



KPMG: Our Impact Plan

2024 update

KPMG. Make the Difference.

KPMG in Romania and Moldova | kpmg.ro

Cavern in Tascău mountains, Romania

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Letter from the Country Managing Partner

Dear Reader,

It's my pleasure to introduce KPMG in Romania and Moldova's Impact Report 2024, prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards.

KPMG in Romania and Moldova is committed to playing a positive role in society, helping the Romanian and Moldovan economies to grow sustainably, and contributing to the wellbeing of our communities. We share these ambitions with all other member firms in the KPMG network. We are

strongly guided by our Values, which are at the core of everything we do, and which are reinforced by carefully designed policies and procedures to help us uphold them.

The report is divided into four key areas through which we aim to make a positive impact: People, Planet, Prosperity and Governance.

We support the sustainable development of the economy by providing our clients with robust audits, which act as a badge of quality and integrity. We help companies and individuals to comply with their tax obligations and

assist business development through our Advisory services. Our report shows how, as an employer of choice, we take care of our staff, not only through attractive remuneration packages but also through a wide range of benefits and well-being initiatives, while nurturing talent through a supportive performance management process.

We explain what we are doing to reduce our environmental impact and to achieve our target of net zero emissions. We also set out some of the work we do in supporting NGOs doing valuable work in our community, and the keenness of many of our employees to get involved as volunteers or in fundraising activities. We also set out financial statistics, showing how we contribute to the Romanian economy, and what we pay in taxes and social contributions.

Moreover, the report explains how our governance

mechanisms work, and how they help us to keep to the highest standards of ethics and integrity, as well as to implement our Environmental, Social and Governance (ESG) policies. We also explain how we encourage our clients and the broader community to adopt well developed ESG strategies and support them with our ESG consultancy services.

I hope you enjoy reading the report and look forward to your feedback.

Kind regards,

Ramona Jurubiță

Ramona Jurubiță,

Country Managing Partner,
KPMG in Romania and Moldova



Corporate sustainability strategy



Governance, People, Planet & Prosperity

KPMG Global strategy: ESG as the watermark: how we make an impact at KPMG in Romania and Moldova

One of KPMG’s core values is Purpose – we want to inspire confidence and empower change in our clients, our employees, and every other stakeholder.

We strongly believe that finding solutions to global challenges requires cooperation and a willingness to do what is right across all parts of society.

We also believe it is important to develop ESG policies in a coordinated way, because this improves efficiency and accountability.

We have consequently gathered our firm’s environmental, social, and governance (ESG) commitments under one umbrella: Our ESG Plan. This tool guides our efforts to establish an inclusive and fair workplace, drive sustainable and purposeful growth for our clients, build trust in and harness the power of the capital markets to spur needed innovations, empower disadvantaged members of society, and help preserve our planet for future generations.



Aspiration	Make ESG the watermark underpinning everything we do while striving to achieve our ambition of driving growth across our business and of becoming the most trusted and trustworthy professional services organization						
Our Impact	<div>Clients and supply chain<ul style="list-style-type: none">Impact through the services we provideOffer insights and analysis to help inform the decision making of clientsSustainable, ethical and fair practices</div>		<div>People<ul style="list-style-type: none">Create an inclusive culture where our people come as they areCommitment to offer the skills needed for the future world of workDo work that mattersSupport the communities we live in</div>		<div>Society<ul style="list-style-type: none">Bring together multi-disciplinary skills and our geographic breadth to help build a fairer and more equitable futureReflect the communities we operate inReduce our impact on the planet to build a more sustainable and resilient future</div>		
Our Foundation	<div>Our Purpose</div> <div>Inspire confidence. Empower change.</div>			<div>Our Values</div> <div>Integrity, Excellence, Courage, Together, For Better</div>			
What we offer	<div>Commitment to drive meaningful, sustainable change</div>	<div>Professional excellence and quality services</div>	<div>Scale of reach and expertise</div>	<div>Innovative solutions</div>	<div>Protection of capital markets</div>	<div>Shaping of public policy and regulations</div>	

Our ESG Plan is closely interlinked with our business strategy, and we see them as one commitment. As such, all the local targets are supported by a detailed action plan, and we have established a set of ESG key performance indicators that are linked with our employee performance process.

The ESG Plan is endorsed by KPMG administrators consisting of a team of 22 partners.

KPMG in Romania and Moldova is committed to the sustainable development of the wider community, and we are pleased that our sustained efforts are contributing directly to the achievement of 8 United Nations Sustainability Development Goals.

By the nature of our business, which entails engaging with a broader spectrum of clients from different industries and backgrounds, we also make an indirect contribution to the other nine SDGs. (Please see [Appendix 2](#) for the list of indicators).



Governance

What we need to do	KPI to measure progress
01 Supplier Code of conduct	Incorporating the Supplier Code of Conduct into all new contracts for KPMG in Romania and Moldova and evaluating the addendums with suppliers we partnered with in FY24.
02 Innovative usage of AI in the future	Our expanded partnerships with leading IT and technology companies will continue to be used in all KPMG's business lines - and will expand in future years.
03 Maintain the ISO certification	Maintaining continuous staff training, and process improvements to ensure compliance with ISO standards, address non-conformities promptly and maintain a culture of quality and accountability.

People

What we need to do	KPI to measure progress
01 Reduce Workload	<div><div>10%</div><10% Turnover on key people</div> <div><div>12%</div><12% overall</div> <div><div>80%</div>>80% GPS results</div>
02 Increase digital transformation and HR Tech	Leveraging technology to streamline HR processes and support the digital transformation of the firm.
03 Development and Upskilling	<p>Priorities for FY25-27:</p> <ul style="list-style-type: none">Consolidating our Learning & Development vertical towards ROI measurement.Learning Path/level (technical & leadership): Investing in learning platforms and initiatives that focus on digital skills, leadership development, and emerging areas like ESG and AI, making sure employees can stay at the forefront of industry developments.

Planet

What we need to do	KPI to measure progress
01 Calculate our carbon footprint	<p>Calculating the carbon footprint for both Romania and Moldova by December 2024.</p>
02 Follow our decarbonization plan	<p>KPMG in Romania and Moldova adheres to the Decarbonization plan of KPMG Global as a large, global and values-led organization. We recognize and embrace our responsibility to quantify and mitigate the impact of our operations and the services we provide. We want to fully play our part in the transition to societal net-zero and help address the existential challenges of climate change, water pollution, deforestation and biodiversity loss. To achieve our ambition to become a net-zero organization, we need to halve our current level of carbon emissions by 2030.</p>
03 Additional actions	<p>Eliminating single-use plastic bottles by purchasing glass bottles for guests and encouraging the use of water fountains in the office.</p> <p>Negotiation for renewable energy for our HQ Replacing diesel cars with more environmental-friendly options in our fleet offering.</p> <p>Educational campaign to manage resources responsibly.</p>

Prosperity

What we need to do	KPI to measure progress
01 Volunteering programme	<p>Number of skilled/ non-skilled volunteering hours.</p> <p>Number of employees involved in volunteering initiatives counted as unique contributors.</p> <p>Number of external beneficiaries (impact).</p> <p>Number of entities supported.</p>
02 Donation programme	<p>Amounts donated by KPMG entities in various forms: charity runs, collections for school, Christmas campaigns etc.</p> <p>Number of people supported through the donations made by our employees.</p>

About us

KPMG is a [global organization](#) of professional services firms providing audit, tax and advisory services. KPMG is the brand under which the member firms of KPMG International Limited (“KPMG International”) operate and provide professional services.

Each firm is a separate legal entity and together they form the KPMG global organization. “KPMG” is used to refer to individual member firms within the KPMG organization or to one or more-member firms collectively.

[KPMG firms operate](#) in

142 countries and territories

and in FY24, collectively employed more than

275,000 partners and staff,

serving the needs of business, governments, public-sector agencies, not-for-profits and, through KPMG firms' practices, the capital markets.

KPMG is committed to fulfilling our public interest role in providing robust assurance that can benefit investors and other stakeholders. We believe the same level of professionalism, quality, consistency and trust should apply to ESG disclosures as to financial data.

KPMG continues to support the reporting of consistent, high-quality, decision-useful information for stakeholders, and we choose to share this information, even though the disclosure of sustainability data is not yet compulsory for our operations in Romania and Moldova.

That is why KPMG firms globally are making significant investments in putting ESG at the heart of the organization.

KPMG in Romania includes the following limited liability companies and member firms:

- [KPMG Romania SRL,](#)
- [KPMG Audit SRL,](#)
- [KPMG Tax SRL,](#)
- [KPMG Advisory SRL,](#)
- [KPMG Restructuring SPRL,](#)
- [KPMG Accounting and Payroll Services SRL,](#)
- [KPMG Delivery Center SRL,](#)
- [KPMG Business Tax Services SRL,](#)
- [Fundatia KPMG,](#)
- [TONCESCU și Asociații SPARL,](#)
- [ÎCS KMPG Moldova SRL](#) (hereinafter referred to as “KPMG in Romania and Moldova” “KPMG in Romania” or “KPMG”).

All the entities listed above are part of the KPMG global organization.

We operate in six different locations: Bucharest, Cluj-Napoca, Constanta, Iasi, Timisoara (in Romania), and Chisinau (Republic of Moldova). Our first office was opened in 1995 in Bucharest.

At the end of financial year 2024 we had 1,172 employees (1,146 in Romania and 26 in Moldova).

Our Bucharest office (the headquarters) is located at DN 1 no. 89A, PO Box 18-191, District 1, Postal Code 013685. The building has been specially designed around principles of sustainability, reducing carbon emissions and providing a high-quality work environment and 87% of KPMG in Romania & Moldova's employees work here.

Working in a green building increases staff motivation and awareness of ESG values. The building has a BREEAM certification with an Excellent score for Office buildings and WELL Platinum certification. It became one of the first buildings in Romania to achieve both certifications. It offers numerous features designed to improve our employees' health, well-being, job satisfaction and commitment, while protecting the planet's natural resources.

In 2024, our combined revenue was **EUR 77.90 million** in total, a 14% increase as compared to the previous year, continuing our growth trajectory from recent years.

In terms of our professional activity, we work with clients from a wide range of sectors and industries, including finance, energy and manufacturing, transportation, automotive, logistics, and retail.

Our expertise in Romania covers a wide range of services such as:

- **Audit & Assurance**

- **Tax & Legal services**

The tax areas we cover include: indirect taxation, customs and international trade, transfer pricing, global mobility services, employment and payroll taxation, private clients, international corporate taxation, mergers and acquisitions tax, R&D incentives, global compliance management services, dispute resolution & controversy services, local taxes.

- **Advisory services**

Deal Advisory: Mergers and Acquisitions, valuation, due diligence; corporate finance; turnaround and restructuring services.

Consulting strategy and operations, risk & compliance services, regulatory authorizations, public sector consulting, major projects advisory, financial management, forensic services, cyber security, business intelligence, accounting and reporting services, culture & organizational engagement, The Romanian Outsourcing Hub, customer experience.

Climate change and sustainability services: We support our clients in developing sustainable business and operating models and complying with new ESG regulations and disclosure standards.



Our Functions

Audit and Assurance	Tax & Legal	Advisory	
Auditing annual and consolidated financial statements in accordance with national and international accounting standards and providing related services.	Developing company specific strategies and solutions in all tax areas, providing tax advice in the event of regulatory changes and supporting clients with tax aspects in transactions. Legal services: provide the highest-quality advice and legal insight, which combines the firm's global standards with in-depth local expertise and knowledge, always striving to exceed the expectations of our clients.	Deal Advisory We provide strategic guidance across mergers, acquisitions, valuations, due diligence, and restructuring. These services enhance decision-making, improve transaction outcomes, and support clients in enhancing value through every deal phase.	Consulting Our consulting services deliver strategic, operational, financial, and technological solutions, empowering businesses to improve performance, manage risks, and drive sustainable growth. We specialize in transformation, digital innovation, regulatory compliance, and tailored strategies for competitive advantage.

There are no significant changes in the business model as compared with the previous year.

Governance structure and composition

KPMG in Romania

Our leadership is responsible for setting the firm's strategy and overseeing its implementation. They regularly review areas of fundamental importance to the firm such as operating and financial performance, annual business plans and budgets, new business proposals, marketing, technology development, remuneration, risk management policies, ESG strategy and associated actions/budget allocation.

KPMG Romania and Moldova is required to seek input from the KPMG Central and Eastern Europe (CEE) Chairperson, KPMG CEE Head of each Function and KPMG CEE Risk Management Partner on the performance of the Country

Managing Partner, Risk Management Partner and Head of each Function whose role most closely aligns with the activities of KPMG CEE.

Country Managing Partner - Ramona Jurubiță

In accordance with the principles in ISQM 1, our Country Managing Partner, Ramona Jurubiță, and our Risk Management Partner, Bogdan Vlad have assumed ultimate responsibility for KPMG Romania and Moldova's system of quality management.

Risk Management and Ethics and Independence Partner - Bogdan Vlad

Our firm's Risk Management Partner (RMP) is responsible for the firm's direction and execution of risk, compliance and quality policies. The RMP

has a direct reporting line to the Country Managing Partner (CMP). The RMP consults, as appropriate, with the Country Managing Partner, the CEE Risk Management Partner as well as Regional Risk Management Partner and Global Quality & Risk Management resources, and the general counsel or external counsel. The RMP is supported by a team of professionals in each of the functions. Our firm's Ethics and Independence Partner (EIP) has primary responsibility for the direction and execution of ethics and independence policies and procedures in KPMG Audit SRL.

The Audit, Tax & Legal and Advisory functions – Function Heads

The three heads of the client service functions

(Audit, Tax & Legal and Advisory) are accountable to the Country Managing Partner for the quality of service delivered in their respective functions. They are responsible for the execution of the risk management and quality management procedures for their specific functions within the framework set by the Risk Management Partner. These procedures make it clear that, at the engagement level, risk management and quality management is ultimately the responsibility of all professionals in the firm.

Our legal and governance structure

KPMG Romania and Moldova has a total of 21 administrators, with 43% being female and 57% male.

Our values

We are aware of our responsibility in shaping a sustainable future and want to contribute to tackling the crucial challenges in our society and environment.

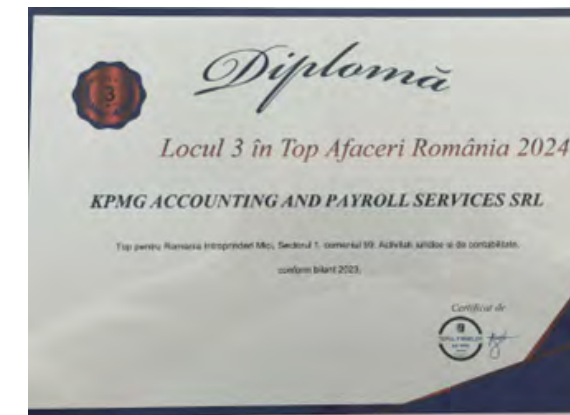
We empower our employees to drive meaningful change, use our global talent to support our clients, and implement best practices throughout the organization. As a global audit and advisory firm, we believe that we can have the greatest impact on sustainable

development through the services we provide. With our ESG services, we support our clients in developing sustainable business and operating models and complying with new ESG regulations and disclosure standards.

