirations and initiative make KPMG better. Wherever you work, be recognized for the impact you make, the leadership you show and the success you create with others.	69%	71%
<b>Thrive with us</b> Build relationships with colleagues who take care of each other. You will have the KPMG community at your side, providing the support you need to be at your best and create opportunities for yourself and others.	66%	67%



The results regarding the five pillars of our EVP demonstrate our achievements to date, as well as the challenges faced as we strive toward an even more inclusive workplace where everyone feels valued and able to bring their authentic self to work.

Based on these results we have taken several actions, focusing primarily on the following areas:

- investment in training,
- inclusion, diversity and equity,
- well-being.

### Investment in training

(GRI 404-1), (404-2)

In a fast-changing world in which training requirements vary widely, we recognize the importance of a culture of continuous learning. Our blended learning philosophy supports the adoption of a lifelong learning approach in order to equip our teams with the technical know-how and necessary business and leadership skills to assist our clients and provide high-quality services. We have adopted a firm-wide approach to new learning formats and are empowering our employees to adopt entrepreneurial and growth mindsets. Our learning journeys are designed to prepare everyone right from the start of their career and to accompany them as they take on more responsibilities, enabling them to be future-ready. Besides compulsory trainings, employees have the opportunity to access flexible additional resources through Degreed, LinkedIn Learning and our internal learning platforms.



### Average training hours per employee 2023

Grade	Women 2023	Men 2023	All staff 2023
Junior	89	88	89
Senior	62	73	67
Assistant Manager	65	79	73
Manager	64	68	66
Senior Manager	68	64	66
Director	38	52	48
Partner	71	65	67
All grades	71	75	73

Our trainings are focused on technical knowledge, people skills and well-being. We offer:

- training plan programs designed to deepen the technical skills of our people according to their specialization,
- a well-being initiative encompassing various courses, in collaboration with the Association pour la Santé au travail des secteurs Tertiaire et Financier (Occupational Health Association for the tertiary and financial sectors, ASTF),
- for everyone who joins KPMG, exposure to, and a requirement to complete, education on:
  - » IT security,
  - » inclusion, diversity and equity,
  - » ethics and integrity,
  - » anti-money laundering,
  - » market abuse.
- language courses, primarily in the French, German, Luxembourgish and English languages.

Alongside these technical trainings, our focus lies equally on leadership training sessions to empower and equip our employees to better collaborate with each other and our clients. Several of our trainings were upgraded in the past year to re-adapt them for on-site delivery, after the virtual format adopted during the pandemic.

Between October 2022 and September 2023, three key programs were brought back to an on-site format, allowing for greater connection and exchange between cross-functional teams. The induction week is a five-day program for colleagues who have newly joined the firm, in which they receive technical and soft skills training at the start of their careers. The last induction week took place in Portugal and enabled new KPMG staff to connect across all functions.

Career Milestones is an annual program focusing on the development of business and leadership skills. It is offered to staff who earn a promotion anywhere in the grade range between Senior level and Director level, in order to provide these colleagues with the necessary skillsets for their new roles.

In 2023, 354 colleagues had the opportunity to develop their skills in various topics ranging from developing a growth mindset and giving feedback, to coaching and team management.

For more experienced employees, at Senior Manager and Director level, our development centers focus in greater depth on leadership skills to make them future-ready as leaders. They are structured programs that incorporate psychometric tools, varied exercises and role-play, based on the KPMG leadership framework. As an outcome of these programs, each person creates a personalized development action plan that will allow them to further develop as a professional. Once completed, these give participating KPMG leaders a clear understanding of their own strengths and areas of growth, and the means and support necessary to grow in their roles.



We run two development centers per year: the Orientation Development Center (ODC) for Senior Managers (24 people took part in 2023) and the Leadership Development Center (LDC) for Directors (11 people).

**Percentage of employees receiving regular performance and career development reviews 2023**

Business area	Women	Men	All staff
Advisory	93%	93%	93%
Audit	96%	95%	95%
Business Services	93%	95%	94%
Tax	87%	85%	86%
All business areas	93%	93%	93%

Grade	Women	Men	All staff
Junior	87%	86%	86%
Senior	95%	92%	94%
Assistant Manager	97%	93%	95%
Manager	96%	100%	98%
Senior Manager	92%	100%	97%
Director	86%	91%	90%
Partner	100%	100%	100%
All grades	93%	93%	93%

**Inclusion, diversity and equity**

*(GRI 405-1, GRI 2-7)*

Inclusion, diversity and equity (IDE) sit at the heart of our DNA. We want to create a culture of trust and inclusion in which everyone can thrive, and everyone is treated with dignity and respect. All KPMG staff are required to comply with the responsibilities outlined in our Global Code of Conduct, as well as our IDE policy, to make sure that no discriminatory behavior or harassment is tolerated. These commitments are further underlined by our being a signatory to the Diversity Charter Luxembourg and the UN Global Compact on human rights.

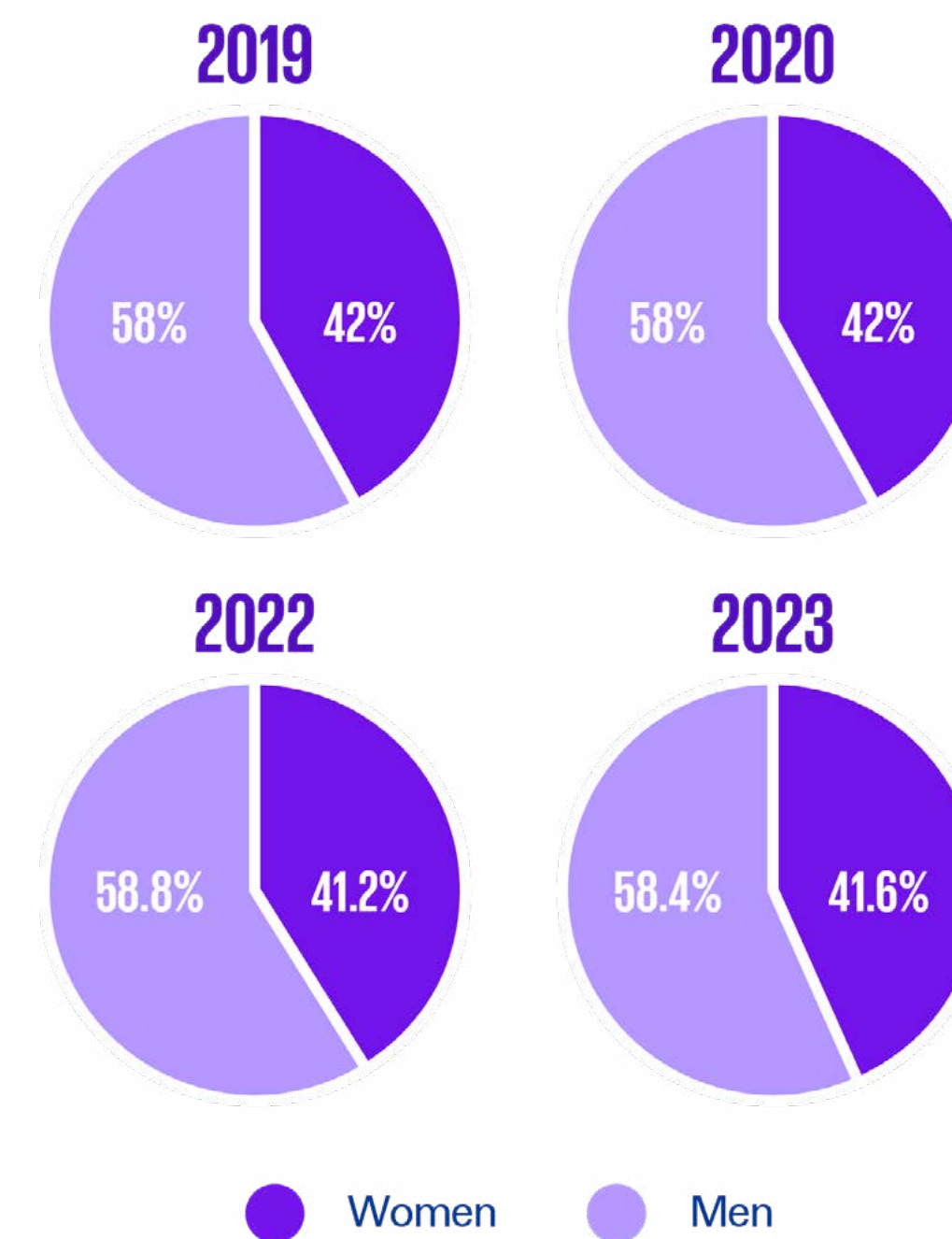
Our IDE team has been at the leading edge as we further our commitment to fostering an inclusive and equitable workplace, implementing a series of impactful programs throughout the year. At the core of our current initiatives is our ongoing pursuit of Actions Positives certification by Luxembourg’s Ministry of Equality. This comprehensive certification involves the development and execution of an action plan centered around five pillars which guide our efforts to cultivate an inclusive climate within the firm, aiming to provide equal opportunities for every individual, irrespective of their unique identifying characteristics.

Against the backdrop of Luxembourg’s diverse corporate landscape, our firm mirrors the mosaic of nationalities, gender representations and age diversity prevalent in the region. Our workforce proudly brings together talents from an impressive 73 different countries, embodying the cosmopolitan spirit that defines our workplace. With currently 42 percent of our workforce being female, we are committed to empowering our female colleagues equally through dedicated training programs. Furthermore, our firm demonstrates a

harmonious blend of generational perspectives, with most of our employees belonging to the dynamic Generation Z, collaboratively engaging with colleagues from three other generations.

Navigating the complexities of such diversity is not only a challenge but also an opportunity for growth and innovation. As we continue our journey toward Actions Positives certification, we are not merely meeting standards but actively shaping a workplace culture that embraces and celebrates uniqueness. Through these initiatives we aim to create an environment where diversity is not only acknowledged but also leveraged to propel our teams toward greater effectiveness and innovation.

**Split of total headcount**





## Gender pay gap

(GRI 405-2)

A total of 2,605 anonymized salaries (current and former employees) were analyzed for wage differences, based on various criteria, to identify pay gaps. The wage gap between men and women at KPMG Luxembourg, taking into consideration personal and professional characteristics, was 1.56 percent - a slight decrease on the previous year's 1.66 percent.