Our Values - the foundation of our actions



Memberships, initiatives and awards



United Way Silver partner 2024



1st place for LinkedIn Learning strategy and execution 2024

Macroeconomic and industry environment



Romania has made considerable progress in economic performance and convergence with the European Union (EU) but faces challenges in fostering growth that is more inclusive and sustainable, both economically and environmentally. Challenges include regional disparities, weak institutions, shortages of skilled labor, poor connectivity, as well as vulnerabilities to natural hazards and climate change. Pro-cyclical fiscal policies have stimulated consumption, resulting in persistently high twin deficits.

The external deficit has increased gradually over the last decade, becoming substantial in recent years as the government deficit has also grown. With strong price dynamics, concerns have grown about high growth in wages that could undermine cost competitiveness.

After real gross domestic product (GDP) growth decelerated to 2.4% in 2023, the economy grew by only 1.3% year on year in the first half of 2024, despite strong real wage growth boosting consumption. Inflation has fallen markedly from its recent peak of 16.8% in November 2022 but was the highest in the EU at 5.4% as at July 2024.

Inflation decreased overall in 2024, dropping 1.47% from December 2023. The average CPI inflation rate fell to 5.6% from 10.4%, and the HICP inflation rate dropped to 5.5%.

Goods inflation has increased on the back of higher taxes and growing consumption while services inflation is still elevated at around 9%, albeit being on a downward path. Higher core inflation suggests a more difficult disinflationary path in Romania compared to regional peers.

Romania ended 2024 with a budget deficit of 8.7% of GDP. By the latter half of the year, markets had largely priced in this deficit.

In the short term, household consumption will remain strong on the back of a tight labor market and wage growth, but agriculture is being affected by droughts, construction is held back by high interest rates and costs, and foreign demand for exports and services has declined.

Forecast GDP growth will be 2.6% in 2025. Despite a relatively upbeat perspective on domestic consumption, activity across most economic sectors is forecast to remain rather subdued in the short term. Growth has been gradually slowing down over the last two years as diminished external demand, the increase in taxes, and heightened geopolitical risk eventually took their toll.

There is significant room to underpin real income growth and achieve further convergence with Western Europe. This requires investment in physical infrastructure as well as people, and strengthening the efficiency of the state.

The following steps should be taken:

- Maintaining a tight monetary policy stance until inflation is clearly on track to meet the central bank target.
- Reducing the budget deficit to ensure fiscal policy complements contractionary monetary policy.
- Building administrative capacity to design, implement and monitor climate policy measures and investments.
- Accelerating expansion, upgrading and digitalization of electricity grids and investment in electricity storage.
- Incorporating climate-related risks and adaptation considerations into spatial planning and sectoral investment strategies.

About this report

<p>This sustainability report is designed for KPMG in Romania and Moldova’s stakeholders. It shows KPMG in Romania and Moldova’s financial and non-financial performance for the financial year starting 1 October 2023 and ending 30 September 2024, which is also our financial reporting period.</p> <p>The information and data presented in this year's report was collected by our specialist</p>	<p>departments and business divisions using representative methods and was subject to internal quality assurance.</p> <p>Our Impact Report was subject to an external limited assurance engagement performed by Finexpert-Boscolo Audit & Advisory Member Crowe Global. The assurance report may be consulted in Appendix 1.</p>	<p>This report presents our progress against KPMG in Romania and Moldova’s Impact Plan. The Impact Plan was the organization’s first-ever global environmental, social, and governance (ESG) plan that brought together new and existing ESG commitments under one umbrella, focusing on four central categories: Planet, People, Prosperity and Governance.</p>	<p>To ensure that it is meaningful, comparable and transparent, this report is prepared in accordance with the Global Reporting Initiative (GRI) 2021 Standards while we are also evaluating our contribution towards achieving the United Nations Sustainable Development Goals (SDGs).</p> <p>As KPMG Global has its carbon targets endorsed by the SBTi, we have also used the GHG</p>	<p>Protocol Corporate Accounting and Reporting Standard, and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard, published by the Greenhouse Gas Protocol, to calculate our local GHG emissions.</p> <p>After reviewing the ‘materiality assessment’ conducted at the end of 2021, we identified that People and Governance continue to be the most material topics</p>	<p>for our stakeholders. But we believe it is crucial to maintain our focus on lowering our carbon footprint and our goal of becoming a net-zero organization (more information about the materiality assessment can be found in the Materiality Assessment chapter page 18).</p> <p>This report is published annually. There are no restatements included in this report.</p>
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We prioritize reporting and transparency as part of our efforts to promote sustainability. While we are aware that there are areas for improvement, we intend to address them in our continuous improvement process.

- As such:
- We are working to improve the tools to collect sustainability data, and have the right control mechanisms in place as this report is part of an assurance process for the second year in a row.

Integrity is one of our core values. In this report, we cover both Romanian and Moldovan operations. Hence, unless otherwise specified for certain indicators, the figures disclosed in this report cover all KPMG locations in Romania and Moldova.

The carbon footprint Scope 3 for financial year 2024 was calculated using the CDP emission factors, and there is a noticeable variance of the reported figure (detailed explanation provided in the Planet chapter).

The KPMG International global organization is part of the United Nations Global Compact (UNGC), the World Business Council for Sustainable Development (WBCSD), the World Economic Forum (WEF), and the International Integrated Reporting Council (IIRC).

For more information, please see the contact information at the back of this report.

Highlights in the reporting year

Governance

- Maintaining certification according to the internationally recognized ISO 27001, ISO 9001, ISO 14001 and ISO 45001 standards
- Mandatory anti-corruption training for all staff completed
- 91% client satisfaction achieved
- We launched The Supplier Code of Conduct

Planet

- 2.08 tCO₂ in FY24, a decrease from 3.86 tCO₂ eq in FY2023 due to noticeable variance of the CDP emission factors
- The building in Bucharest, where 87% of employees work, is equipped with solar panels. The renewable energy usage for the office has now reached 23%

People

- 57% of employees in top managerial and managerial positions are female
- 65% of the total employees are female
- 94% of employees work full-time and 57% of employees are under 30
- 80 training hours per specialist
- 87% GPS response rate with an 81% score for Trust, Growth and Engagement from employees in KPMG

Prosperity

- 6.400 hours of volunteering; 267% more than last year
- More than 560 volunteers got involved
- Approx. EUR 321K were invested in CSR activities
- 21 NGOs benefited from more than 4,600 hours of professional services provided by 12 teams of KPMG in Romania's specialists in Advisory, Audit and Tax & Legal
- Over 50 NGOs and Associations received help from KPMG in Romania during the year
- Total taxes paid by the firm, its Partners and staff on income generated from the firm totaled EUR 28 mil



Materiality assessment



The material topics on which our sustainability strategy and reporting are based result from our purpose, our vision and values, the impact we aim to have on society, and the opinions of our internal and external stakeholders.

For this year's report, we have internally revisited our materiality assessment conducted at the end of 2021 to identify whether new risks and opportunities may influence our business and ESG strategy.

Please visit [Our Impact report 2021](#) where the full materiality assessment process is described in more detail.

To identify any potential new material topics, our internal Sustainability Task Force, comprising various members of each business function, reviewed the previous list of topics identified as material against relevant benchmarking across our industry and applicable global standards and frameworks.

For the FY 2025, we plan to run a double materiality analysis based on the Corporate Sustainability Reporting Directive (CSRD) and use the European Sustainability Reporting Standards to issue our annual report.

The most relevant topics we identified are still closely linked to the governance measures KPMG in Romania and Moldova implements to ensure that:

Our professional reputation is improved and supported by the right procedures, and

Our clients receive professional services of the highest calibre.

To demonstrate how we bring our skills to have an impact at scale, we have highlighted our work in these areas across the relevant sections of the report, along with other areas that have a major impact. By directly communicating with our stakeholders and closely monitoring trends around the world, we will continue to refine/hone our material topics.

Governance

Targets

01
Supplier Code of conduct

02
Innovative usage of AI in the future

03
Maintain the ISO certification

At KPMG in Romania and Moldova, we consistently uphold the highest standards of integrity, quality, and ethics in all our endeavors, aiming to be the preferred choice for our clients.

Our core values — Integrity, Excellence, and Courage, Together and For Better — are deeply ingrained in the global KPMG network and form the basis of our daily actions, fostering an inclusive and diverse culture. We are dedicated to these values both nationally and internationally, viewing them as essential to our personal and professional conduct.

As a multidisciplinary audit, tax and advisory firm, our main goal is to deliver exceptional services to our clients. Our strategic priorities emphasize client focus, leveraging technology and data, and

partnering with clients on current transformational issues.

We are committed to achieving the highest quality in all our services, across all regions and sectors. Our work significantly contributes to sustainable development in society. Our audit and assurance services enhance transparency and trust, providing a crucial framework for the credibility and legal certainty of financial and non-financial information in financial markets. Through our ESG services, we actively assist clients in developing sustainable business models and navigating new ESG regulations and disclosure standards.

Our quality and risk management framework ensures reliable support for our clients in meeting their challenges. As a KPMG member firm, we adhere to

national and international legal and professional regulations, which govern our business practices and engagements. We prioritize promoting a unified quality approach across all KPMG member firms to prevent illegal or unethical practices. We continuously enhance our quality management and data protection measures and ensure our suppliers meet our quality standards.

We remain focused on our clients' needs, helping them address contemporary challenges by continuously evolving our services and concentrating on growth areas.

Anticipating future trends and developments is integral to our structured innovation culture, enabling us always to provide the best possible support to our clients.

CARE framework

We know that trust is earned by doing the right thing. We are committed to the highest standards of personal and professional behavior throughout our firm in everything we do. Ethics and integrity are at the core of who we are.

KPMG's ethical decision-making framework CARE (Consider, Assess, Respond, Evolve) is centered on building and reinforcing trust and supports our Purpose, Values and Code of Conduct. A model shared across the organization, CARE helps our people to make ethical decisions, especially when faced with a challenging situation or ethical dilemma, and it also reminds them that they do not have to make these decisions alone.



Code of Conduct

Everyone at KPMG must observe the [Global Code of Conduct](#) and confirm their compliance with it. We want everyone at KPMG to be aware of the responsibilities we have towards one another, our clients and the public.

Consequently, we promote a culture of

speaking-up.

We value and encourage our employees to express their doubts, provide feedback, both upwards and downwards, ask questions, raise concerns, and make improvement suggestions without fear of retaliation or any other kind of repercussions.

However, being given the means to speak up is just as important as having the courage to do so. As well as encouraging direct conversations with one another, we also offer ways to tackle these

situations in indirect ways such as conversations with our Business Advisors, an exclusive email address, and completely anonymous forms.

Alternatively, employees can follow the global guidelines to file a report, or make their voice heard on a broader range of topics during our Global People Survey.

During 2024, there were no complaints registered.

Between 6 and 12 November 2023, KPMG in Romania coordinated with the global network and delivered a firm wide online event 'Values Week' that had the KPMG values in focus. More than 600 employees participated in each of the 5 Values Talk sessions hosted and delivered by members of our Leadership Team together with their guests from the wider team, in addition to the global sessions open to everyone in the KPMG network. Engagement from the Leadership Team made this event a successful one, driving followership from employees at every level.

Business and Human Rights

As stated in our [International Business and Human Rights Statement](#), KPMG has officially committed to the United Nations' Guiding Principles of Business and Human Rights.

By doing so, we have made a commitment to ensuring that we avoid causing or contributing to adverse human rights impacts through our activities and to addressing such impacts if they occur.

Human Rights are a component of our due diligence procedures included in our Global Quality & Risk Management and People & Culture policies.

Our Global Code of Conduct includes our commitment to work with clients, suppliers and third parties that live up to KPMG's core ethical standards, and act lawfully, ethically and in the public interest.

Anti-bribery and corruption

Our stance is straightforward: bribery and corruption are unethical, unacceptable, and inconsistent with our Values.

As part of the efforts to make this clear for everyone we work with, KPMG has designed a robust anti-bribery and corruption program, which comprises comprehensive policies, together with mandatory training courses, compliance protocols, and a global whistle-blower hotline.

Audit Transparency Report

Bounded by our values and desire to demonstrate respect for our stakeholders, our annual Transparency Report details our governance processes and structures.

Our [2024 Transparency Report](#) offers a thorough perspective on how we run our business. The report gives

a complete overview of our governance model, structure, integrity culture, strategy, and quality control systems. It also details how we have applied the Statutory Audit Law (No. 162/2017) and Regulation (EU) No. 537/2014, which set forth specific requirements for the statutory audit of public interest entities.

KPMG has established responsibilities and programs to ensure the alignment and implementation of risk management, compliance, and quality assurance, as well as to monitor adherence to these standards presented in the Transparency Report for 2024.

Quality remains the cornerstone of our profession and thus we are committed to delivering it relentlessly. The Transparency Report and this Impact Report cover the same time frame, which is the reason why we recommend reading the two of them in conjunction.

During this financial year we did not register any business ethics or human rights violations or bribery / corruption incidents.

Quality of our work

KPMG in Romania and Moldova is committed to providing its clients with the highest quality of services, and we work hard to go constantly above and beyond expectations.

Our strategy depends on having great employees who can gain the right knowledge at the right time and who can apply cutting-edge expertise to every engagement.

The foundation of our work is knowledge, which we continuously aim to reinvent and create to help our clients succeed in the long-term.

While serving our clients, we prioritize:

Effective communication which adds value and consistency to the services we provide.

Since we aim to improve continuously, we always seek feedback from the teams responsible for service delivery. To achieve this, we use a Customer Care Platform. Through this platform, the client receives an online questionnaire to evaluate our performance and suggest areas to be improved.

Based on the feedback received, client satisfaction was at 91%.

Open and honest dialogue with the client's top management.

Overview of the ERM process

To ensure the firm’s long-term success, KPMG in Romania and Moldova has a comprehensive quality and risk management system.

The system is designed to ensure compliance with laws and regulations, protect our reputation and brand and is also the gateway to building trusted relationships with clients, stakeholders, and between KPMG personnel.

KPMG has implemented a System of Quality Management according to the international ISQM1 quality management standard.

Based on the annual evaluation of the Firm’s

System of Quality Management as at 30 September 2024, the administrators of KPMG Audit SRL confirm the System of Quality Management provides the Firm with reasonable assurance that the objectives of the System of Quality Management are being achieved. Having a strong system of quality management that is robust, consistent and scalable drives quality engagement execution.

More details about how the system of quality management of KPMG Audit SRL supports the consistent performance of quality audit engagements are included in the [Transparency Report](#).

At KPMG in Romania and Moldova, we have a formal CEE Enterprise Risk Management (‘ERM’) process, which is critical to establishing sustainable operations for us as a firm and is integral to our vision to be the most trustworthy firm for our people, our clients, and our communities.



Manage

Assessment of the overall adequacy of risk mitigation using consistent criteria

Periodic (at least annual) review by senior leadership of the firm’s risk assessment, including the adequacy of the risk response

Identify

Use of a consistent Global Risk Taxonomy

Minimum list of significant risks

Assess

Use of consistent risk rating criteria (i.e., impact and likelihood)

Carrying out of a risk assessment at least annually

Following our ERM framework, inherent risks, including ESG risks, are continuously identified, assessed, measured, managed, monitored, and reported. In turn, the risk information helps us improve our decision-making and create the appropriate risk framework in relation to our clients.

In this respect, the CEE leadership assigns risk owners, examines the major risk profiles on a regular basis, and monitors the completeness and robustness of the process, including the effectiveness of risk mitigation measures.

The objective of the ERM process is to ensure that KPMG in Romania and Moldova has a relevant framework implemented

that helps to identify, assess, manage, and communicate risks to support the firm in achieving two of our strategic objectives: Trust and Growth.

Moreover, across KPMG in Romania and Moldova, we have quality monitoring and compliance programs. These include our regular Quality Performance Reviews (QPRs) and our KPMG Quality & Compliance Evaluation (KQCE) program.

Our quality and risk management policies and procedures

Our quality and risk management policies and procedures, including policies and procedures covering independence requirements, are derived from the IESBA Code of Ethics and are supplemented to respond to the requirements of local laws and regulations. These policies and procedures are set out in the KPMG Global Quality & Risk Management Manual, which applies to all KPMG firms, and cover areas such as firm independence, personal independence, firm financial relationships, employment relationships, partner rotation and approval of audit and non-audit services. Automated tools, which are required to be used for every prospective engagement to identify potential independence and conflict of interest issues, facilitate compliance with these requirements.

Zero tolerance of bribery and corruption

Our professionals must live up to the highest ethical standards. We have zero tolerance of bribery and corruption. Further information on KPMG International anti-bribery and corruption policies can be found on the [anti-bribery and corruption site](#).

No cases of bribery or corruption were registered during the last financial year at the entities covered by this report.

Onboarding clients and accepting engagements

We conduct thorough assessments before accepting new clients and engagements. These assessments include background checks on management and ownership, possible conflicts of interest, potential issues of independence, as well as any breaches of laws or regulations, including those related to corruption and human rights. If necessary, we ask for additional safeguards, or

decline a client engagement if issues cannot be resolved or if we do not receive sufficient information to carry out our assessment. We conduct regular assessments of client relationships by conducting risk analyses using our tools for accepting engagements and clients.

Information handling and protection

KPMG in Romania and Moldova is dedicated to protecting the safety and confidentiality of the information entrusted to us. As part of this fundamental obligation, KPMG is committed to day-to-day diligence when handling information concerning our colleagues, clients or providers.

We have information security and privacy policies, aided by our information technology systems and dedicated professionals to ensure data confidentiality.

Public statements, recurrent internal training sessions and permanent active involvement in available developments and updates reinforce the security and privacy protocols. In the case of any incidents, we have protocols in place which ensure identification, isolation, remediation and

lessons to be learned to improve our framework. The result of all our actions taken on a daily basis to ensure compliance with the privacy and security framework is that we maintain the trust of our clients and the public in general.

During the financial year, we did not register any substantiated complaints, concerning breaches of customer privacy or losses of customer data.

Decision-making process

The principal local executive officer at KPMG in Romania and Moldova is the Country Managing Partner. The oversight body of our firm, including governance, is the All-Partners Board.

The key responsibilities of this Board include approving long-term strategy, business plans, protecting and enhancing the KPMG brand, as well as approving policies and internal regulations, including those related to sustainability.

As leaders of their business lines, the members of the Board continue to exercise their responsibilities related to the services provided to our clients. ESG Strategy and associated actions/budget allocation are also approved by the Board.

Risk Management mandatory training

All employees are required to complete our training courses annually. They focus on the following main topics:

- Data protection/information security
- Independence
- Anti-money laundering
- Acting with integrity

Additionally, all employees are enrolled based on position and function on technical training courses for Audit, Tax & Legal and Advisory. These ensure they have the competencies, capabilities and objectivity to appropriately fulfil their roles.

Apart from traditional technical training courses, we're also expanding access to and training on innovative technology and tools for our engagement teams.

Preventing corruption and bribery

KPMG in Romania and Moldova has an in-house, system-based approval process and control mechanism that is mandatory for all our donations, sponsorships, cooperations and memberships. To avoid bribery or the appearance of bribery, there are clear guidelines for all employees on accepting from and offering benefits to third parties, particularly in the form of invitations and gifts.

The principles contained therein are implemented in our in-house processes and are part of the mandatory training for all employees.

Management systems

KPMG in Romania uses certified management systems to ensure the continuous quality of our services. These include our quality management system, certified under ISO 9001, our information security management system, certified under ISO 27001, as well as our environmental management system, certified under ISO 14001. We also apply the ISO 45001 standard on occupational health and safety management systems.

Whistleblowing hotline

[KPMG International's whistleblowing hotline](#) is available to employees, clients, subcontractors, suppliers and external third parties to report suspected cases of illegal or unethical behavior anonymously.

Our certified management systems

- Quality management, certified under ISO 9001
- Information security, certified under ISO 27001
- Environment management, certified under ISO 14001
- Occupational health and safety management ISO, certified under 45001



We continuously adapt and develop all measures we have implemented. Please refer to the [Transparency Report](#) for more information on governance topics. The report also provides a detailed description of our quality management system.

There were no reported cases of corruption or bribery at KPMG in financial year 2024.

Data protection and information security

The Information Security and data protection of our stakeholders is of the utmost importance to us

Our quality and risk management policies and procedures, including policies and procedures covering independence requirements, are derived from the IESBA Code of Ethics and are supplemented to respond to the requirements of local laws and regulations. These policies and procedures are set out in the KPMG Global Quality & Risk Management Manual, which applies to all KPMG Member Firms, and cover areas such as firm independence, personal independence, firm financial relationships, employment relationships, partner rotation and approval of audit and non-audit services. Automated tools, which are required to be used for every prospective engagement to identify potential independence and conflict of interest issues, facilitate compliance with these requirements.

How data protection and information security are integrated at KPMG in Romania

Certified information security

Our information security management system is certified under ISO 27001.

Data protection officer

Our Data Protection Officer (“DPO”), as an individual, is independent of instructions, in accordance with GDPR. The DPO reports directly to the Managing Board and, together with the data privacy team, acts as a central contact for data protection issues within KPMG in Romania. The DPO is also actively involved in cross departmental processes that are relevant for data protection, such as supplier onboarding.

Data protection training

All our employees complete a mandatory annual data protection training course. Those employees that are working with personal data- especially in sensitive areas receive additional training and information.

Professional confidentiality

All employees must submit a declaration of commitment to professional confidentiality.

Risk-appropriate organizational structures

As part of our internal control system, we have created risk-adequate organizational structures, contractual regulations, guidelines, control processes and system-based safeguards to protect personal data, which are based, inter alia, on the global KPMG Data Protection Guidelines and the contractual clauses on data protection (such as the Inter Firm Data Transfer Agreement) of KPMG International for the exchange of personal data within the Global KPMG network.

Internal and external control processes

KPMG has an internal audit function - CEE peer review – which conducts its activities independently and autonomously. It regularly assesses the effectiveness of data protection and information security processes. In addition, our information security management system is continuously audited externally as part of regular recertifications, especially for ISO 27001.

Our progress in financial year 2024

KPMG in Romania continued to observe the data protection laws and related regulations and guidelines in financial year 2024 and remains committed to continuously adapting its level of data protection in line with technical and regulatory progress in the future. Incidents relevant to data protection are clarified with the involvement of the Data Protection Officer. There were no investigations received from the competent data protection authority (“DPA”) in the financial year 2024.

Supplier management

Compliance with ecological and social standards both within our firm and on the part of our suppliers is an essential component of our sustainability strategy.

Consequently, we also expect our suppliers to comply with environmental and social standards as our supply chain plays a key role in our ESG agenda and in meeting our climate protection targets. Among other measures, this includes the selection of strategic suppliers who have also committed to comply with the ESG specifications.

Our objective is to set up long-term supplier relationships with common development goals. Our activities in the area of supplier management are based on both internal and external guidelines and policies. Recently, we published a [Supplier Code of Conduct](#).

In 2024, KPMG in Romania and Moldova took the following steps in relation to suppliers:

- We published the Supplier Code of Conduct and asked our suppliers to adhere to it formally in contractual terms. This provides suppliers with a guideline on KPMG in Romania and Moldova's sustainability principles and governs key aspects.

- We sent an ESG questionnaire to all our suppliers to assess their ESG awareness and collect information about their carbon footprint.
- The Supplier Code of Conduct is an important step in formalizing our requirements for our suppliers and incorporates language in our contracts that underpins our ESG commitments.
- The Supplier Code of Conduct clearly articulates the expectations we have of our suppliers, with respect to:
- Ethical conduct and integrity:**
We expect our suppliers to uphold the highest levels of ethics and integrity in line with KPMG in Romania and Moldova's professional standards.
 - Modern slavery and respecting human rights:**
We expect our suppliers to respect human rights, promote fair labor practices and meet the same standards and practices as ours in relation to eradicating modern slavery and human trafficking.
 - Inclusion and diversity:**
We expect our suppliers to foster an inclusive environment that is free of discrimination and promotes equal opportunity. Suppliers are encouraged to establish appropriate inclusion, diversity and equity (DEI) goals for their organization.

- Environment:**
We expect our suppliers to collaborate with us to support our climate goals and be able to demonstrate that they have programs or initiatives in place within their organizations that help to reduce their impact on the environment.

Suppliers Carbon Disclosure

In a questionnaire in 2024, KPMG in Romania requested its suppliers to provide actual data concerning their carbon emissions. Unfortunately, limited information was collected, showing the maturity level with regard to sustainability report of local suppliers.

Complying with Independence requirements

Independence requirements must also be observed for strategic procurement. Consequently, KPMG in Romania and Moldova implemented strict monitoring and assessment mechanisms for engaging suppliers, including the possibility of using the KPMG International whistleblowing hotline.

Providing high-quality services in the interest of society

The services that we provide to our clients represent our contribution to sustainable development. It is our intention always to align our services with our values and ensure that they have a positive impact on society.

The current global crises, including climate change, political conflicts, the decoupling of economic relations, and the resulting effects on the stability of supply chains, are having a significant impact on the global economy. Moreover, high inflation, sharp increases in gas and energy prices, rising interest rates, and labor shortages due to demographic changes further complicate the situation. These challenges have a significant impact both on our clients and on KPMG in Romania and Moldova. To address these developments effectively, we are continuously focusing on our growth areas: sustainability, digital transformation, as well as governance and compliance. Our goal is to take a leading role in these fields and provide our clients with customized solutions to help them navigate and overcome the current challenges.

Sustainability as a growth focus holds particular importance, as it is one of the most critical challenges of our era, heavily shaped by political and social developments. By offering effective strategies, we provide our clients with the opportunity to increase their profitability and enterprise value while also enhancing their company's reputation.

At KPMG in Romania and Moldova, we are dedicated to developing client-driven and integrated ESG measures at both regional and international levels to support our clients on their journey toward a sustainable future.

Our commitments to driving sustainable change

Audit

Our commitment: Lead the profession in audit quality

Delivering robust audit and assurance services is critical to stakeholder trust. Audit and assurance is at a generational transformation point that we have not seen in decades, with the recognition of the importance of high quality ESG disclosures by the companies we audit, as well as the risks and opportunities from the development of AI. Climate risk is becoming a more significant issue that is being embedded into our scope of work. We are committed to continuously evolving our approach to quality and, as a technology-driven organization, are harnessing innovative solutions to deliver high-quality audit and assurance services.

KPMG Clara is the global operating system for KPMG Audit and has been fully deployed in the culmination of a multi-year, multi-billion-dollar investment. It is a globally consistent methodology and workflow, and a web-enabled, cloud-based technology. KPMG Clara is a transformative innovation in the audit sector, empowering our auditors to offer deeper insights and improved audit quality to hundreds of thousands of entities we audit. The ongoing initiative, KPMG Clara 2.0, demonstrates KPMG's commitment to continual innovation, enhancement and digitization of the platform powered by artificial intelligence, deeper data analysis and automation.

Tax & Legal

Our commitment: Drive a responsible tax practice

We are helping clients ensure they are taking a responsible approach to tax rules and obligations. We also help clients to a better understanding of new tax rules emerging in ESG-related areas such as carbon taxation and pricing — an increasingly important feature of the new, low-carbon world that governments, tax authorities and stakeholders are aspiring to create.

Embedding new Global Tax Principles: Our Global Tax Principles are designed to ensure that we operate a responsible tax practice. We continue to emphasize the principles in the advice that we provide to clients and in our relationships with governments and the broader community. These principles are consistent with our Values.

Responsible Tax Roundtables: KPMG firms use their convening power to share industry best practice, holding regular roundtables with business and civil society to help them better understand what a responsible tax position looks like in the changing and evolving world.

Investing in technology: We continue to invest significantly in KPMG Digital Gateway. Powered by Microsoft Azure and built on the cloud, the platform helps clients turn ESG data into value at an increased level of quality, speed and scale so they can respond faster to emerging tax issues related to ESG.

Legal Services: Legal advice and compliance is an important aspect of the ESG agenda. Legal considerations can arise, for example, around issues such as directors' liability, sustainability reporting requirements and access to capital and insurance. Legal teams can help the business understand ESG risks and work with other functions to manage them, developing the policies and governance framework needed. KPMG firms with Legal Services work with clients' in-house legal departments to help them ensure they are playing a full role in the evolution of ESG.

Advisory (Consulting & Deal Advisory)

Our Advisory services comprehensively support our clients in their transformation processes- from developing their strategy all the way up to actual implementation along the entire value chain. In

our work, we combine our traditional strengths with technology, innovative approaches and in-depth industry expertise. In addition, more than ever before, decisions on deals today need to be made faster and be robust in a more complex and information saturated environment. We support our clients in overcoming daily challenges, thereby safeguarding or raising the value of their companies. Our advisory services are intended to make their businesses fit for the future by anticipating changes, tackling challenges, monitoring risks and building up resilience in turbulent times.