We aim to improve it further through reassessing our career development processes, evaluating best practices and undertaking wage comparison exercises based on factors such as experience, education, roles and responsibilities, and skilled qualifications.

We aim to close the gap by achieving zero differences and are therefore closely monitoring our efforts in this regard.

## Gender equality

### Staff numbers by business area and grade as at 30/9/2023

	Women	Men	All staff
<b>Advisory</b>	122	255	377
<b>Audit</b>	245	397	642
<b>Business Services</b>	199	155	354
<b>Tax</b>	130	171	301
<b>All business areas</b>	696	978	1674

	Women	Men	All staff
<b>Junior</b>	206	296	502
<b>Senior</b>	215	211	426
<b>Assistant Manager</b>	78	101	179
<b>Manager</b>	91	140	231
<b>Senior Manager</b>	50	77	127
<b>Director</b>	21	58	79
<b>Partner</b>	35	95	120
<b>All grades</b>	696	978	1674

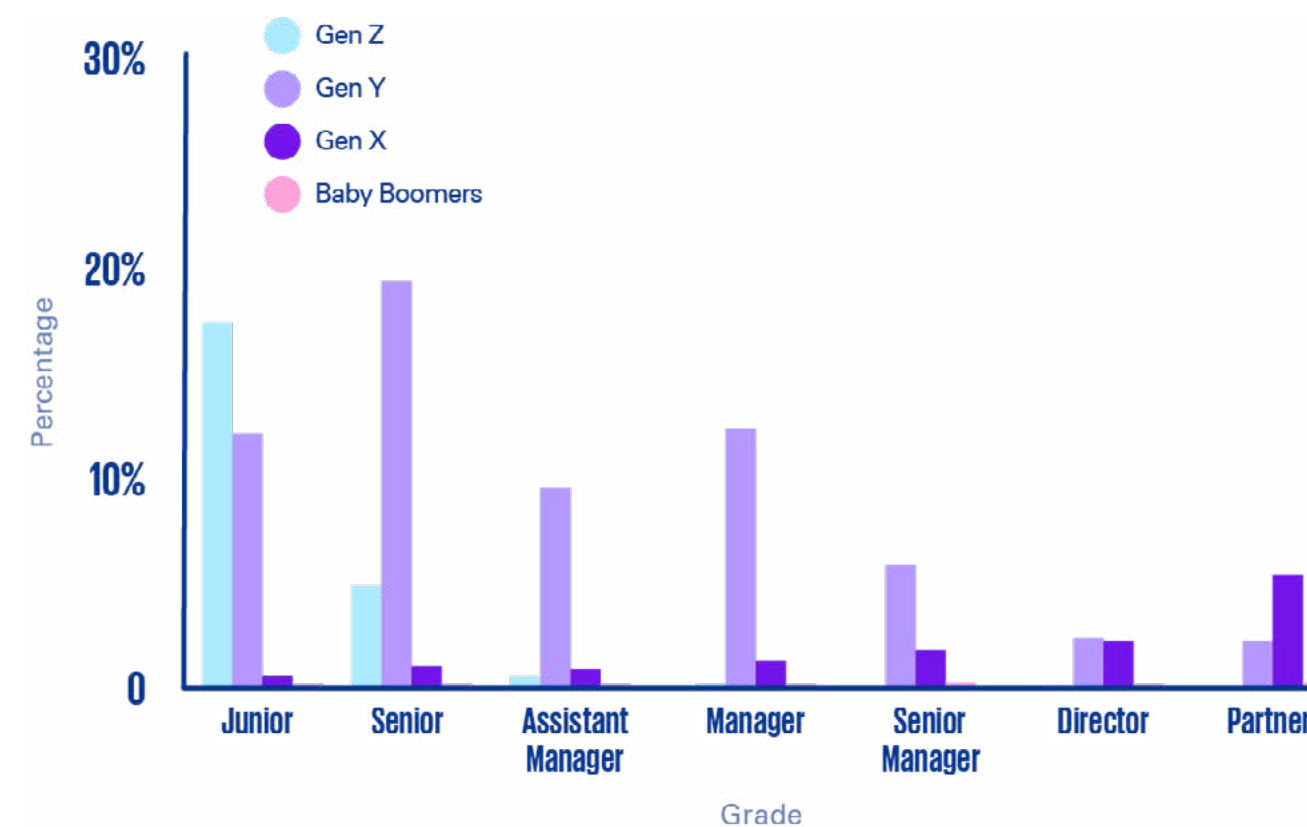
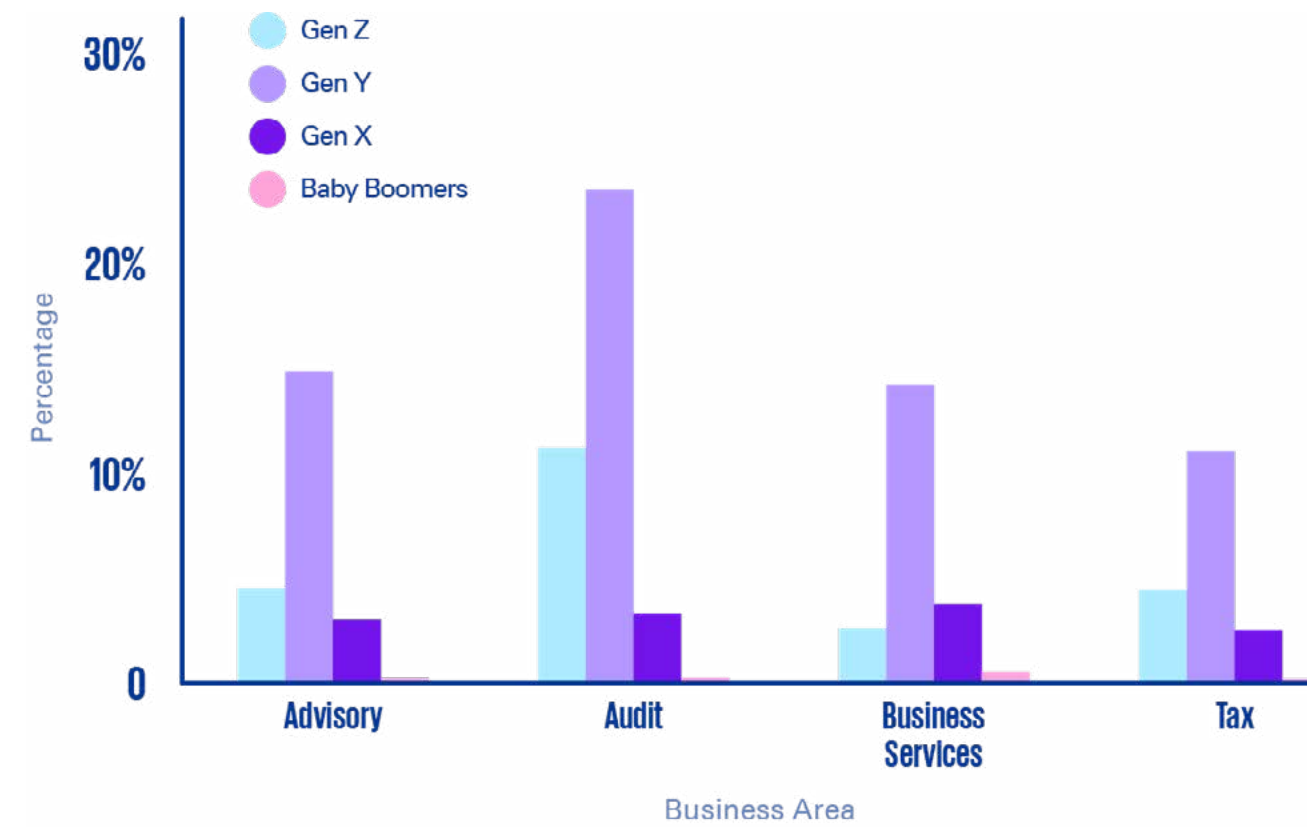


Our goal for 2025 is to increase the representation of female managers and leaders to 40 percent.

### Representation of women at different management levels

	2018	2019	2020	2021	2022
	2019	2020	2021	2022	2023
<b>Directors, Managing Directors and Partners</b>	22%	26%	31%	29%	27%
<b>Management roles (Managers and Senior Managers)</b>	30%	40%	40%	34%	39%
<b>All management and leadership positions</b>	n/a	n/a	n/a	37%	37%

### Age diversity by business area and grade, 2023



Significant age diversity can be seen with regard to the different generations that make up our workforce. We are currently in a transition phase where Generation Z employees are not yet in leadership but are entering our workforce, embarking on their business and leadership journeys to be ready for management and leadership roles in a few years. To preserve and transfer institutional knowledge, we are combining mentoring initiatives, documentation of best practices, and targeted training sessions. At the same time, our commitment to succession planning is paramount. We are identifying and nurturing emerging leaders from within our ranks, providing them with tailored leadership development programs and mentorship opportunities. By cultivating a strong pipeline of successors, we aim to seamlessly fill leadership roles and ensure a continuity of effective decision-making and strategic vision.

Recognizing the vital collaboration between the different generations in our workplace culture, we are taking deliberate steps to preserve and evolve our organizational values. This involves cultivating intergenerational collaboration, bridging communication gaps and initiating dialogues to align the timeless values that define our success with the evolving expectations of newer generations. Embracing change while preserving the essence of what makes our workplace unique is at the core of our cultural adaptation strategy.

In embracing these proactive measures, we are transforming this transition into an opportunity for growth and enhanced organizational resilience.



## Gender equality

With our aim of achieving a higher representation (a minimum of 40 percent) of women in management positions by 2025, we lead by example. This is part of our commitment to finalize achievement of the Actions Positives label from the Luxembourgish Ministry of Equality. We therefore implemented a new training series for female managers from various business functions, based on their feedback as to which skills would be most useful to acquire. Fifteen of our female managers participated in the three sessions, thereby gaining additional insights into their leadership styles, and training in communicating assertively. This is just one of several initiatives we are undertaking to support our female workforce.