ESG Services

Our cross-service performance range includes advising on various ESG topics, such as decarbonization, the implementation of circular economy approaches, ensuring ethical standards in supply chains, enabling diversity in relation to staff as well as consulting and auditing in ESG reporting. In doing so, we are contributing to the transformation towards a climate-positive, circular, resource-efficient and fair economy. To refine ESG know-how continuously, KPMG in Romania and Moldova offers its people various internal training formats and events. This enables our teams always to be up to date in relation to current ESG topics and developments.

Independence

At KPMG in Romania and Moldova, our foremost commitment is to deliver all our services in strict adherence to the regulatory and professional standards that govern us as an audit and advisory firm. This commitment particularly encompasses the independence requirements essential for conducting statutory audits.

Audit Quality

We are constantly working on further raising the quality of our services. To do so, all KPMG member firms worldwide have rolled out the Audit Platform KPMG Clara, which makes possible a uniform global approach when auditing. This platform combines our many years of audit experience with innovative technology and is deployed globally as our consistent audit approach.

Using KPMG Clara, our objective is to offer our clients consistently high quality, assurance and safeguards, while simultaneously complying with the stricter professional regulatory requirements.

Innovation and client focus

We want to contribute to the transformation of society and embrace innovation to overcome even the toughest of challenges together with our clients.

KPMG International together with reputable analyst firms publishes extensive studies and professional publications to provide our clients and the public continuously with up-to-date information on key topics.

In addition, we develop our own thought-leadership [publications](#), [articles](#), and [webcasts](#) in order to play a part in shaping and promoting forward-looking topics.

We also use new technologies and offer various platforms and formats to enable dialog and exchange with our clients. This sustainable, cross-service and structured innovation culture is substantially driven by our employees.

Innovative usage of AI at KPMG

Our expanded partnerships with leading IT and technology companies means AI and cloud technologies will be used in all of KPMG's business lines starting from 2024.

Customer Care platform

The KPMG in Romania Customer Care platform is a comprehensive software solution designed to collect feedback from clients, monitor client satisfaction by retrieving data and analytics, manage and enhance the interactions between KPMG in Romania and its clients to improve customer satisfaction and enhance the overall customer experience.

At firm level

- The **average client response** rate in **FY24** was **15%** versus **21%** in **FY23** calculated by reference to total feedback requests sent in the platform
- 91%** of responding clients are satisfied or very satisfied in terms of overall experience with KPMG in Romania and Moldova.
- Most satisfactory** (total score for satisfied + very satisfied = 90%) areas both in audit and non-audit are:
 - Level of professionalism, trustworthiness and integrity
 - Timeliness of response

People



The Sphinx, Bucegi National Park, Romania

Targets

01

To reduce workload

02

To increase a sense of belonging

03

To increase the skills of the future

Our employees and how they work

KPMG's Human Resources function is responsible for developing, implementing and adjusting the measures relating to "People". Besides legal requirements such as employment protection laws, the fundamental principles for our HR activities are the firm-wide applicable agreements and codes of conduct in relation to employees and human rights, which are specified in our Code of Conduct and in the values of KPMG International. These also include internal provisions for staff development, gender

equality and agreements on work-life balance, such as collective bargaining agreements and other relevant provisions.

Since the end of the pandemic, we have continued with the hybrid format, with both home and office working. Teams are encouraged to come to the office on specific days, which facilitates interaction, while the flexibility which homeworking can offer is available for those who prefer it.

At the end of 2024, we had a total of 1,172 employees, an

increase of 8% compared to the previous reporting period, out of which 762 were female and 410 male. More than half of our employees (668) are younger than 30 years old, almost half 473 are between 30 and 50 years old, and 31 are over 50.

The headcount calculation was based on the actual employee numbers as at September 30, 2024.

Among our local and expatriate staff, 1,088 were permanent employees, while 84 were engaged on fixed-term contracts.

Most of our work force (1,104 people) were full time employees and only 68 people were on part time contracts.

KPMG in Romania and Moldova does not have any employees hired on non-guaranteed hours contracts.

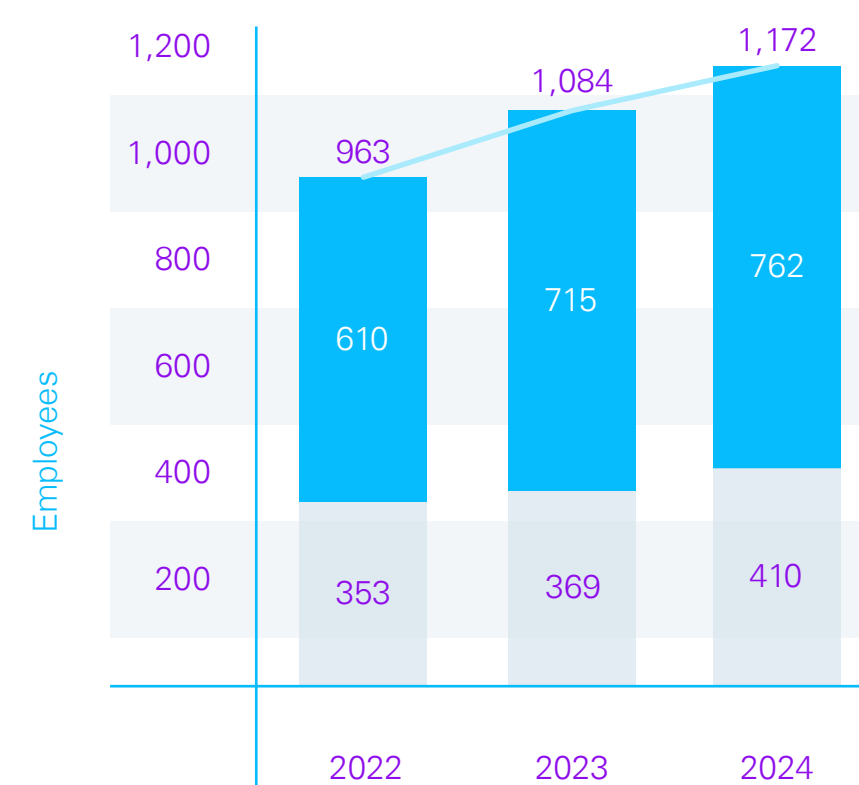
Compared to the previous reporting period, we had an increase of 88 in the total number of employees, and consequently there was also an increase in the number of employees working on part-time contracts. The total number of employees working on fixed term

contracts has decreased since FY23 by 13%.

We occasionally subcontract services from other KPMG offices or local vendors for specialized work requirements.

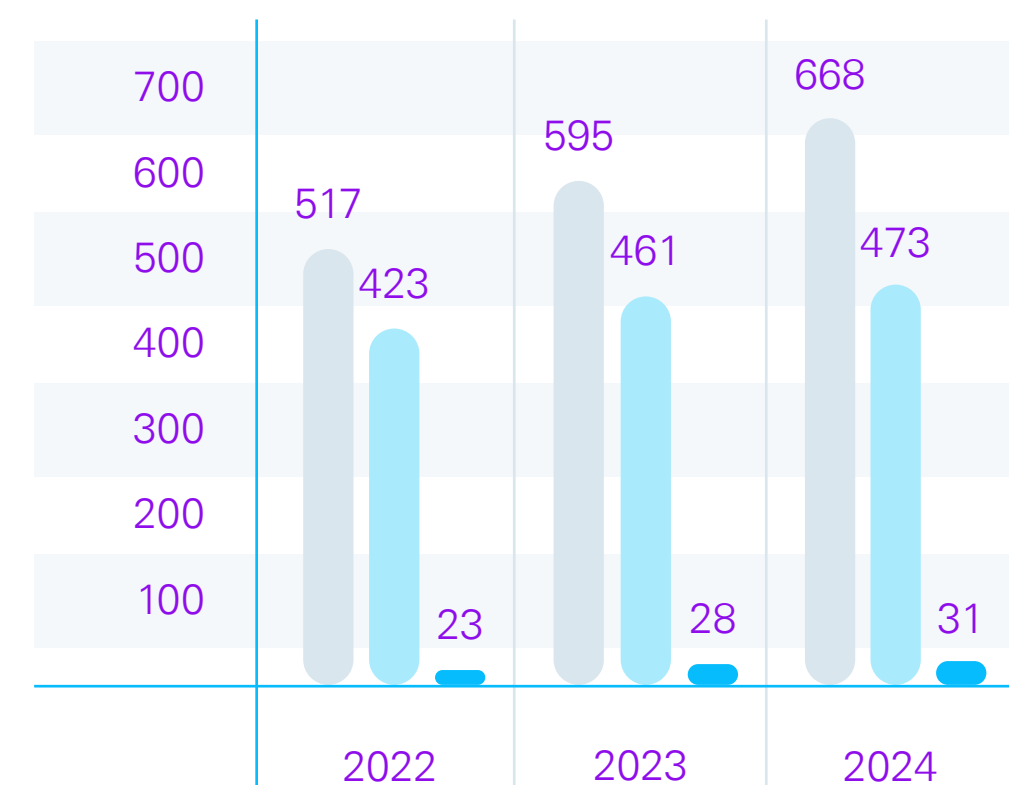
Most of our workforce is concentrated in our Bucharest office (87%), while the rest of our workforce, in descending order by number of employees, is in: the Cluj-Napoca office (5%), the Timisoara office (4%), the Chisinau office (2%), the Constanta office (2%) and in the Iasi office (less than 1%).

Total number of employees



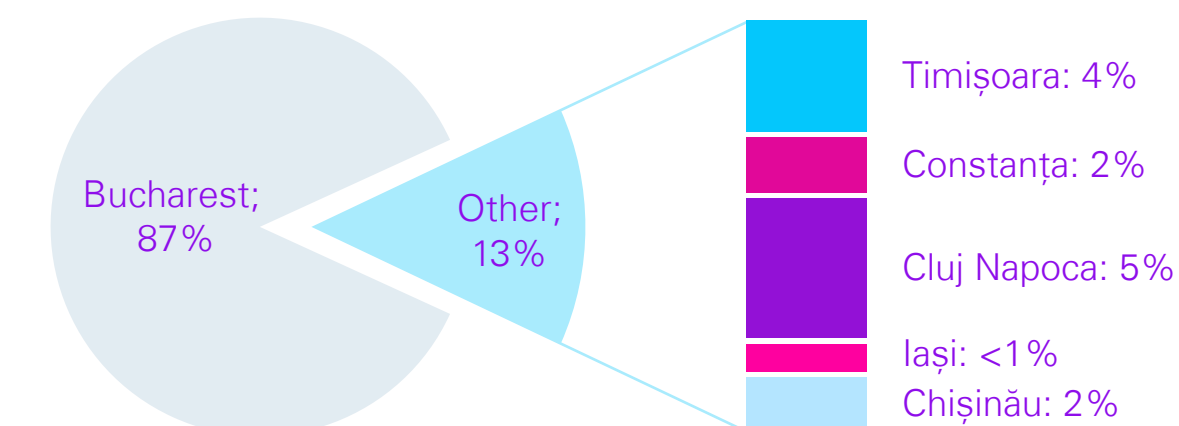
Male Female Total

Employee breakdown by age groups



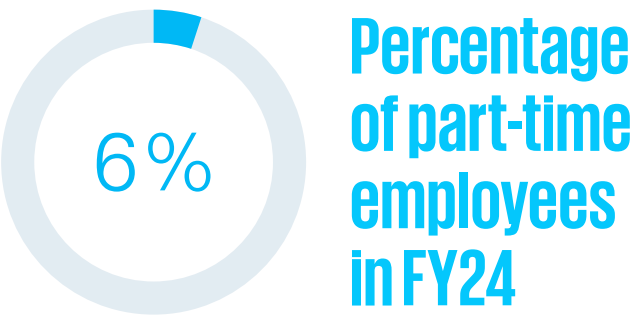
below 30 years old between 30-50 years old over 50 years old

Breakdown of employees by office



At KPMG in Romania and Moldova we want to offer our employees the best work experience by ensuring maximum flexibility in terms of employment. Achieving healthy work-life integration is crucial for overall well-being and productivity. Flexibility from both the employer and the employee is essential in creating an environment where personal and professional responsibilities can coexist harmoniously. For this reason, we provide flexibility in terms of working hours, remote working, as well as type of employment contract.

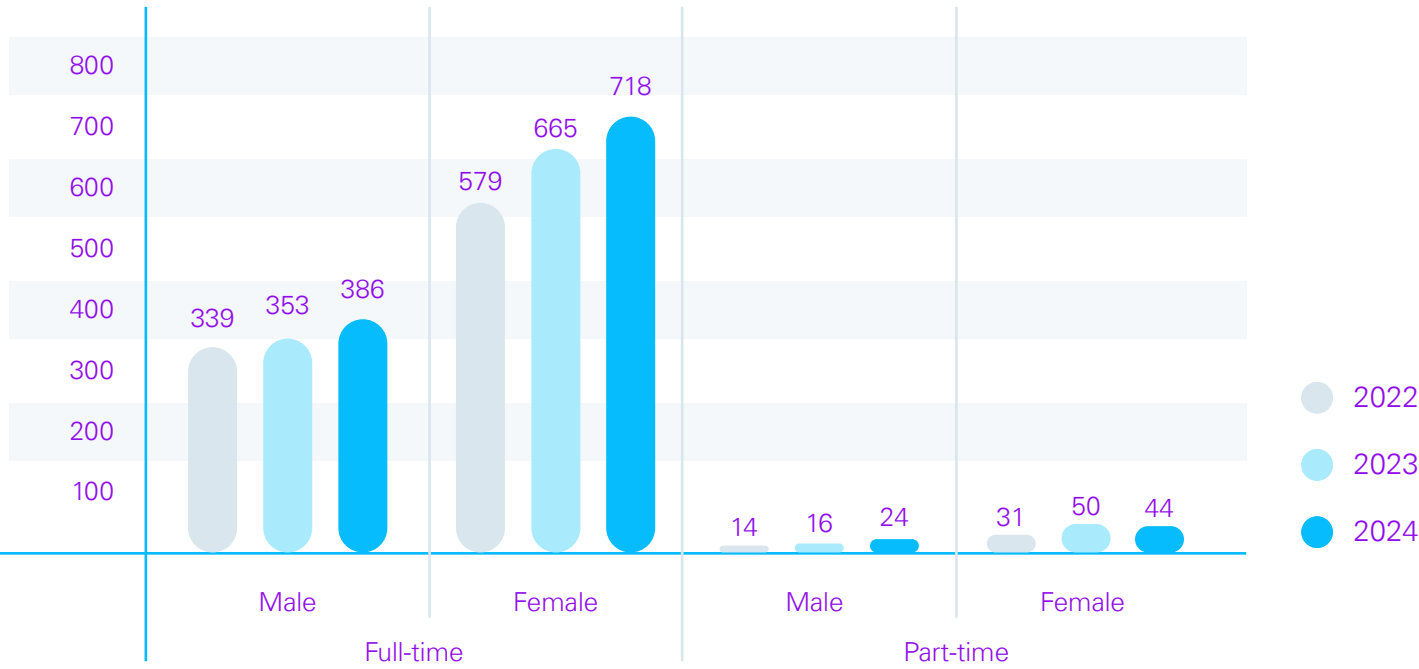
The percentage of KPMG employees choosing to work on a part-time basis has increased during the last 4 years from 1% in FY21 to 6% in FY24, with more than half of part-time contracts being for female employees.



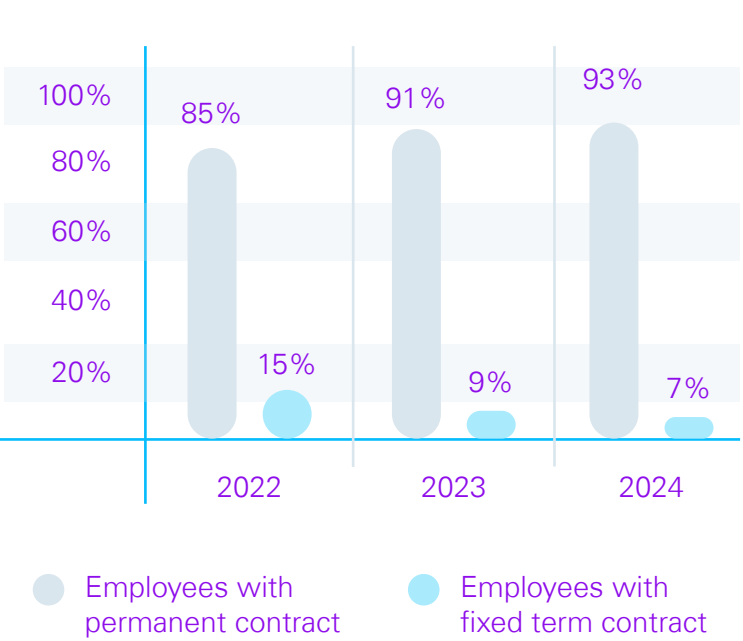
Stability in the workplace is a cornerstone of employee satisfaction and organizational success. A stable work environment fosters a sense of security and predictability, enabling employees to focus on their tasks without the distraction of worrying about job security or frequent organizational changes. This security promotes higher levels of engagement and productivity, as employees feel more confident in their roles and are more likely to invest in long-term goals. Stability also enhances employee retention, reducing turnover costs and retaining valuable institutional knowledge. Moreover, a stable workplace cultivates a positive culture, where trust and loyalty can flourish, leading to stronger collaboration and innovation. In essence, stability is not just about maintaining the status quo but about creating a solid foundation from which both employees and the organization can grow and thrive.

A total of 93% of our employees had a permanent work contract in 2024.

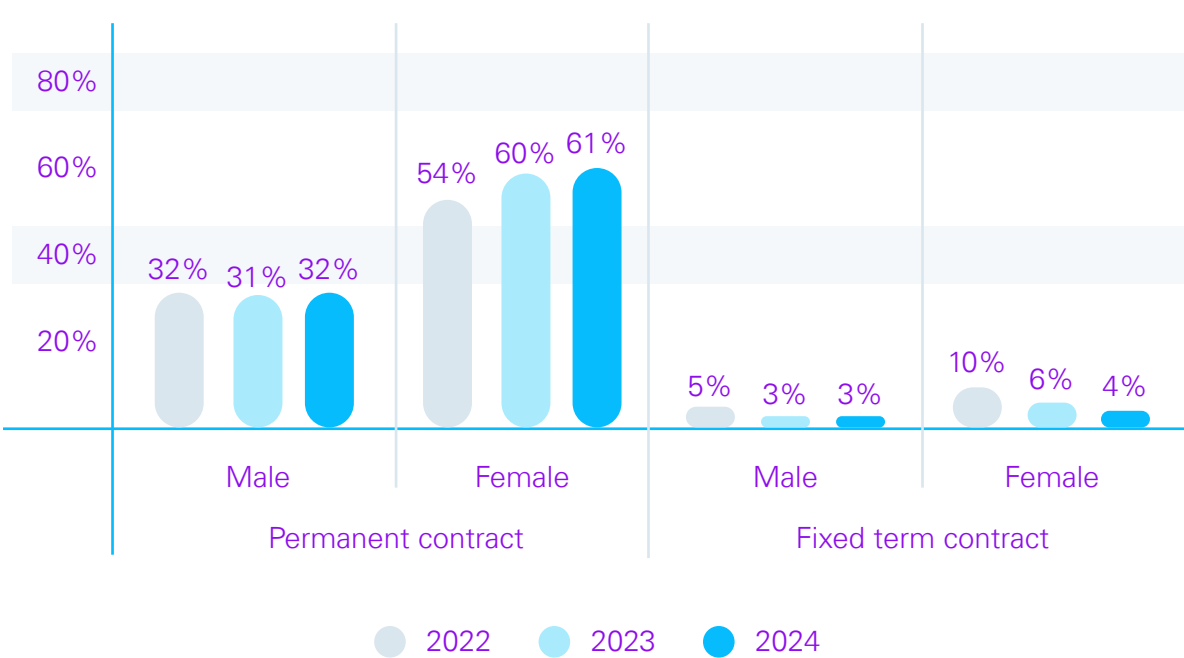
Employment type, by gender



Workforce by contract type



Contract type, by gender



We attach considerable importance to the welfare of our employees, and offer numerous programs to promote well-being, enhance performance and support personal growth. The value of these programs is reflected in the number of participants, as well as in some of the results of our Global People Survey as illustrated below.



In 2024 we achieved a response rate of 87%, and the results for key areas were above our target of 80%; The Engagement Index was 81%, compared to 83% in 2023; the Trust Index was 81%, compared to 83% in 2023 and the Growth Index was 81%, the same level as in 2023.

The Global People Survey is a tool which aims to gather feedback from our employees on 19 areas: Engagement, Trust, Growth, Career Growth, Collaboration, Communication, Corporate

Citizenship, Inclusion & Diversity, Innovation, Leadership, Learning, Performance, Quality & Risk, Reward & Recognition, Values, Vision & Strategy, Well-being, Work Environment & Enablement, Audit Quality, Intention to stay. The 19 areas are grouped around 3 satisfaction indexes: Engagement, Trust, Growth.

The survey is conducted annually at KPMG Global level, in September-October at the end/beginning of the financial year.

KPMG in Romania and Moldova continues to strengthen its team, and hence during FY24 we welcomed 314 new joiners in Romania and 4 new joiners in Moldova, who chose to bring their expertise to help consolidate our position on the market.

We have included a breakdown by gender, age group and region.

KPMG employees are not part of a collective bargaining agreement; however, we will initiate the process of preparing one to start from the next financial year.

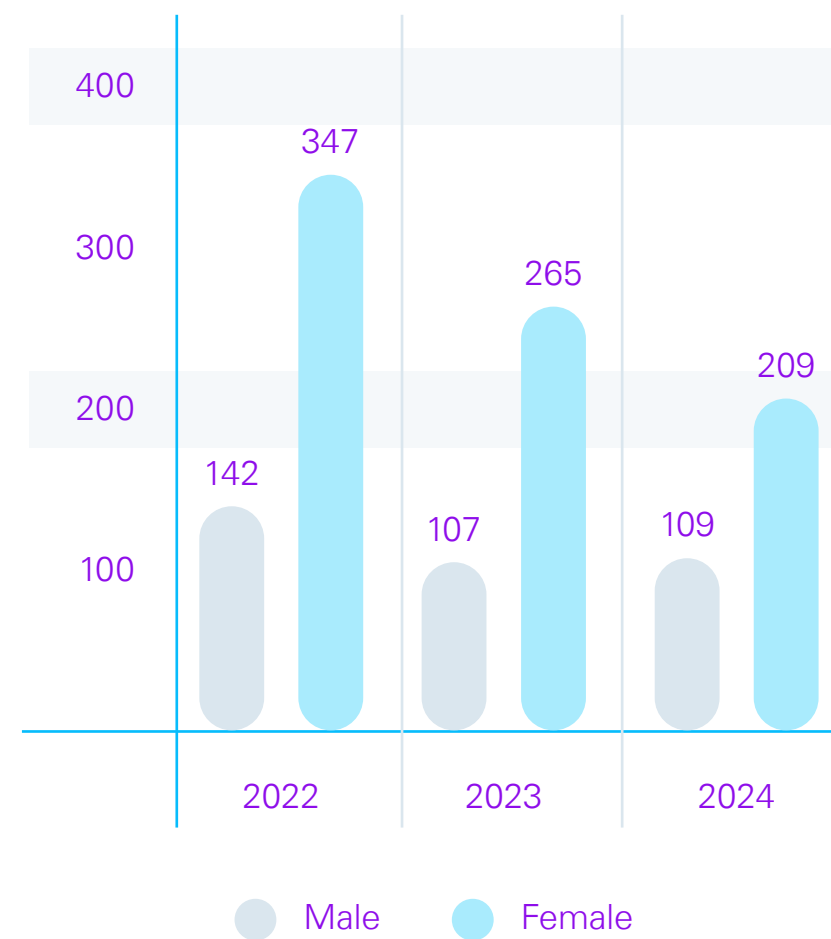
Our new onboarding app Talmundo, launched in September 2023, will streamline the integration process for new joiners, enhancing their initial experience and ensuring a smooth transition into our company culture.

Personnel Turnover

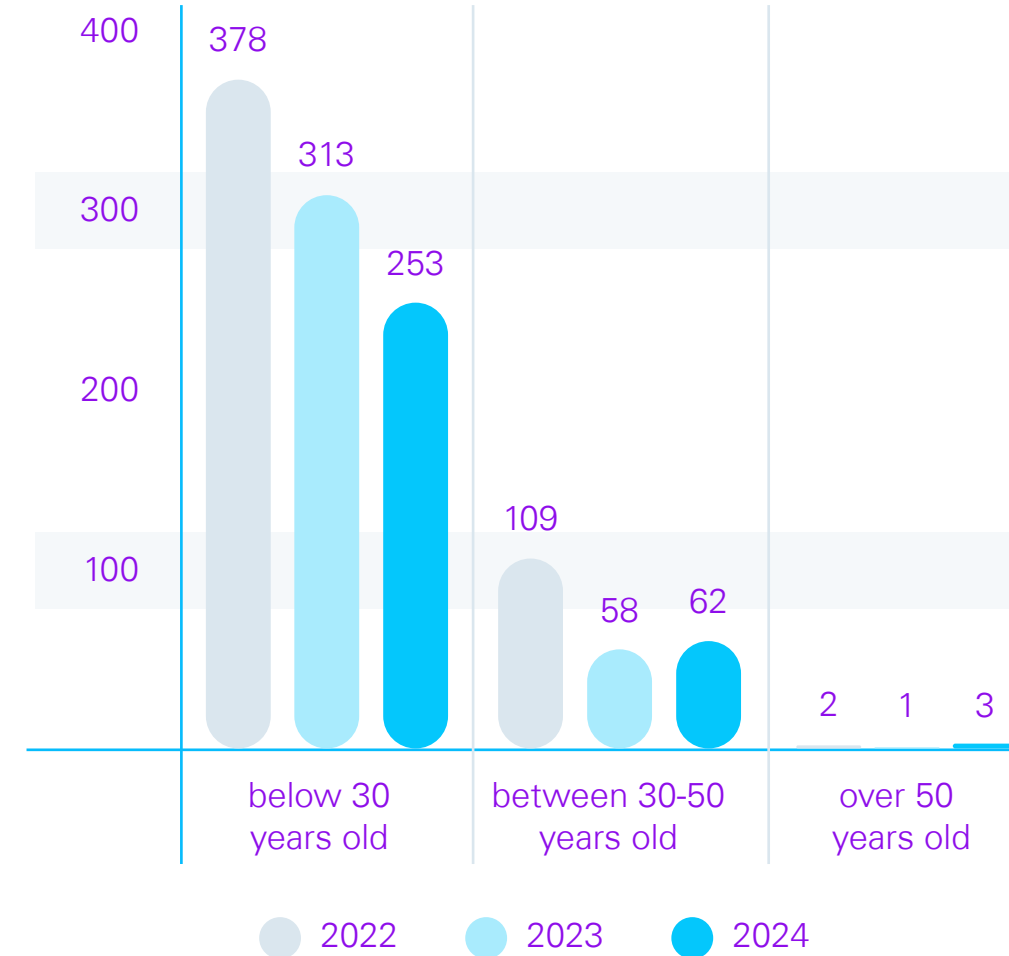
A key strategic objective for our People initiatives was to limit turnover to no more than 20% in 2024. By the end of the 2024 financial year, we successfully achieved this goal with a turnover rate of 18%.

We managed to reduce our turnover rate from 25% in FY23 to 18% in FY24. 209 employees left the company in FY24, 74% of whom were younger than 30 years old, and 82% of the turnover was registered at our Bucharest office.

New hires by gender



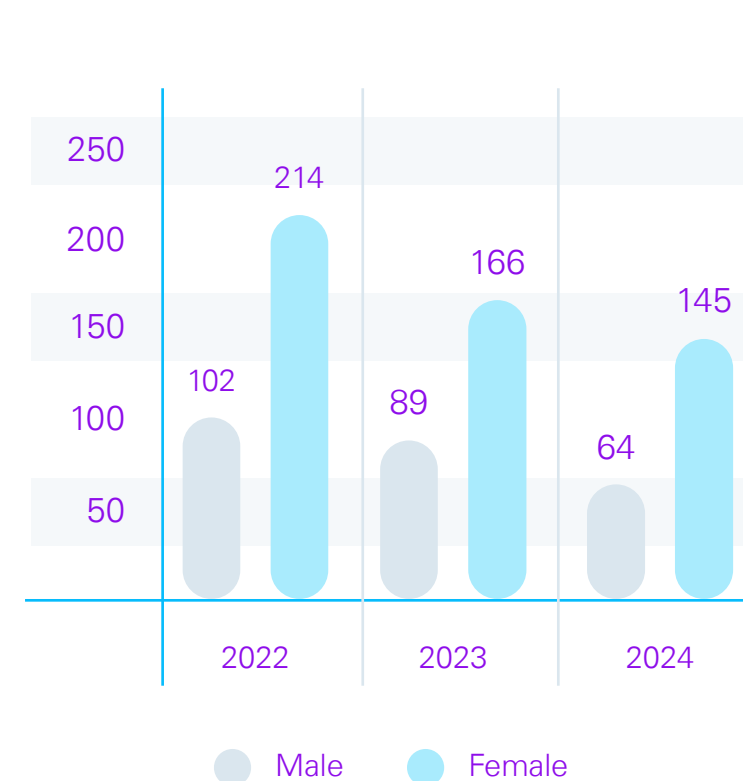
New hires by age group



New hires by office



Leavers by gender



Leavers by age group



Leavers by office



Creating the Framework for all generations in KPMG in Romania and Moldova to have access to decisions that influence their professional life – Non-Executive Board

The highly volatile and dynamic business sector in which we operate requires high professional standards. We hire, train, and retain individuals with the appropriate knowledge and expertise who also connect with KPMG in Romania and Moldova's values and strategic goals.