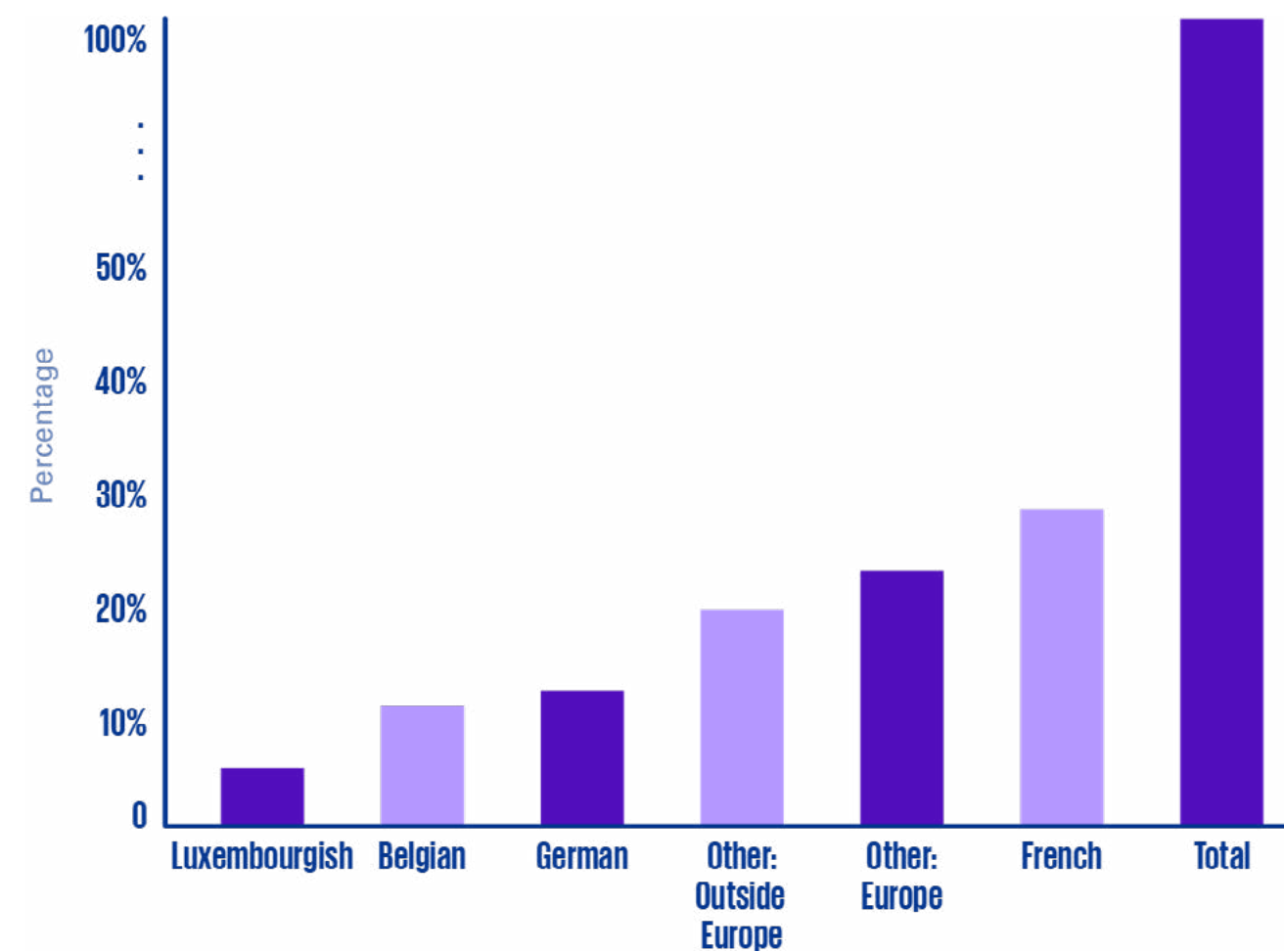
## Intercultural awareness

In May 2023 we organized several events for International Diversity Day, to celebrate the richness of the 70+ different nationalities working at KPMG Luxembourg. In the morning, several of the firm's leaders participated in a panel discussion, sharing their diverse career paths, personalities and experiences. This was followed by a speed networking event where everyone could get to know the leaders more personally, hearing their inspiring stories.

For lunchtime, employees were encouraged to bring in food from home, so as to share their cultural traditions—this put us on a culinary journey around the world, from Luxembourg and its neighboring countries toward more distant ones, such as India. Culinary experiences bring people together, and we witnessed the delight shared by those who savored the flavors, as well as those who exchanged a part of their culture with their peers.

This was followed in the afternoon with an intercultural awareness training to raise awareness on implicit assumptions about one's own and other cultures. We also launched our Cultural Calendar - a calendar showing important such events throughout the year, and which gives a more detailed insight into different cultural traditions and how to join in on the festivities.

## Nationalities (all staff) 2023



Throughout 2023, the IDE strategy mainly focused on actions fostering gender equality, intercultural awareness and supporting our LGBTQIA+ community.



## KPMG Luxembourg Pride Network



The establishment of the KPMG Pride network within our company has proven to be a pivotal step toward fostering a more inclusive and supportive workplace for our LGBTQIA+ community. The network serves as a powerful ally, advocating for equal rights and acceptance while actively working to eliminate unconscious biases that may exist within the organization. By organizing impactful initiatives such as inclusive language campaigns and challenging biases training sessions, the Pride network contributes to a more welcoming environment for all employees. In close collaboration with the network, to promote awareness and education, the firm has taken significant strides by providing comprehensive training on unconscious biases to both leadership and employees. This initiative not only equips individuals with the tools to recognize and counteract biases but also underscores the firm's commitment to creating a workplace free from discrimination. The Global Learning Summit, and events like the Pride Run and Equality March during Luxembourg Pride Week, further exemplify our dedication to celebrating diversity and nurturing unity among employees.



## Our future plans

Looking ahead, we envision expanding our commitment to diversity and inclusion by introducing additional employee resource groups. The forthcoming creation of a dedicated network for female leaders and a support network for parents within the firm demonstrates an ongoing commitment to addressing diverse needs and creating an environment where every employee feels valued and supported. In doing so, the firm will not only further enhance its workplace culture but also stand as a beacon for inclusivity in the corporate world, ultimately driving success through a diverse and empowered workforce.

## Well-being

*(GRI 403-5, GRI 403-6, 403-7)*

In 2022 we launched our well-being strategy, in order to develop our employee well-being journey into a more robust and holistic approach. This strategy focuses on five pillars intended to support a holistic approach to increasing an employee's resilience - recognizing that our employees are at various stages in their careers and life journeys, each of which presents its own unique challenges, we are committed to providing diverse entry points for them to facilitate their work-life balance. Our well-being strategy is built upon promoting physical and workplace well-being, as well as encouraging social, societal and emotional well-being. During International Mental Health Week in October 2022, we organized several events - from conferences on burnout prevention through effective stress management, to Reiki sessions. We organized further such conferences in July 2023, in support of our mission to create a healthy workforce. Our efforts were even awarded with the "Best Health and Wellbeing Strategy Award" by HR One in March 2023. Additionally, 28 staff were designated as mental health first aiders after training by ASTF and we are continuing to certify employees as first responders for both mental and physical first aid.

## Spotlight on physical well-being



We are convinced that, besides our efforts to keep our employees mentally fit, we can encourage them to take care of their physical well-being through our offer of several sporting activities. Engaging in sports offers a myriad of positive effects on mental well-being. Through physical activity, the body releases endorphins, acting as natural mood enhancers and stress relievers. The sense of accomplishment derived from achieving fitness goals and the boost in self-esteem fostered by sports participation contribute to an improved overall mood. Additionally, the social aspect of team sports provides a valuable sense of connection and camaraderie, positively impacting mental health. Beyond the immediate effects, the cognitive demands of sports, coupled with the discipline and goal setting required, stimulate brain function and promote a mindful, holistic approach to well-being. Sports not only serve as a healthy outlet for stress but also offer individuals a coping mechanism and a means to channel negative emotions into a positive, productive activity. Overall, the mental health benefits of sports extend beyond the physical, promoting a balanced and resilient mind. To encourage and facilitate access to sports, our headquarters are equipped with a gym and space for collective

fitness classes. Our sports committee organizes not only fitness classes but also weekly runs, padel, tennis and football training, basketball and badminton, among many other activities. As part of our commitment to engaging both new joiners and those not yet involved in our sports activities, we organize the Sports4Good Fair several times a year. This event serves as a pivotal platform, shedding light on the diverse array of sports activities available within our community. The fair is designed to offer clarity on the resources and opportunities supporting physical well-being, and to act as a catalyst for motivation. Beyond showcasing the various sports options, the fair has become a dynamic space where individuals can explore, inquire, and ignite their enthusiasm for a "sport for good" mindset. This intentional gathering not only demonstrates/reveals the spectrum of activities available but also underscores the interconnectedness between physical well-being and overall health. As a result, the fair has emerged as a vital tool in fostering a culture where individuals gain clear insights into the avenues supporting their physical well-being, empowering them to embrace a healthy and active lifestyle.





### What's coming up next

In our ongoing dedication to cultivating an inclusive and equitable workplace, we remain dedicated to listening to the diverse voices of our employees. The values of inclusion, diversity and equity are not just integral components of our firm-wide strategy, they are emphasized, driving our organizational decisions and actions. Recognizing the profound and lasting impact of these initiatives, we acknowledge the necessity of their integration into our long-term

vision. Our commitment extends beyond mere acknowledgment - we are steadfast in our pledge to continually refine and expand our efforts in these critical areas. Moreover, as part of our organizational evolution, we are actively reimagining the ways in which we operate. Embracing a forward thinking approach, we have introduced new training programs designed to equip our employees with the skills and mindsets needed to thrive in the future. This strategic emphasis

on future readiness is not just about professional development, it is a holistic commitment to fostering resilience and well-being among our people. By evolving and adapting at the organizational level, we ensure that our employees not only keep pace with the ever-changing professional landscape but also experience a supportive and enriching work environment that prioritizes their personal growth and flourishing.





# 03 Planet

We see the importance of acting and being responsible for the world we live in.





# Planet

## Climate action

*(GRI 3-3)*

With major events that have an impact on nature happening around the world over the last year, we see the importance of acting and being responsible for the planet. As ESG is embedded in our strategy along with our services, we aim to play our part via our decarbonization and sustainability efforts. In 2019, we introduced our long-term goal of being carbon neutral by 2030. We are also aligning our commitments with those of our global network in order to decrease our emissions as part of the 1.5°C trajectory to achieving net-zero emissions by 2050. This approach has been validated by the Science Based Targets initiative (SBTi) to meet the goals outlined in the Paris Agreement.

## Reducing our emissions

*(GRI 305-1, GRI 305-2, 305-3)*

Since 2019, we have analyzed our environmental footprint data. Taking a critical look back over these last five years, we can see that progress has been achieved and that, equally, there are steps to be taken to achieve our ambition. The global pandemic, together with global conflicts resulting in an energy crisis, required us to take action on our sustainability progress. We saw a general decrease in our emissions during the pandemic due to the restrictions on office presence and travel. With the opportunity to again travel and connect in person with our clients outside Luxembourg, we saw a slight increase in the sum of Scope 1 emissions between the financial years 2022 and 2023.

Throughout the 2022 financial year we worked extensively on reducing our Scope 1 carbon emissions by shifting our leasing car fleet more toward electric and low-emission cars. As a result of this measure, along with more flexible working arrangements and

restrictions in office presence, we saw considerably lower Scope 1 emissions in 2022 than in the previous financial years. These emissions then increased by 39 percent in 2023 compared to 2022, due to the increased presence of staff in the office. Looking at the overall picture since 2019, however, we can see a decrease of 79 percent in directly generated (i.e. Scope 1) emissions.



As a result of our energy reduction plan, we were able to decrease our 2023 emissions under Scope 2 (emissions from the generation of electricity, heat and cooling) compared to 2022, while also safeguarding energy resources. Several actions were taken to optimize the heating use in our main building, 39JFK, as well as to reduce energy consumption where usage was not necessary. In this building we have full control over the facilities, including the

monitoring of the mode and functionalities of energy use, and we encourage responsible energy consumption by our employees. Our actions have included a reduction in the number of printers as we adapt to more digital ways of working, as well as installing timers for coffee machines and reducing lighting in response to demand, plus other initiatives. The energy in our headquarters office comes from 100 percent renewable sources. We encourage our employees to support our sustainability actions by regularly raising their awareness through communication and information sessions. In this way, we have been able to achieve a more than 20 percent reduction in our electricity consumption compared to the reference year of 2019, a decrease in heating consumption of over 27 percent and a decrease in water consumption of over 12 percent, both also compared to 2019.

Under Scope 3, our emissions with regard to purchased goods and services, as well as business travel and commuting, are calculated. In preparation for the upcoming regulations for the Corporate Sustainability Reporting Directive (CSRD), we are currently critically analyzing our methodological assumptions, in alignment with our global network. We have therefore not disclosed these figures for 2023 and will publish them in more depth next year, complying with the applicable regulations.

Emissions that cannot yet be avoided are part of the offsetting program achieving the CarbonNeutral company certification. To achieve this certification, KPMG Luxembourg is working with the leading experts on carbon neutrality and climate finance, Climate Impact Partners. KPMG Luxembourg has had an independent assessment undertaken of the greenhouse gas (GHG) emissions produced from its emissions sources.



### Total net and gross GHG emissions (TCO2e), 2019–2023

	FY2019	FY2020	FY2021	FY2022*	FY2023
<b>Scope 1 emissions (T):</b> KPMG-owned/leased cars	2,410	1,746	949	363	506
<b>Scope 2 emissions (T):</b> purchased electricity (100% renewable purchased)	1,009	910	948	554	479
<b>Scope 3 emissions (T):</b> business travel (air, rail & car) + purchased goods and services	12,477	9,416	7,542	7,504	**
<b>Gross emissions</b>	15,677	11,760	9,105	8,285	**
<b>Net emissions per full time employee (FTE)</b>	9.14	7.03	5.21	4.60	**

\* Figures for 2022 were slightly different in last year's report but have been corrected after validation by an external reviewer.

\*\* Due to the ongoing scrutiny and complexity of Scope 3 carbon accounting and given the current review of our medium- and long-term ESG strategy in line with future CSRD reporting obligations, Scope 3 CO2 emissions data will be updated in next year's report. We understand the importance of such information and are diligently addressing the issue to ensure comprehensive reporting in the future.

### A less wasteful workplace

GRI 306-2, GRI 306-3

	2016	2017	2018	2019	2020	2021	2022	2023
<b>Waste disposal (T)</b>	241	196	201	204	123	125	43	47
<b>% waste recycled</b>	47%	58%	53%	55%	62%	81%	75%	75%
<b>Water / FTE (m3)</b>	6.9	7.92	7.84	6.79	7.15	6.62	4.26	5.88
<b>Paper / FTE (1,000 sheets)</b>	6.3	6.15	4.05	2.52	1.31	0.65	0.48	0.36

We will be progressively reducing our emissions related to KPMG-leased cars over the coming years, as well as working on using energy within the office more efficiently, to further decrease emissions under Scopes 1 and 2. Furthermore, we are working on our holistic approach, targeting our emissions under Scope 3, rethinking our mobility approach and fostering flexible ways of working together.

Over the last few years, we have made significant progress in reducing resources used, and have succeeded in cutting our quantity of waste disposed of by 80 percent compared to 2016. We have strategically transitioned toward a more digital way of working, significantly decreasing our reliance on paper-based processes. By embracing digital solutions and electronic communication channels we have been able to minimize paper usage and decrease our ecological footprint. Recognizing the



importance of sustainability practices in the office, we have intensified our efforts in educating employees on responsible waste management practices. Through targeted communication, and awareness sessions as part of our onboarding program, we aim to enhance knowledge about the importance of waste separation, encouraging our employees to actively participate in reducing our environmental impact. We have introduced additional organic waste bins across the facilities in our headquarters to encourage proper disposal of organic waste, further reinforcing our dedication to creating a more eco-conscious workplace.

For events that have accompanying catering we collaborate with Foodsharing Luxembourg, a volunteer-run non-profit organization dedicated to reducing food waste. Since March 2023, we have thus managed to save 172 kilograms (as estimated by Foodsharing) of leftover food from being discarded, with this being distributed within the commune instead. We incorporated this initiative not only to foster sustainability but also to contribute positively to the community we operate in and to combat food waste.

In 2023, we provided employees with the opportunity to order vegetable boxes for delivery direct to our office from on.perfekt - these boxes contain vegetables that could not otherwise be sold, either due to surplus or to crops being unfit for the primary food market. Through this initiative, we were able to save 600 kilograms of produce and introduce 24 crops back into the food cycle.

We also organized three clean-up challenges during the year, with several teams organizing a clean-up of the city of Luxembourg. This initiative not only yielded benefits from collecting trash and cleaning the city but equally contributed to teambuilding and encouraged our employees to take a walk around our city.

Further initiatives that we promote to increase sustainability practices in our offices include:

- a reusable takeaway system in our canteen through ECOBOX
- distributing reusable water bottles and coffee cups to all employees on joining, to eliminate single-use containers and cups.

### Our land

*GRI 304-1*

The KPMG building at 39 Avenue John F. Kennedy was built under evaluation for its ecological impact and long-term impact on biodiversity. It was awarded BREEAM certification, with the maximum scoring achieved in these areas

We are proud of our environmentally conscious workforce. Our rooftop hosts not only solar panels that contribute to our environmentally friendly energy consumption, but also a bee colony which provides the honey that we give to our clients.

### Supply chain

*(GRI 204-1)*

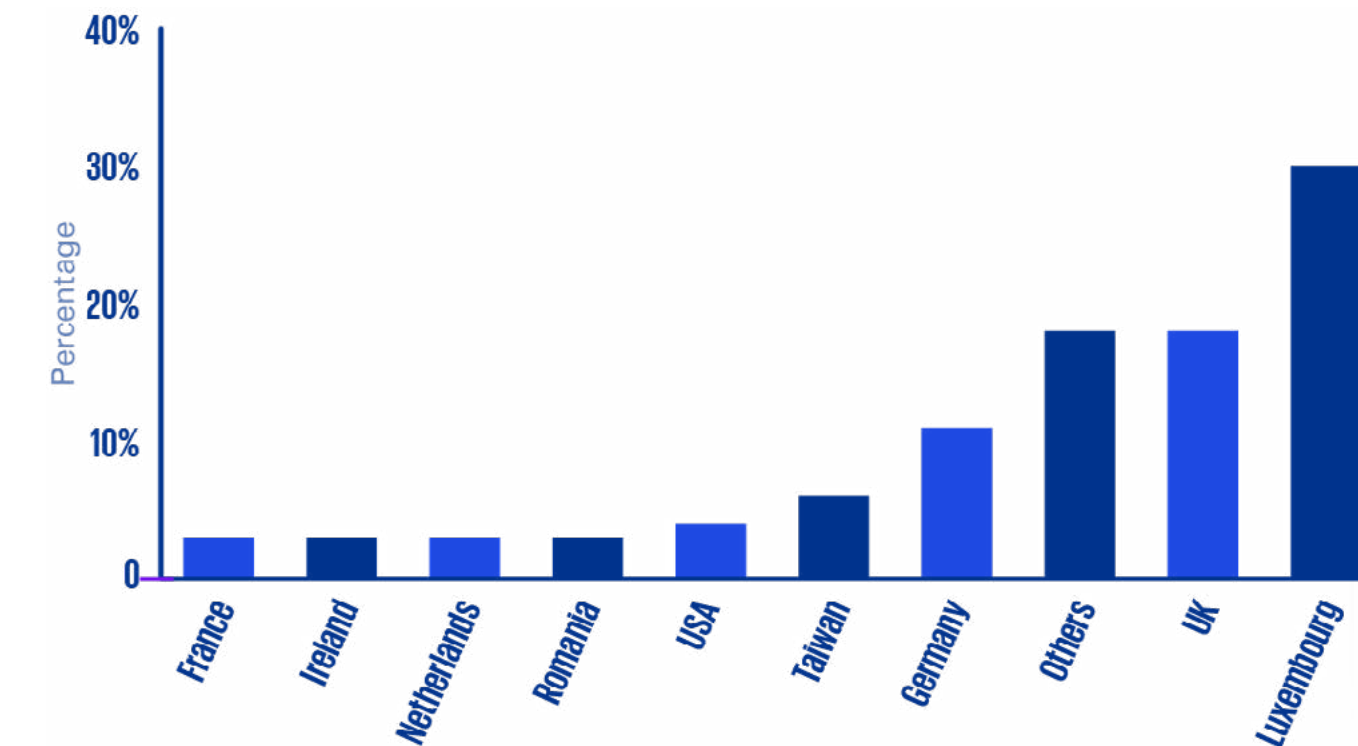
Our procurement team consists of three people who are responsible for ensuring fair, transparent and ethical procurement, and for carefully evaluating our suppliers.