At KPMG in Romania and Moldova, we believe in fostering an inclusive decision-making process where voices from different levels of the organization contribute to shaping our future. Two key initiatives

the Next Gen Board and the Seniors Board

reflect this commitment by providing structured platforms for feedback, innovation, and collaboration.

Next Gen Board – A Non-Executive Voice with Strategic Impact

The **Next Gen Board** serves as a **non-executive counterpart to the Executive Committee**, ensuring that fresh perspectives and innovative ideas influence business decisions. Structured to mirror the governance and principles of the Executive Board, this forum continues to play a crucial role in shaping the firm's direction. By addressing key challenges and opportunities, the Next Gen Board contributes actionable insights that support both business strategy and people-related initiatives.

Seniors Board – Bridging Perspectives in Audit

Established in 2021, the **Seniors Board** was designed to **capture real-time feedback from professionals below manager level** in the Audit department. Its effectiveness has been evident through direct contributions to **well-being, training, and recognition programs**, all of which have led to tangible improvements in employee engagement, as reflected in the Global People Survey.

Both Boards reinforce KPMG in Romania and Moldova's commitment to fostering a culture where **collaboration, innovation, and employee engagement** are at the heart of decision-making. By integrating these structured feedback mechanisms, we continue to build a more agile, people-centric organization.

Remuneration and reward

As well as salary, employees benefit from all statutory benefits, such as parental leave, and a range of other benefits offered by KPMG in Romania, such as health and life insurance, exam day leave, support for physical and emotional wellbeing etc.

In terms of parental leave, all our employees are entitled to parental leave, as per Romanian legislation. For the financial year 2024, 85 KPMG employees took parental leave, out of which:

69 were women and 16 were men

In Romania, access to the public healthcare system is granted to all persons with an employment contract. In addition, our employees

have the option to benefit from a medical subscription to a private healthcare service provider of their choice. To ensure our employees have quick access to medical services or if there is a need for a second opinion on a particular situation, at the beginning of FY23 we started a supplementary collaboration with a specialized healthcare service provider.

In addition, our employees have access to a flexible benefits scheme through which they can choose from a wealth of options, offers and discounts on services and products such as gift vouchers, private pensions, fitness subscriptions, tickets for cultural activities, discounted access to various leisure facilities across the country etc.

Well-being

For KPMG in Romania and Moldova, wellbeing continued to be a significant priority in FY24.

In 2023, we were pleased to announce that KPMG in Romania was chosen as [Top Wellbeing Employer of the Year](#) by the fitness program provider Bodyshape, in collaboration with the online platform [undelucram.ro](#). This award reflects our commitment to wellbeing and to promoting a healthy, balanced work environment. Building on this achievement, in FY24, we continued to offer our employees a wide range of wellbeing activities and volunteering opportunities, reinforcing our commitment to being their employer of choice.

We have provided a comprehensive overview of our Wellbeing programs, showcasing a solid, consistent and coordinated commitment year on year to cater to our employees’ needs, based on the genuine feedback we have received internally, which has helped us to develop all the different features we have added over the past few years.

Your Wellness

Brain fit
Body fit
Soul fit

Please see below the impact these programs have had:

Intellectual wellbeing

Embarking on the foundational journey towards holistic well-being, we look at our first pillar: Intellectual Wellness. In this exploration, we direct our attention to training and education, with a particular emphasis on the development of our professionals.

Intellectual wellbeing recognizes creative abilities and encourages us to find ways to expand our knowledge and skills. It can be developed through personal and professional development, cultural and community involvement and personal hobbies.

We have a very thorough, complex and well-put-together Learning & Development strategy (presented in Section 8 *Training & Education and Forming the future workforce*) and programs that saw an investment of more than 712K EUR (from direct costs for learning and professional qualification programs) in the form of face-to-face, online, blended, and e-learning courses, as well as virtual classrooms in FY24.

Financial wellbeing program

Financial wellbeing is the process of becoming financially literate. It is about being informed and in control of your money and resources, not about being wealthy. This

includes financial planning for the present and the future and living within your means.

This program was delivered by various external financial experts in FY24 - to over 466 colleagues and additionally to over 28 of our employees’ children aged 6-16. Over 3,208 hours were invested in these financial programs.

Social wellbeing programs

Social wellbeing is achieved when we are able to create and maintain healthy relationships with the people around us. Positive social relationships can provide us with comfort and support in difficult times, increasing our resilience and ability to cope with life's challenges.

These initiatives brought colleagues together through various internal events from team buildings to quarterly team gatherings and volunteering events that involved smaller or larger teams. During FY24, over 1,000 colleagues got involved in team social gatherings, team building, monthly meetings, the Christmas Party, and thematic workshops organized at Christmas and during March. These events took place in a wide variety of locations from cafes to playgrounds and other places to relax. Over 10,000 hours were invested in these programs, which were part of the social wellbeing pillar.

Your Wellness

Brain fit
Body fit
Soul fit

Emotional wellbeing

Emotional wellbeing is the ability to produce positive emotions, moods, thoughts, and feelings, and adapt when confronted with adversity and stressful situations.

Emotional wellbeing was not only supported through the 1-on-1 therapy sessions provided by external therapists and psychologists, through a third-party platform (Wellington) to ensure confidentiality, but also through several other thematic workshops (covering topics such as accepting yourself, managing anxiety, the neuroscience of smartphone use as well as an inspirational talk about single mothers) that addressed various emotional and mental health topics. Furthermore, we also continued BeBrainFit, a Neuromindfulness Program led and delivered internally by Cristina Ionescu, Associate Partner, Advisory, to over 720 colleagues since it was launched in the summer of 2021.

Overall, during FY24 around - 8,200 hours were invested in these wellbeing programs for which we had over 700 participants.

Physical wellbeing

Physical wellbeing is practicing self-care for the needs of your body. This includes physical activity, balanced nutrition, getting adequate sleep, and avoiding harmful behaviors.

These programs covered 534 unique employees. Over 4,000 hours were invested in the Spine Therapy Program, (which was run by an external provider, Restartix): in the weekly chair massage sessions organized in the Bucharest, Cluj and Timisoara offices; the Nutrition Program consisting of 12 workshops; Yoga & Pilates sessions at the office; the Step Challenge as well as wellbeing workshops on topics such as dermatology and oral health. We also supported sports events (we have a football team consisting of 30 KPMG players) that encourage colleagues to make time for physical exercise in their routine.

Spiritual wellbeing

Spiritual wellbeing is defined as expanding a sense of purpose and meaning in life, including one's morals and ethics.

These programs help our colleagues to broaden their cultural horizons and general knowledge through several sessions led by cultural personalities, philosophers, historians and other prominent personalities in the form of Inspirational Talks with over 730 colleagues participating. Moreover, several colleagues who achieved exceptionally high performance, and showed particular dedication, were able to participate in study trips to Berlin. Our project, coordinated mostly by our colleagues from Timisoara, *Supporting the cultural capital – Timisoara* also represents an outstanding accomplishment. During FY24, our colleagues organized guided tours for more than 50 clients and KPMG staff from the local offices in Timisoara and Bucharest. KPMG in Romania was also the official Partner for this Project.

Kindness wellbeing

Kindness Wellbeing is the power of generosity over the wellbeing of each of us and others.

Since CSR has become an essential element of our practices and values, we present the pillars upon which our CSR initiatives are built; education programs, environmental campaigns and community activities.

The main objective was and continues to be to give life to the KPMG values "together", "for better" by offering employees the opportunity to donate their knowledge, energy and time.

Training & education

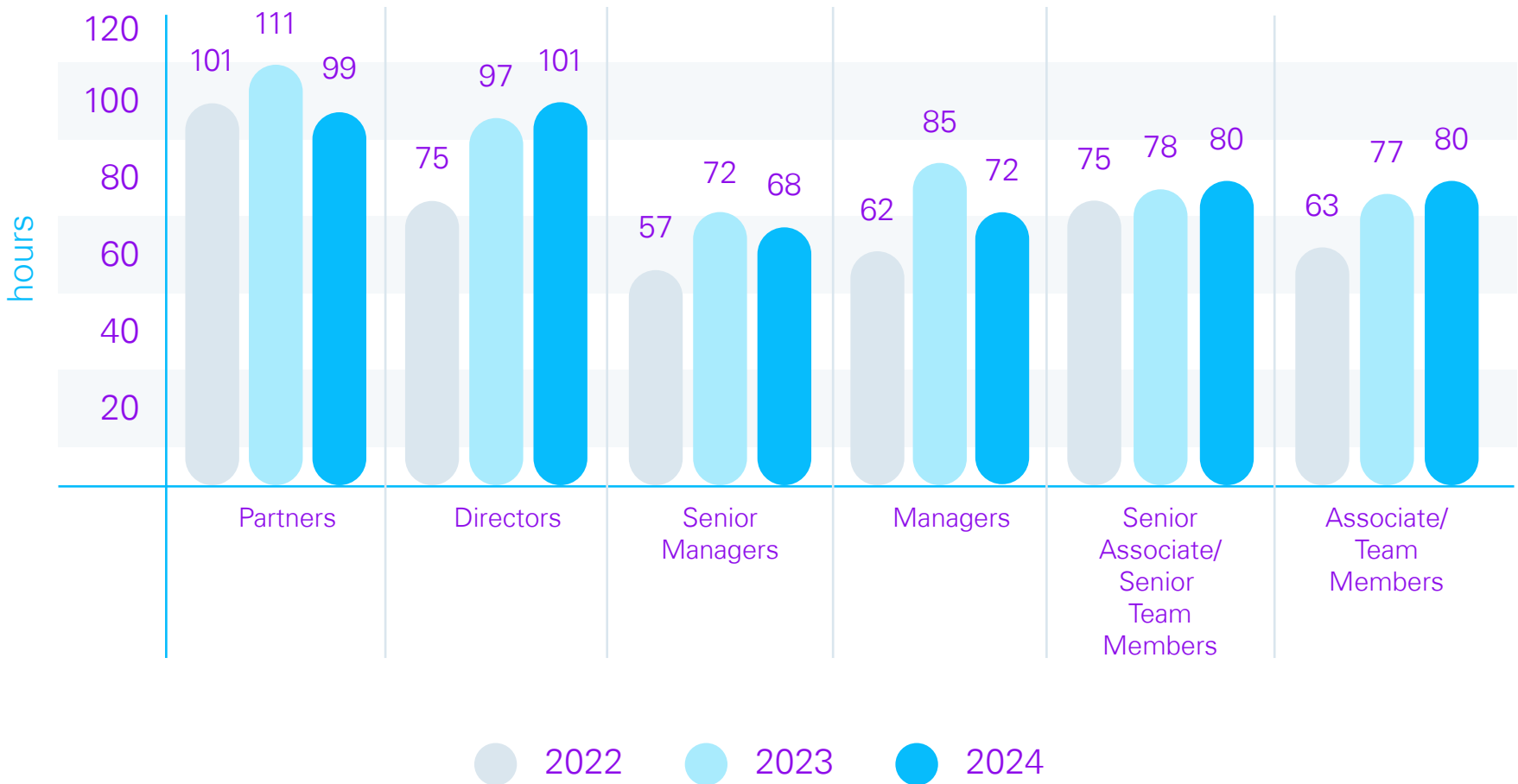
"Learn for a lifetime" is a cornerstone of our Employee Value Proposition, driving us to support our people continually in growing in their own way within an environment where learning never ceases. We nurture their curiosity and empower them to collaborate with the best on cutting-edge practices and technologies, providing a lifelong advantage.

The professionalism of our team is what sets KPMG

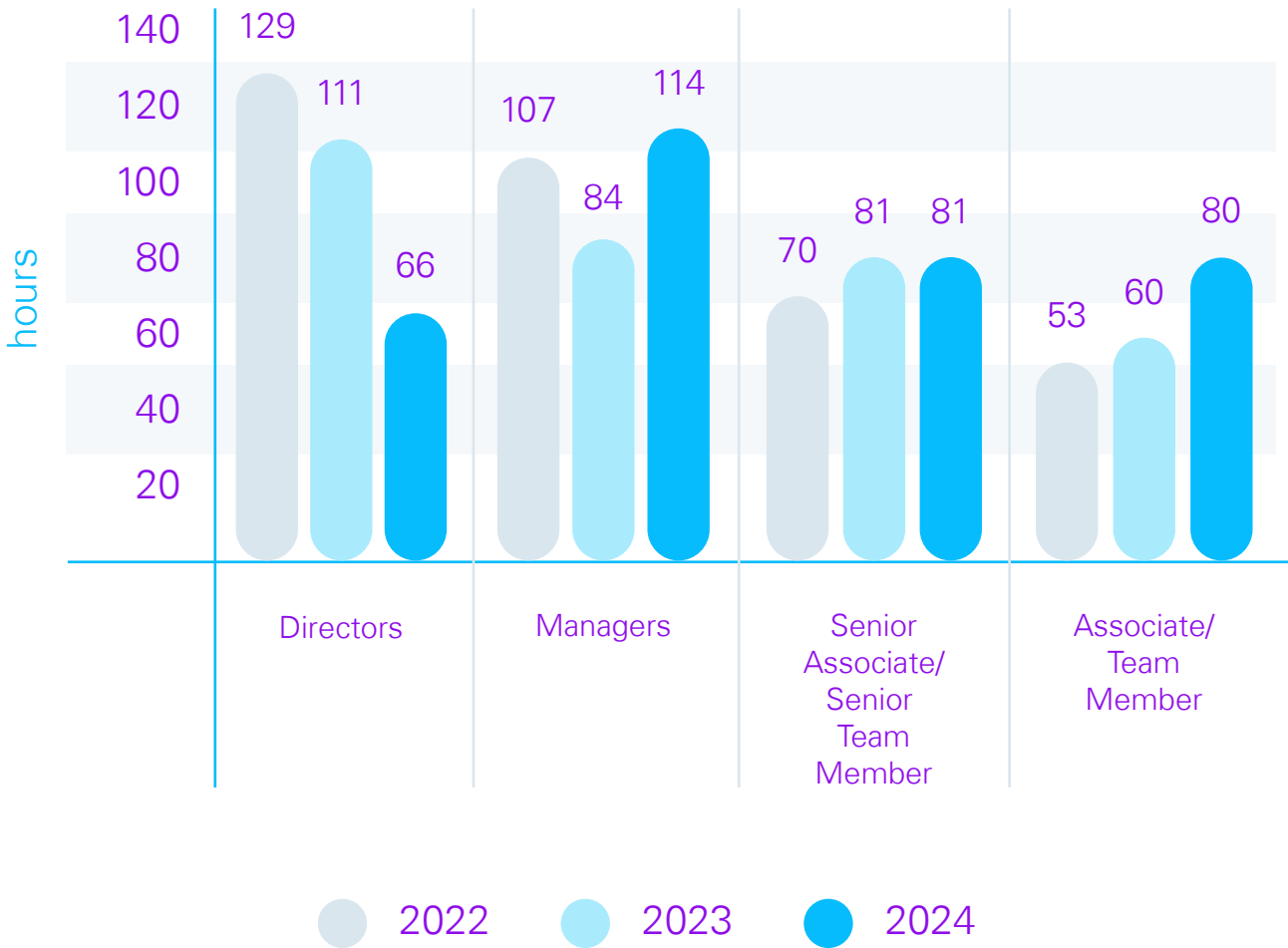
apart in the marketplace, and why our clients value their partnership with us. Our employees distinguish themselves with their forward-thinking, global mindset, and passion for their work.