Our supplier types include: IT equipment / licenses / consultancy and infrastructure, mobile and fixed communications, cleaning and security services, building rental and maintenance, training, car leasing, insurance, legal services, energy, translation, travel, marketing event agencies, goodies providers, catering, and other KPMG offices acting as subcontractors.

Total number of suppliers engaged: 800.

Geographic location of suppliers: see tables.

### Supplier spending breakdown by geographic location, 2023



Most of our suppliers are highly skilled and service-orientated, such as IT consultants, lawyers, trainers, etc.

As part of our sustainability approach, we aim to purchase goods and services locally as much as possible, with nearly half (45 percent) of our suppliers coming from Luxembourg and its neighboring countries. All our suppliers must agree to our terms and conditions, including complying with all human rights and labor laws - and KPMG puts extensive work in ensuring confidentiality and data protection requirements are followed. If we work on the supplier's template of contract, we still ensure those provisions are taken into account.





# 04

# Prosperity

We play a key part in the development of our economy and in market stability.





## Prosperity

(GRI 203-2)

At KPMG, we are driven by our values to make a positive impact on our people, the planet and also our communities — and the values of Together and For Better are integral to our DNA. As the world is facing more and more global challenges that impact individuals, we are determined to support those most in need. We focus our support on empowering people locally through employment, as well as on investment in communities both locally and internationally.

Our efforts are aligned with the United Nations' Sustainable Development Goals (UN SDGs), contributing to social and economic prosperity. We focus our sponsorship on projects under the following SDGs:

- SDG 4 Quality education
- SDG 8 Decent work and economic growth
- SDG 10 Reduced inequalities
- SDG 12 Climate action

# SUSTAINABLE DEVELOPMENT GOALS





## Building a more sustainable and resilient future through our clients

(GRI 203-2)

KPMG firms are working with clients across the world to support them in decarbonizing their businesses and supply chains, while embedding environmental, social and corporate governance (ESG) in everything they do. Our KPMG IMPACT global initiative brings together KPMG firms' expertise in supporting clients as they address the biggest challenges facing our planet, with the aim of delivering growth with purpose and achieving progress against the UN SDGs. Learn more about [KPMG IMPACT - KPMG Global \(home.kpmg\)](https://home.kpmg.com/IMPACT).

KPMG Luxembourg sponsored the 'ESG Champion' award at the 2023 Finance Awards, emphasizing our commitment to ESG principles, from empowering our people to become agents of positive change to equipping our clients with better tools and services. Organized by Maison Moderne, the event was held on 21 November and recognized excellence in the finance industry and celebrated efforts toward a more sustainable future. Laetitia Hamon from the Luxembourg Stock Exchange received the 'ESG Champion' award, with Julie Castiaux, a Partner in Advisory and Sustainability Lead from KPMG Luxembourg, as the runner-up.



### Investment in people

The benefits offered to employees are key to ensuring we are providing the necessary support to retain and attract talent and develop a healthy workforce. We give the same benefits to part-time employees, prorated.

### Benefits offered to KPMG employees

(GRI 401-2)

- sodexo lunch pass card
- gift vouchers at life events (birth, marriage)
- teleworking premium
- 13th month pay
- lease car scheme
- parking facilities
- mobile device
- extra annual holidays
- interest subsidies
- death and disabilities insurance
- private health insurance with DKV
- complimentary pension plan
- anti-flu vaccination
- competitive terms negotiated with our partner banks
- social events: staff party, St Nicolas, Octoberfest, as well as various sports facilities

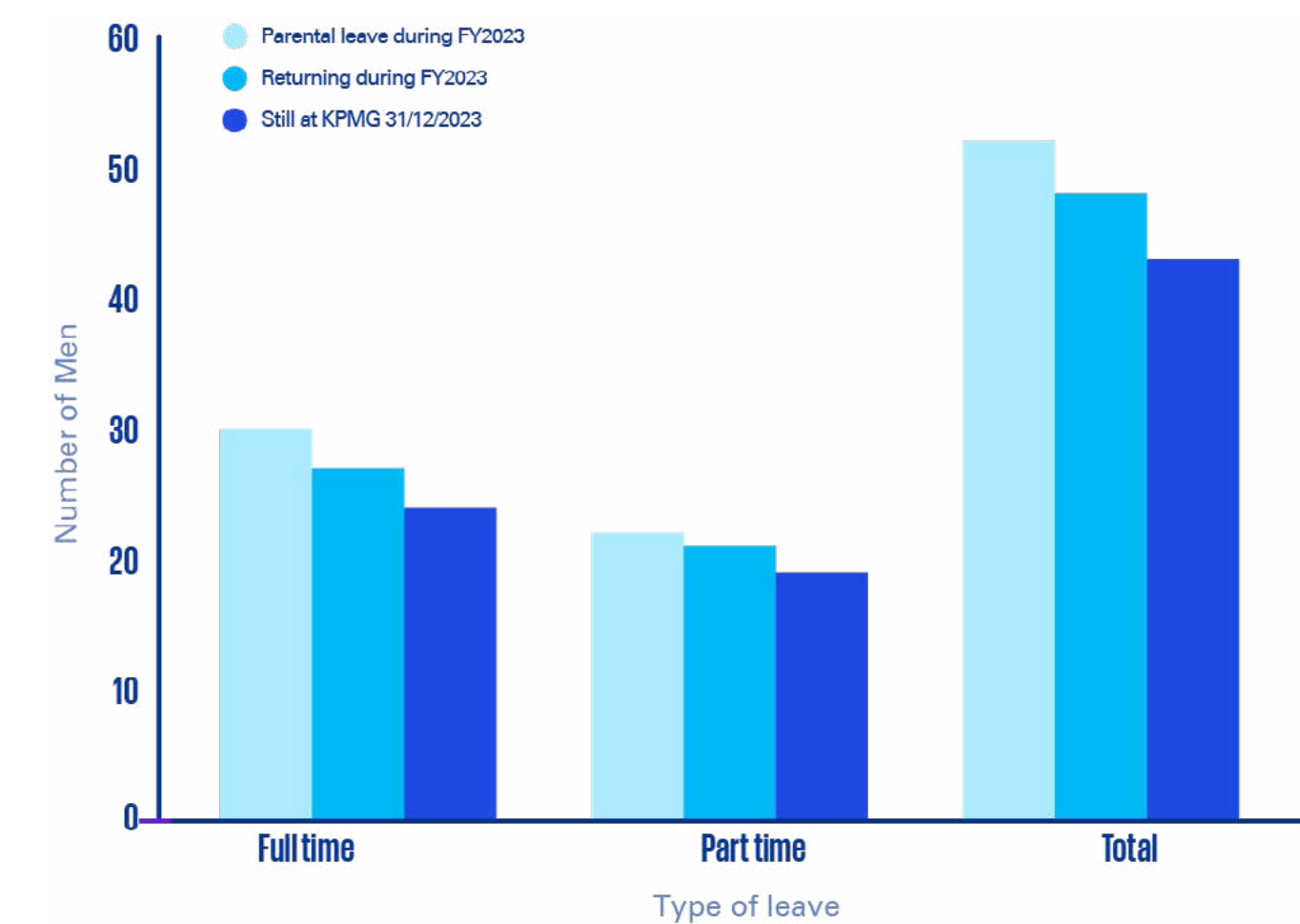
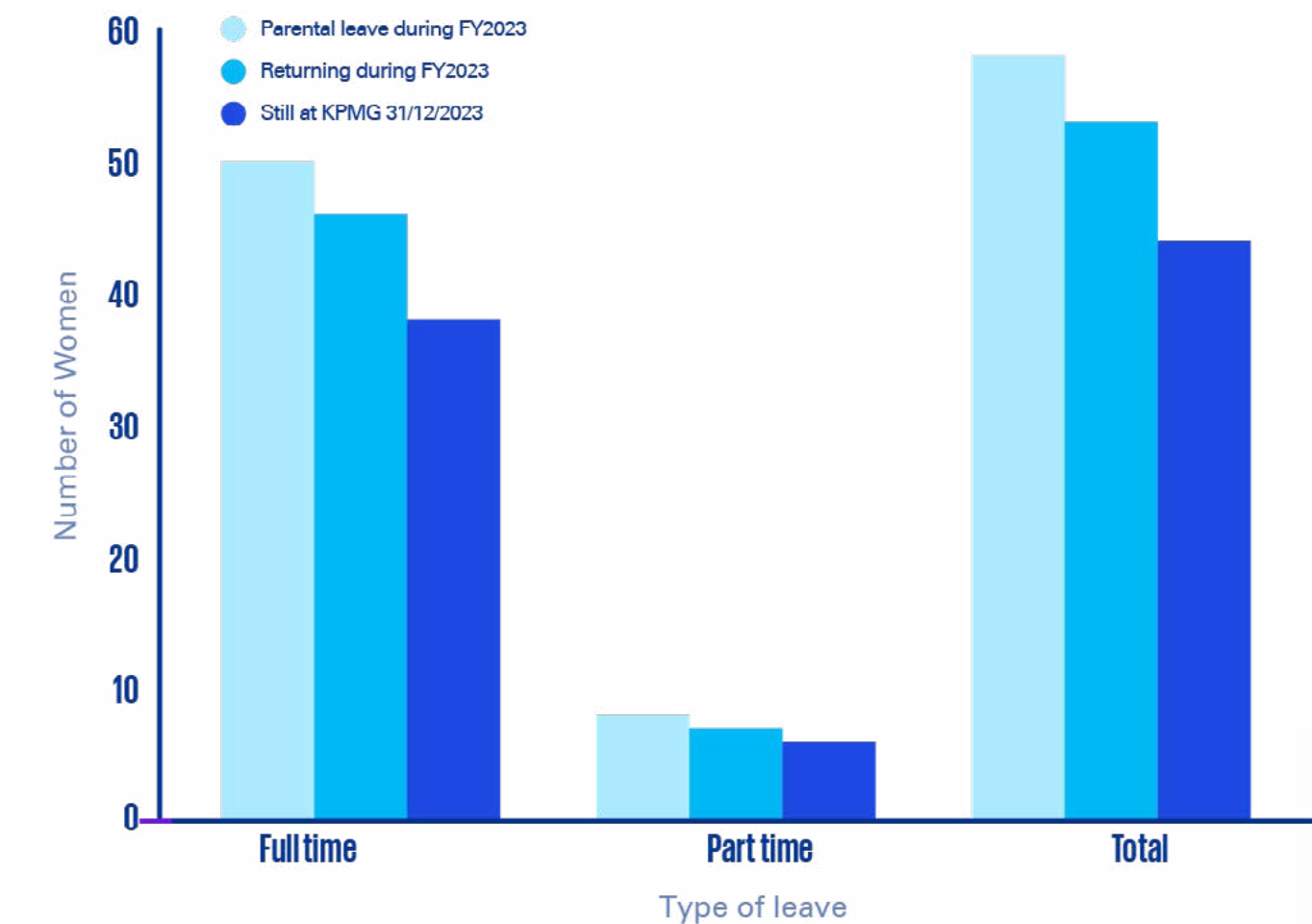
KPMG has also introduced work-from-home subsidies to ensure that its people have the right support for the firm's hybrid working model.

### Parental leave

(GRI 401-3)

An important pillar of our efforts to foster inclusion within the firm is to provide equal opportunities for everyone. We therefore recognize the importance of supporting new parents before, during and after their maternity and parental leave. We consider everyone who is taking over parental responsibilities as a parent and acknowledge the challenges that these dual responsibilities of work and parenting bring. The parental leave tables shown here indicate the data for new parents — however, our actions aim to support everyone taking over these responsibilities.

### Number of staff taking and returning from parental leave





We are seeing changes in the perception of making use of these leave entitlements and the accompanying flexibility needed in the workplace, regardless of gender. There are different shapes and forms of parenthood, and we try to accommodate these in the workplace. In our 2023 financial year we saw, for example, an increase in men taking full-time parental leave, compared to the previous year. This has positive effects on closing the gap, by having more employees benefiting from leave entitlements.

In accordance with Luxembourg law, in addition to maternity leave, employees regardless of gender are offered parental leave following the birth or adoption of a child. This can be taken as:

- full-time leave of four or six months
- part-time leave of eight or 12 months at 50 percent of the employee’s normal working hours
- split leave of four periods of one month during a maximum period of 20 months
- split leave of one or two half-days per week during a maximum period of 20 months

We know that retention rates following parental leave can tell us something about the support we are offering to returning parents. We have therefore rethought our long-term leave process to give employees a smoother return to work after longer periods of leave. In the next year we plan to implement a parents’ network throughout the firm, with a specific focus dedicated to better supporting working parents at KPMG.

### Number of staff taking and returning from parental leave

	Women	Men	Total
<b>Advisory</b>	6	14	20
<b>Audit</b>	20	17	37
<b>Business Services</b>	14	15	29
<b>Tax</b>	18	6	24
<b>Total</b>	58	52	110

### Wealth and employment creation

(GRI 401-1)

At KPMG, we want to drive positive change and make a positive impact on the society we operate in. This is about building stronger communities, fostering innovation and driving economic growth. Moreover, we understand that our growth is rooted in diversity. Our commitment to diverse recruiting is not merely a checkbox — it is a strategic imperative. By embracing a multitude of perspectives, backgrounds and talents, we strengthen our organization with resilience and innovation. In championing diversity in our recruitment, we not only build a stronger workforce but also contribute to the development of a more equitable and dynamic economy for all. We have integrated a specialized training on implicit bias for our recruiters, in order to foster inclusive hiring

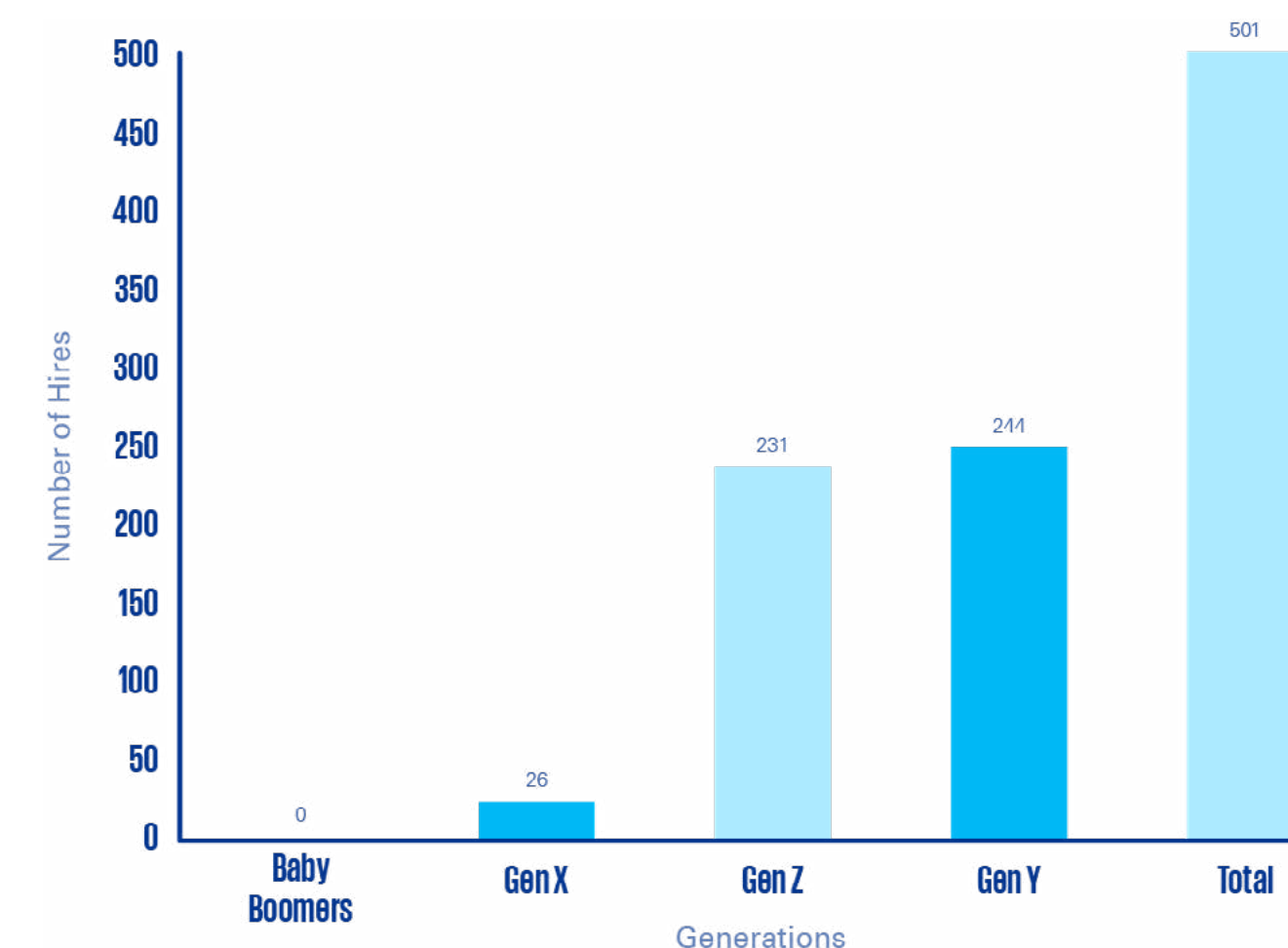
practices and mitigate unconscious biases. This proactive approach ensures that our hiring processes are fair and transparent, and that diverse talents are welcomed.

In the 2023 financial year, our newly hired colleagues again came not only from Luxembourg and the Grand Region but also from international locations in Europe and beyond, with the majority coming from France. We can see that an emerging part of our new hires belongs to Generations Z and Y (see the People section for more details).

### New hires by gender, FY2023

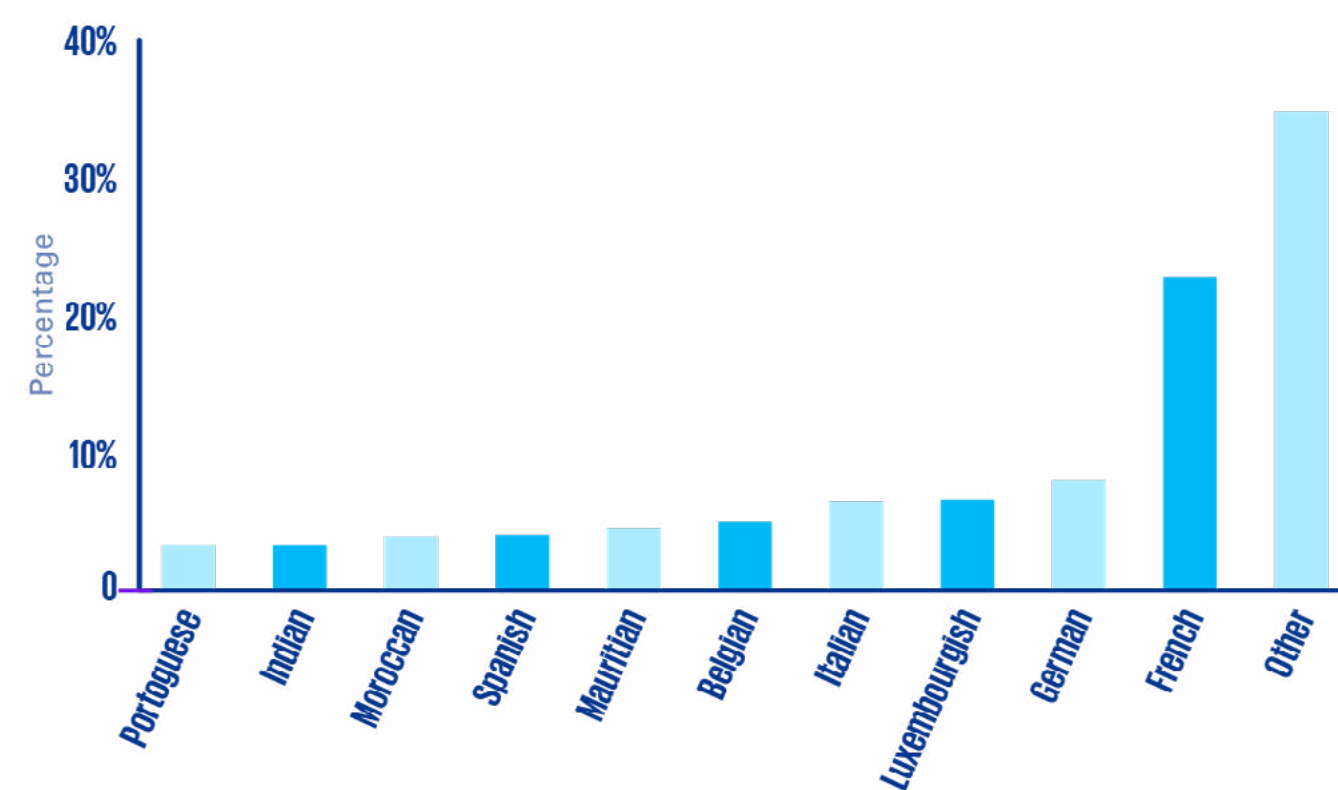
<b>Women</b>	213
<b>Men</b>	288
<b>Total</b>	501