To maintain our competitive edge, continuous learning through structured programs and targeted education is crucial for fostering intellectual growth among both new joiners and experienced professionals. Consequently, we offer a variety of training courses - national and international, internal and external – to ensure each employee receives the best personalized learning experience.

Average hours of training per employee category, Romania [hours]



Average hours of training per employee category, Republic of Moldova [hours]



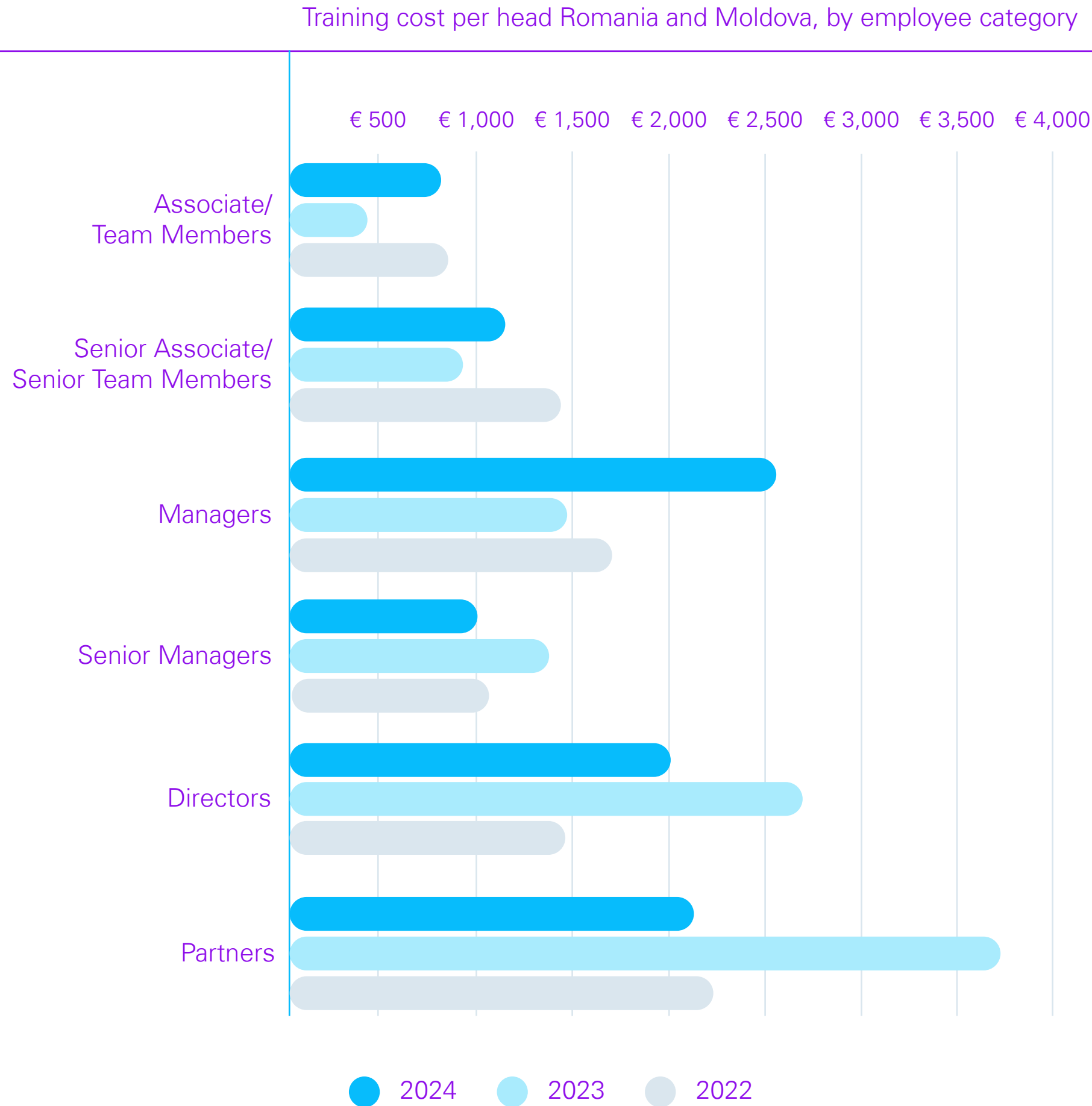
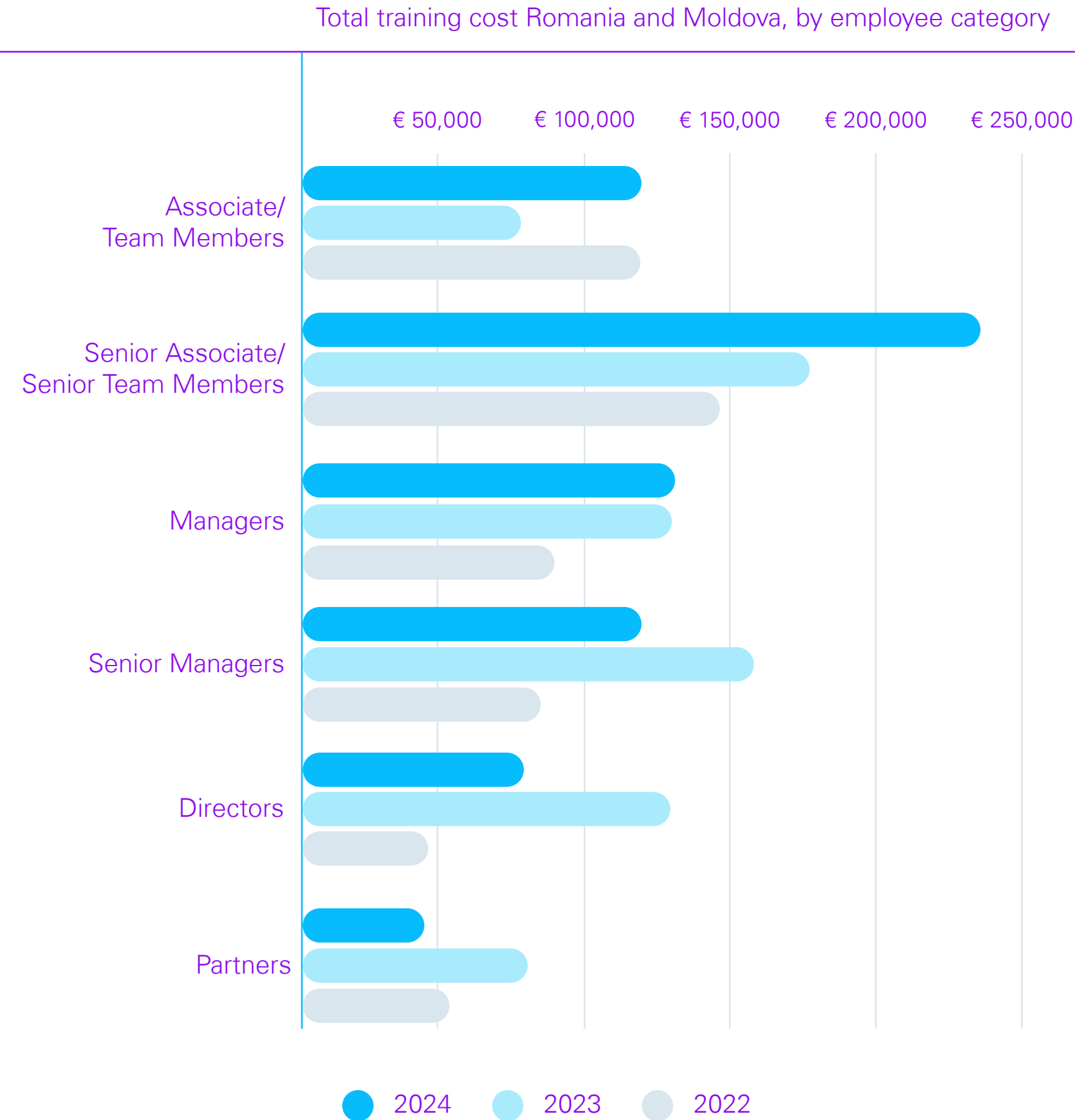
110,472: Total Training hours
80: Average hrs./employee

The total cost of training during FY24 was

EUR 712,650

According to Romanian and Moldovan law, and regulation, every employee is covered by the health and safety management system. Annually, all personnel receive relevant Health and Safety training tailored to their specific employment category within KPMG.

During this financial year we did not register any work-related accidents or injuries.



Forming the future workforce

With our continued investment in training and professional development, we have a positive impact on the wider community by expanding the pool of individuals with specialized skills available on the market. Whether our employees choose to stay with KPMG or move on to other opportunities, we aim to help them build fulfilling life-long careers and equip them to face future workplace challenges.

Learning and development are at the core of KPMG in Romania's identity. We empower our people to thrive and reach their full potential, recognizing that there are no limits to their talent when it is nurtured and supported. All employees are required to complete essential training courses relevant to their roles within KPMG, assigned at the start of their contracts. Key training courses are reassigned annually to refresh information, update knowledge of existing tools and policies, and cover new developments.

We continuously look for ways to adapt to new learning patterns and needs because we want to improve the way knowledge is conveyed and embodied. We offer face-to-face, online, blended, and e-learning courses, as well as virtual classrooms. While we emphasize the importance of on-the-job training, these learning opportunities are available on demand.

We encourage open communication with our staff in relation to their training and development experience. We consequently ask for timely feedback at the end of each training course, promote ongoing conversations with performance managers and the L&D team and gather input through our yearly Global People Survey.

According to our professional development policy, every employee must commit

**at least 20 hours per year,
and 120 hours over three years,**

to appropriate professional development and learning activities.

We monitor closely the range of courses available and refresh the curricula to keep our employees updated in their specialized areas or to help them upskill/reskill in different areas whenever needed or requested. However, we understand that effective cooperation requires more than just technical know-how. Soft skills are equally essential to our employees'

development. Consequently, each year we provide a broad range of courses to equip our employees with the relevant soft skills. Examples of such courses include effective listening, communication, neuro-mindfulness, personal effectiveness, presentation skills and public speaking, business English, as well as management and leadership learning journeys.

In Romania, there are several professional organizations whose field of activity aligns with ours, including the Authority for Public Supervision of Statutory Audit Activity (ASPAAS); the Organization of Expert and Licensed Accountants of Romania (CECCAR); the Romanian Chamber of Tax Consultants (CCF); the National Association of Authorized Valuers in Romania (ANEVAR); the National Union of Insolvency Practitioners (UNPIR).

Additionally, employees can opt to obtain relevant internationally recognized qualifications and certifications, such as membership of the Association of Chartered Certified Accountants (ACCA); the Advanced Diploma in International

Taxation (ADIT); GRI Certification; or qualification as a Chartered Financial Analyst (CFA), a Financial Risk Manager (FRM), a Project Management Professional (PMP), a cyber security specialist, etc.

Not only do we encourage our staff to become members of these associations, or obtain relevant qualifications, but we also support them by offering relevant study materials and tuition as well as study leave days according to their needs.

Building an AI-skilled workforce

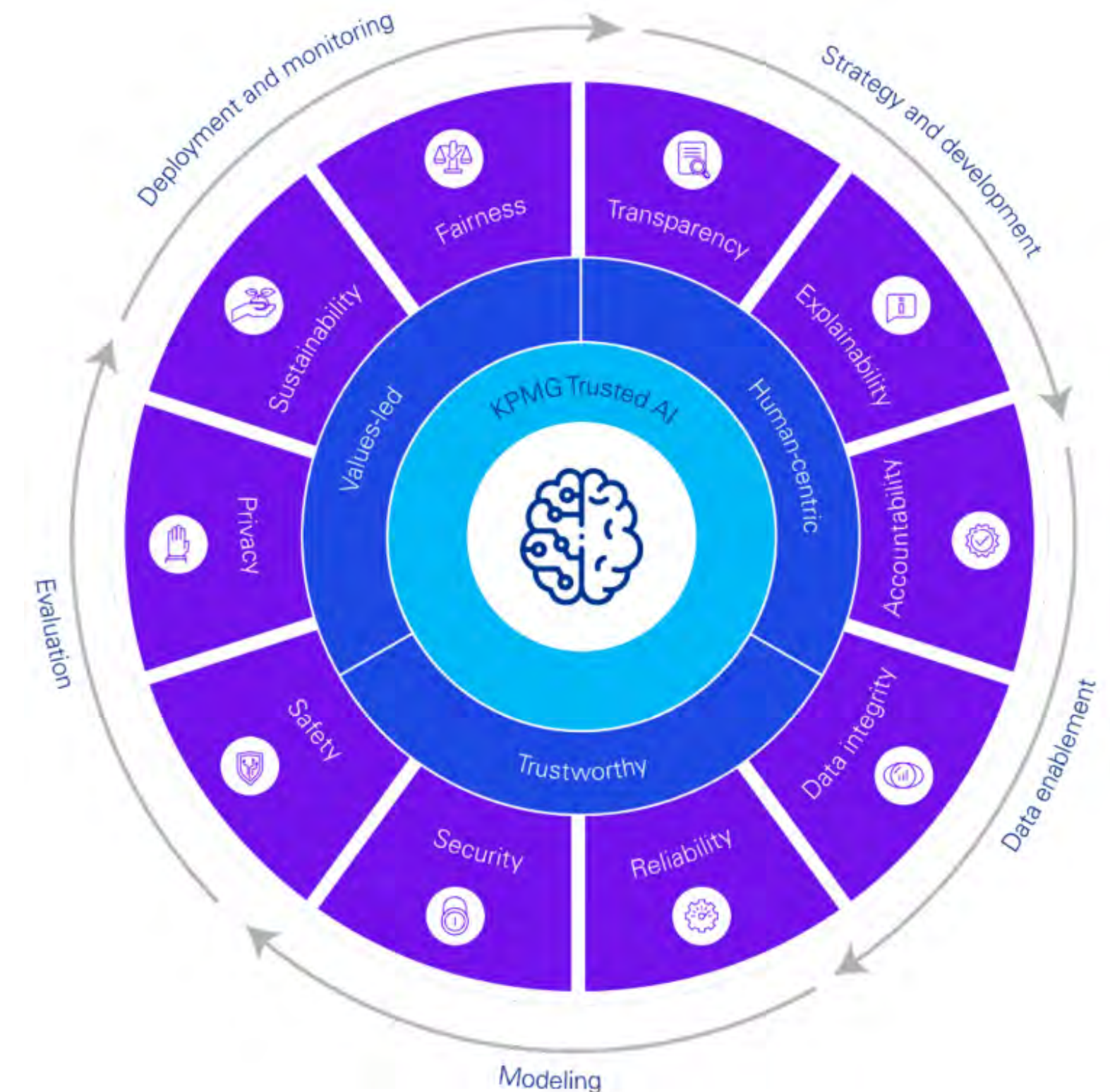
KPMG AI courses are connected to our business strategy. Our people can undertake deep learning and skill development in Python, PowerBI, cloud, cyber, automation, disruptive technology and more. An annual event benefiting KPMG professionals and the community, the KPMG Global Cyber Day program, aims to provide cyber awareness training to more than 120,000 people worldwide. The program focuses on reaching youth and fostering safer online practices, building a more secure digital community.