### New hires by age, FY2023

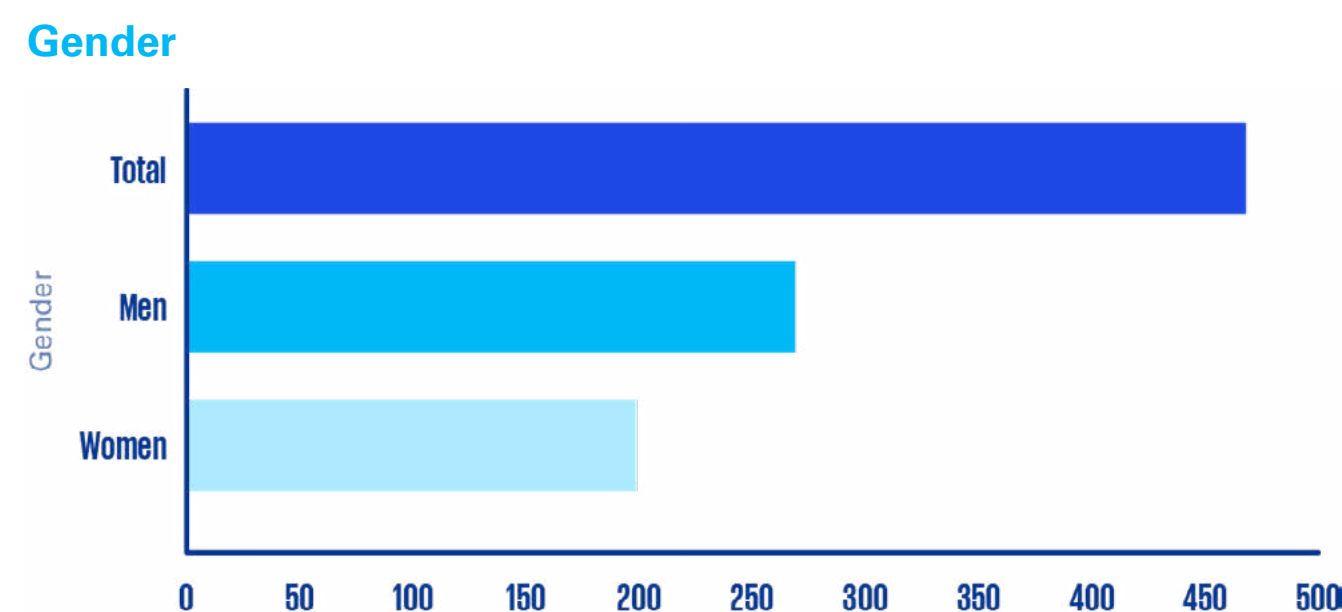




### New hires by nationality, FY2023



### Employee turnover by gender, FY2023



The recent data in our employee turnover report reflects the natural ebb and flow within our organization and decreased compared to FY2022. As we navigate the evolving professional landscape, the figures indicate fluctuations which can be attributed to several factors. We are continuously analyzing these trends to identify areas of improvement in our organization to increase retention.

We remain committed to understanding and addressing these factors, ensuring that our workplace continues to be a space where individuals can thrive. Our initiatives taken over the last year can be found under the People section.

### Employee turnover by age, FY2023

Generation Z	24.6%
Generation Y	64.7%
Generation X	9.9%
Baby boomers	0.9%
Overall average turnover	100.0%

The vast majority of our employees are employed on a permanent (rather than temporary) contract basis, reflecting our commitment to fostering stability and long-term employment connections. Additionally, we recognize the importance of providing flexibility and diverse work opportunities. Hence a significant proportion of our team members are engaged on a part-time basis, with an increase from 93 part-time positions in the 2022 financial year to 106 in 2023. This approach aligns with our organizational philosophy of accommodating varied needs, including those of staff with responsibilities such as parenting. By offering a variety of employment types, we aim to create a work environment that supports the well-being of our employees and provides inclusive opportunities for career growth and development.

### Total number of employees by employment contract and gender, at 30/9/2023

	Women	Men	Total
Permanent	694	976	1,670
Temporary	2	2	4
<b>Total</b>	<b>696</b>	<b>978</b>	<b>1,674</b>

### Total number of employees by employment type and gender, at 30/9/2023

	Women	Men	Total
Full-time	622	946	1,568
Part-time	74	32	106
<b>Total</b>	<b>696</b>	<b>978</b>	<b>1,674</b>

### Global mobility

(GRI 406)

KPMG Luxembourg is part of a global network which opens doors to diverse opportunities, allowing employees to gain international exposure through our Global Mobility program which enables talented professionals to apply to pursue long-term assignments with other member firms. By connecting with colleagues around the globe, individuals can tap into a rich reservoir of knowledge, build cross-cultural competencies and broaden their perspectives. This allows us as a firm to serve clients' needs anywhere in the world and paves the way for collaborative projects.





05

# Investing in our community

We value investment and  
volunteerism of all types.





## Investing in our community

(GRI 413-1, GRI 201-1)

Central to our corporate ethos is the belief that employee engagement extends beyond the workplace into the communities in which we operate. We want to promote a culture of being socially responsible by providing volunteering opportunities for our employees, as well as financial support to various community organizations through the KPMG Luxembourg Foundation.

Encouraging our employees to actively participate in charitable initiatives creates meaningful impact through the investment of their time and skills, not only for them individually, but also for the recipient NGOs themselves. Our volunteering policy offers the possibility of taking up to four work hours per month to dedicate to a charitable cause—this is something we consider as a valuable staff benefit. The volunteering opportunities range from activities with kids, to cleaning the city as part of the clean-up challenge, to offering pro bono services to NGOs. We have also integrated a charitable aspect into our sporting activities, such as our participation in the annual Relais pour la Vie, which raises funds

for Fondation Cancer. Our biking team organized rides during lunch breaks, with the aim of reaching 3,000 kilometers, and its efforts were matched with a donation for bikes for kids in the youth centers of the Luxembourg Croix Rouge (Red Cross). In our 2023 financial year we more than doubled our volunteering hours, from 177 in 2022 to 374 hours. Thanks to the support of our colleagues, we were also able to support multiple other initiatives throughout the past year.

### Philanthropy

The KPMG Foundation is a separate entity created by KPMG with the aim of having a positive impact in communities. It was established in 2009 and has supported charitable projects both locally and internationally. The Foundation launches its sponsorship campaign annually, and in 2023 its efforts accounted for the sponsorship of five projects with a total financial contribution of EUR 115,000, including the payroll giving donations from our staff. Besides this annual campaign, employees have the opportunity to make use of the Make it Happen Fund — an opportunity to get self-initiated charity events funded.



### Value of KPMG Luxembourg community investment for the 2023 financial year (€)

A. Cash contributions	
KPMG cash contributions- member firm	23,999
KPMG cash contributions — affiliated KPMG Foundation	98,797
Voluntary cash donations made by KPMG partners and employees directly as part of KPMG-related initiatives	20,290
Charity-based sponsorships or membership	18,000
Make it Happen Fund	500
	<b>161,586</b>
B. Contributions of KPMG time (Hours)	
Pro bono (no-fee) work-time hours donated for charitable activities	242
Skills-based volunteer activities — work-time hours by client service or support staff	288
General volunteering — work-time hours by client service or support staff	86
Total hours	<b>616</b>
Monetary value	<b>36,310</b>
C. Other non-cash contributions	
Market value of in-kind contributions of tangible assets (e.g. IT equipment, office space, etc.).	32,919
	<b>32,919</b>
D. Management costs*	
KPMG member firm	105,202
KPMG Foundation	8,245
	<b>113,448</b>
<b>Total financial value of global community investment</b>	<b>344,263</b>

\* Costs were calculated using an estimated hourly rate



### 10x30 strategy

In conjunction with our global network, in 2023 we launched KPMG's "10x30 strategy", which aims to economically empower 10 million underprivileged youth by 2030 — and we are committed to contributing to this goal. Through various programs, young people - with a focus on less privileged individuals — should acquire the necessary skills to succeed in the labor market and to support their future.

In Luxembourg, we aligned this strategy with our sponsoring and volunteering efforts to support SDG 4 "Quality education", SDG 8 "Decent work and economic growth" and SDG 10 "Reduced inequalities". We support young people internationally as well as in Luxembourg and the Grand Region.

At the start of 2023 we had the opportunity to visit two projects that we support in Bangladesh and Nepal, to see and evaluate at firsthand the impact their long-term support is having. Friendship is an NGO acting in Bangladesh, assisting people in less privileged circumstances. It has implemented several programs to foster health, education and inclusive citizenship on river islands called chars, in remote areas in the north of the country, which are more affected by climate change and annual flooding. The KPMG Foundation has supported this NGO for over 10 years, including its dedicated KPMG-Friendship-Integrated project that has been running for more than five years.

Continuing our visit, we had the chance to see the work of the NGO Life Project 4 Youth (LP4Y), which acts internationally to support disadvantaged young persons, enabling and empowering them through social and professional inclusion. The Foundation has supported this organization for several years, specifically its Green Village project in Nepal. After our trip we decided to continue our efforts for the Nepal project beyond financial support. We implemented a

volunteering initiative where our staff conducted mock interviews online with the participants, to help them prepare for future job interviews.

Our employees conducted 43 such mock interviews with these young, less-privileged women. The following is some of the feedback we received about the mock interviews, from both countries.

#### **Alina Vasiurenko** Director in Tax at KPMG Luxembourg

*What was your overall experience conducting mock interviews with young women in Nepal?*

*Having a chance to participate in the mock interviews with these women was a fulfilling, inspiring and eye-opening experience. I was deeply touched by the motivation, strength and determination of the young women from Nepal to continue their learning and professional development. It was also eye-opening how much more involved we can be to assist in projects which could potentially change a person's life.*

*What motivated you to participate in this initiative?*

*I was inspired by the mission of the project with such a noble goal. I believe that this project gives an opportunity for many active professionals to share their experience and make a true personal impact on the life of young women from Nepal.*

*What skills did you notice most of the young women improving through these mock interviews?*

*I was impressed to notice how resilient the participants were. The young women in Nepal are open to new challenges like mock interviews with people from a completely different background. And they are eager to learn and are grateful for feedback to help their career.*



*Do you believe that these interviews have contributed to your personal and professional growth?*

*This project made me realize that we have even more opportunities to support young people in different circumstances and stages of their life. Mock interviews are a great example of how this support can take a very creative and personal form. This project had a deep impact on me and made me reflect on the ways we can do better.*

#### **Beauty Khatoun,** Coach at LP4Y in Nepal

*Namaste. My name is Beauty and I am from India. It's been two years since I started working for LP4Y and one year since I am in Nepal working as the integration leader. My mission is to accompany youth during their job search. I act as a bridge between youth and the partners, and I support the star club which is known as the alumni club of the Green Village Nepal center.*



*The youth that has been interviewed by the KPMG volunteers are doing amazingly in the professional world. One of the youths got a job in Hyatt in Nepal and she loved the way she had been interviewed; she gave the feedback and for us it was amazing to accompany them during the mock interviews. After taking the feedback from them, it was quite good and very good feedback. The feedback we got from KPMG on their improvement and appreciation boosted their ability to prepare for the job market.*

*We request KPMG to do more mock interviews. Thank you to all the volunteers who have been participating in the mock interviews. It really boosted the energy and the confidence of the young ladies who have been part of the training.*



**Amrita Majhi,  
Participant of LP4Y Nepal**

*My name is Amrita Majhi and I am 20 years old. I have completed my higher studies in 2019.*



*I am now taking my professional training in LP4Y's training and development center in Nepal. Recently, I had a mock interview with KPMG and the experience of the mock interview was fruitful. During the interview I was a little bit nervous, but at the same time confident.*

*After the interview, I felt good because I did well. Through that interview, I came to know how to be prepared for the interview and why the preparation is needed. Overall, from that experience I enhanced my soft skills like presentation, communication and so on. So, in the future we hope to get this kind of opportunity from KPMG not only for me but also for my colleagues. It will help us to be prepared.*

**Staff donations**

Payroll giving allows staff to contribute to our community investment. Employees have the opportunity to contribute by donating to a local project (ALUPSE) or an international project (Friendship).

ALUPSE (the Association luxembourgeoise de pédiatrie sociale), is a Luxembourg-based NGO which supports parents in taking care of their newborn children, by offering counselling and information sessions. In collaboration with KPMG, the baby boxes project was created in 2019, providing parents with a box of necessities for their newborns, as well as services from ALUPSE-Bébé.

As mentioned earlier, Friendship is an NGO that has implemented projects to improve the lives of people in rural areas of Bangladesh. The project supported by the KPMG Foundation aims to develop infrastructure and sustainable programs for education, health and sustainable agricultural development in the least developed areas in northern Bangladesh.

**Disaster relief and humanitarian aid**

During the year, there were several natural disasters for which we aimed to support affected individuals. To enable employees to contribute, we organized fundraising initiatives such as bake sales, as well as in-kind donations for the affected areas.

We continued to provide the NGO LUkraine with office space for six months, so they could better support refugees arriving in Luxembourg - and we will continue this support again in 2024. LUkraine offers language courses and psychological counselling for individuals affected by the ongoing war in Ukraine.

We also sponsored a Red Cross charity concert held at the Philharmonie Luxembourg, with all proceeds going to the organization's Ukraine efforts — to support the reconstruction there, as well as to provide humanitarian aid in the meantime. This was followed by a visit from David Capocci, Managing Partner, and Françoise Renard, Partner and Head of Corporate Citizenship, to the refugee center "Bâtiment T" to spend an afternoon with the children currently residing there and to do handicraft activities with them.





# Appendices

## Governance

Theme	Core metrics and disclosures	GRI mapping	Location and notes
Governing purpose	<b>Setting purpose</b>	GRI 2-12	<a href="#">Governance Transparency Report</a>
Quality of governing body	<b>Governance body composition</b>	GRI 2-9,GRI 405-1a	<a href="#">Introduction Transparency Report</a>
Stakeholder engagement	<b>Material issues impacting stakeholders</b>	GRI 2-12,GRI 2-29, GRI 3-2	Omitted this year in continuation of last year's stakeholder mapping.
Ethical behavior	<b>Anti-corruption</b>	GRI 205-2, GRI 205-3	<a href="#">Anti-bribery and corruption</a>
	<b>Protected ethics advice and reporting mechanisms</b>	GRI 2-26	<a href="#">Governance Transparency report</a>
Risk and opportunity oversight	<b>Integrating risk and opportunity into business process</b>	GRI 2-25	<a href="#">Transparency report</a>



# Planet

Theme	Core metrics and disclosures	GRI mapping	Location and notes
Climate change	<b>Greenhouse gas emissions</b>	GRI 305-1 GRI 305-2 GRI 305-3	<a href="#">Planet</a>
	<b>TCFD implementation</b>		As a part of the KPMG Global network, we have been contributing to reporting in line with the Task Force on Climate-related Disclosures, and in 2020 KPMG Global networks announced a commitment to set a science-based target in line to achieve net zero by 2050, as outlined in this report and the Global Impact Report 2023.
Nature loss	<b>Land use and ecological sensitivity</b>	GRI 304-1	<a href="#">Planet</a>
Freshwater availability	<b>Water consumption and withdrawal in water-stressed areas</b>	GRI 303-5	KPMG Luxembourg does not operate in, and has not identified any impacts in the scope of this reporting, on water-stressed areas.



# People

Theme	Core metrics and disclosures	GRI mapping	Location and notes
Dignity and Equality	<b>Diversity and Inclusion</b>	GRI 405-1	<a href="#">People</a>
	<b>Pay Equality</b>	GRI 405-2	<a href="#">People</a>
	<b>Wage level</b>	GRI 2-21 GRI 202-1	KPMG Luxembourg has a small proportion of its staff employed at entry level wage, which compares to social minimum wage. The majority of staff above trainee level are paid above local minimum wage.
	<b>Risk for incidents of child, forced or compulsory labor</b>	GRI 408-1 GRI 409-1	<a href="#">KPMG Global Human Rights Statement.</a>
Health and well-being	<b>Health and safety</b>	GRI 403-6 GRI 403-9 GRI 403-7	The total recordable injury rate (TRIR) by specific categories of workers: 0.11% The absentee rate (AR) for specific categories of workers: 2.37%
Skills for the future	<b>Training provided</b>	GRI 404-1 GRI 404-2	<a href="#">People</a>



Theme	Core metrics and disclosures	GRI mapping	Location and notes
Employment and wealth generation	<b>Absolute number and rate of employment</b>	GRI 2-7 GRI 401-1	<a href="#">Prosperity</a>
	<b>Economic Contribution</b>	GRI 201-1 GRI 201-2 GRI 201-3 GRI 201-4	<a href="#">Transparency Report</a>
	<b>Financial investment contribution</b>		We are not reporting on this topic in this reporting cycle as it has not been identified as material.
Innovation of better products and services	<b>Total R&amp;D expenses</b>		We are not reporting on this topic in this reporting cycle as it has not been identified as material.
Community and social vitality	<b>Total tax paid</b>	GRI 201-1	<a href="#">Prosperity</a>
	<b>Community investment</b>	GRI 413-1	<a href="#">Community investment</a>



# GRI content index

KPMG Luxembourg impact report has been informed by GRI standards ( 2021 update).

GRI standard	Disclosure	Location
	2-1 Organizational details	<a href="#">Transparency Report</a>
	2-2 Entities included in the organization’s sustainability reporting	<a href="#">Transparency Report</a>
	2-3 Reporting period, frequency and contact point	<a href="#">Introduction</a>
	2-4 Restatements of information	<a href="#">Introduction</a>
<b>GRI 2: General Disclosures 2021</b>	2-5 External assurance	We have obtained no external assurance over this report
	2-6 Activities, value chain and other business relationships	<a href="#">Prosperity</a> <a href="#">Transparency Report</a>
	2-7 Employees	<a href="#">Prosperity</a>
	2-8 Workers who are not employees	<a href="#">Prosperity</a>
	2-9 Governance structure and composition	<a href="#">Transparency Report</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">Transparency Report</a>



GRI standard	Disclosure	Location
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**GRI 2: General Disclosures 2021**

2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">Transparency Report</a>
2-13 Delegation of responsibility for managing impacts	<a href="#">Transparency Report</a>
2-14 Role of the highest governance body in sustainability reporting	Our Executive Committee is responsible for the sustainability reporting strategy at KPMG Luxembourg.
2-15 Conflicts of interest	<a href="#">Governance</a> <a href="#">Transparency Report</a>



GRI standard	Disclosure	Location
<b>GRI 2: General Disclosures 2021</b>	2-16 Communication of critical concerns	<a href="#">Governance Transparency Report</a>
	2-17 Collective Knowledge of the highest governance body	<a href="#">Transparency Report</a>
	2-22 Statement on sustainable development strategy	<a href="#">Governance</a>
	2-23 Policy commitments	<a href="#">Governance</a>
	2-24 Embedding policy commitments	<a href="#">Code of Conduct Transparency Report</a>
	2-25 Processes to remediate negative impacts	<a href="#">Code of Conduct Transparency Report</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct Transparency Report</a>
	2-27 Compliance with laws and regulations	<a href="#">Code of Conduct Transparency Report</a>
	2-28 Membership associations	<a href="#">Transparency Report</a>
<b>GRI 2: General Disclosures 2021</b>	2-29 Approach to stakeholder engagement	<a href="#">Introduction</a>
<b>GRI 2: General Disclosures 2021</b>	2-30 Collective bargaining agreements	KPMG International and KPMG firms support freedom of association and, where applicable, recognize the right to collective bargaining.
<b>GRI 3: Material topics 2021</b>	3-1 Process to determine material topics	<a href="#">Introduction</a>
	3-2 List of Material topics	<a href="#">Introduction</a>
	3-3 Management of material topics	<a href="#">Introduction</a>



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