A strong focus is placed on ensuring KPMG people are ready for the future world of work. Alongside KPMG's investment in cutting edge technology, it is important that we equip our people with the essential skills and knowledge to maximize the power of AI. That is why we launched our first '24 hours of AI — the foundations' as part of our global AI immersion and education program — a round-the-clock event designed to enhance our people's knowledge of AI tools. With a different session every hour, the event was attended by more than 17,500 colleagues from 52 countries around the world. Alongside outlining KPMG's strategic vision for AI, the sessions covered:

- How AI is transforming our Audit, Tax and Advisory processes — showcasing our innovative approach to leveraging technology for business excellence and improving the employee experience.
- Unlocking creative power in the generative AI era by allowing our people to get 'hands on' with our AI tools - discovering how to write effective statements, questions and prompts to get the best responses.
- Highlighting the importance of responsible AI and the ethical considerations we place at the heart of AI development with our Trusted AI approach and framework.

In FY24, we launched a pilot program for the AI Academy within the Tax & Legal department. This initiative aimed to equip our professionals with advanced AI skills through experience-sharing and collaboration and to help them get familiar with our Gen AI tool.

The pilot developed into a well-established training and sharing program, conducted one Friday each month, with over 85% participation from the Tax & Legal department.



Open Performance Development (OPD)

In relation to performance, our **Open Performance Development (OPD)** framework enables us to concentrate on a mutually beneficial relationship with our staff. It provides them with the necessary tools and resources to excel, while also empowering them to enhance their performance by developing competencies, embracing new challenges, and building a supportive network of peers and mentors. This framework assists us in evaluating the following aspects.

01 Values

Does the employee reinforce the company’s values in their professional activities and daily performance?

02 Competencies

Does the employee demonstrate the competencies expected of someone at their level and within their function?

03 Contributions

Does the employee contribute to the business objectives specific to their role, and against any key metrics that are applicable to their level and function?

04 Capabilities

Is the employee working towards achieving new capabilities, whether for the current position or for the next one?

The performance development process in KPMG is complex. Firstly, it focuses on ensuring alignment between the individual’s goals and the strategy of the firm. Secondly, it helps us make sure the current performance is meeting the standard quality requirements our clients, the market, regulators and general public expect from us. Thirdly, it helps us align individual performance with reward, by directly linking decisions related to reward and promotions with performance. Last but not least, the performance development process supports our efforts to build the future leaders of KPMG. The performance development process starts with goal setting at the beginning of the financial year and ends with the year-end review of performance but also includes one or two

progress discussions during the year. All KPMG employees with an active labor contract which spans at least 6 months within a financial year must go through the full performance development process. Both our organizational and our personal, growth ambitions are supported by our goal requirements, whereby every KPMG employee has to set 2 financial goals and 1 personal development goal, directly linked to the growth strategy of the firm. Moreover, to show our commitment to building our future together, our personal development goal has the same weight in the overall performance rating calculation as both financial goals.

Every KPMG employee (i.e. regardless of span of labor contract within the year) has a Performance Manager who supports their current performance and their career path. Performance Managers

are people who are at least one level higher, but, generally at least two levels higher, in order to have the relevant knowledge and soft skills to allow them to guide, motivate and develop their appraisees.

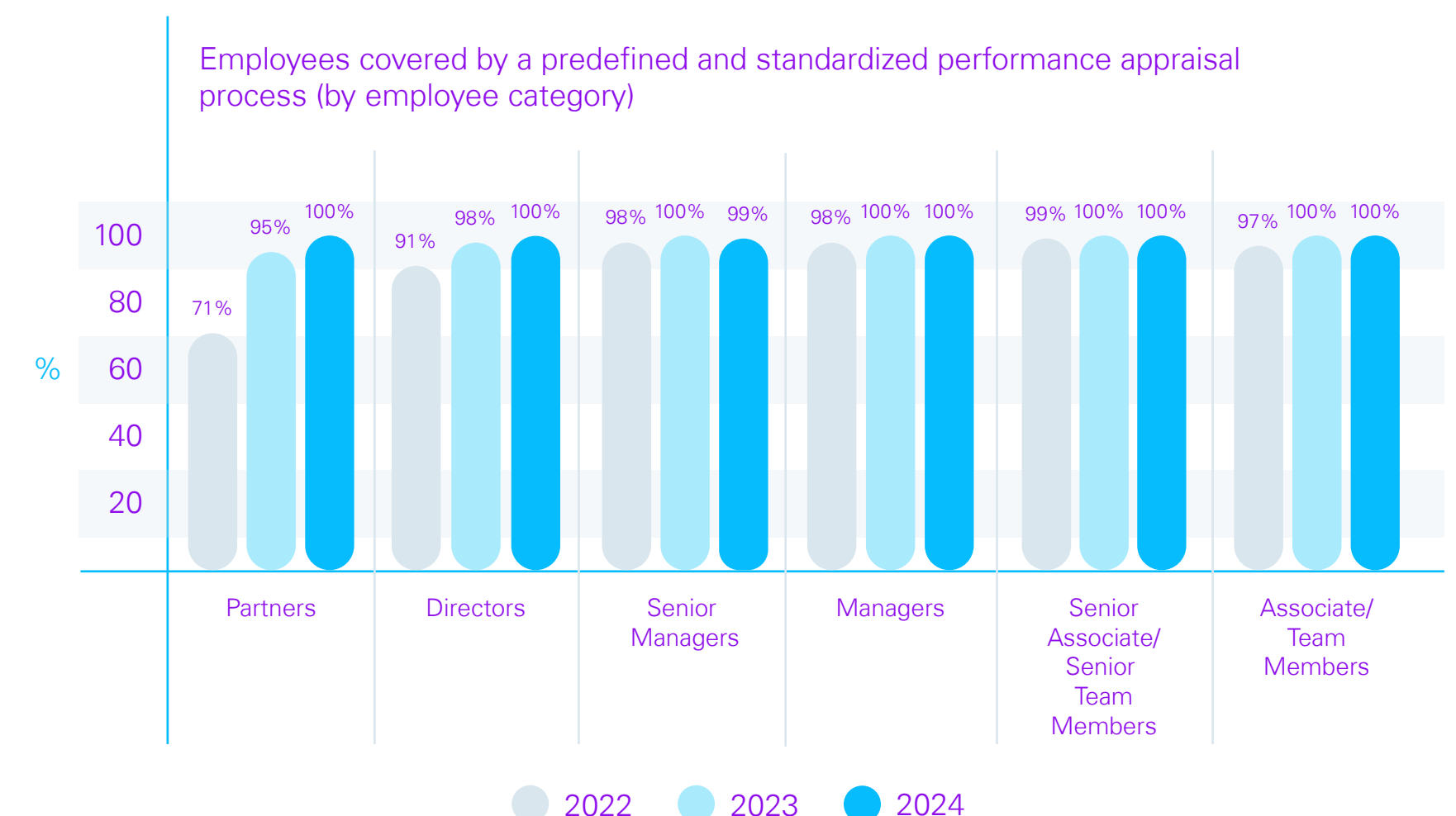
As the rating from the performance development process is taken into consideration for all yearly decisions affecting reward and promotions, and the performance rating for the last three years is taken into consideration for promotion

to leadership positions, all KPMG employees finalize their performance process. The differences in compliance in this area come from delays in finalizing the forms. In FY24, at the reporting date, 99.9% of our employees had finished their yearly performance process.

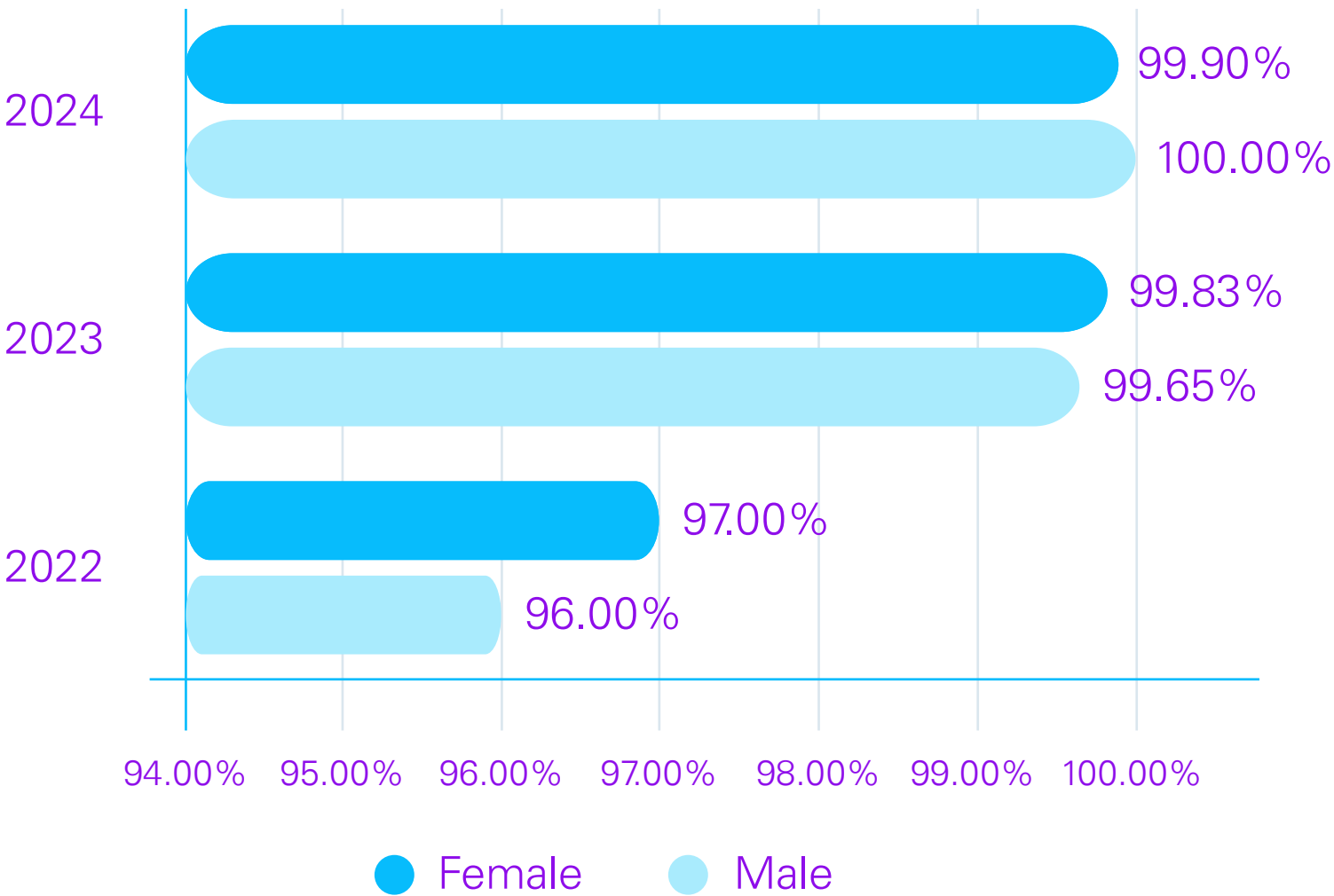
In FY24 we deployed the Competency Matrix in the performance process in Audit and ADA, the tool which helps us with the qualitative assessment (i.e.

evaluation of the skills and knowledge) of our employees.

This tool, embedded in the overall calculation of the performance rating, ensures relevant weight is placed on the “soft” aspects of performance and we have the proper balance between results and behaviors. At the same time, it provides a structure for continuous and meaningful feedback within the team.



Performance - percentage of employees who received performance review



At KPMG in Romania and Moldova, we recognize that every career is unique, just like our people. To promote transparency in relation to the opportunities available across the firm, as well as to ensure fairness and equity, in FY24 we worked on a firm-wide Career Architecture (CA). The CA encompasses various elements such as job families, sub-families, levels, and role profiles, providing clarity and direction for career growth, but also on role responsibilities, and on the behavioral and technical skills required to be successful in the position held. In FY24 we managed to design and test the role profiles for over 15 job families, with

over 50 job sub-families. In FY25 we need to test the impact of the new CA in our performance process, while also implementing it in our recruitment and promotion processes.

We continued our workshops for performance managers, aiming to cover mostly new joiners to the role and to develop their people manager skills. We will also continue this education effort in FY25, with a series of classroom and online workshops which are matched with the steps in the performance process, thus bringing formal training and experiential/on-the-job learning closer.

Diversity, Equity, and Inclusion

Our DEI policy reflects our commitment to fostering an inclusive and equitable workplace where diversity is valued, and all employees feel respected, supported, and empowered to contribute to their fullest potential.

Over the past year, our DEI initiative has focused on two key directions: policy enhancements and community engagement. The following actions have been implemented:

1. Enhancements to Internal Regulations

A dedicated chapter was added, reinforcing the principles of non-discrimination, the elimination of dignity violations, and the prevention of harassment.

2. DEI-Focused Events targeting the pillars below:

• **Neurodiversity:**
We hosted the Neurodiversity Inclusion event organized by Nicoleta Orlea, Director of Fundraising & Communications, at the Non-Governmental Organization (NGO) Autism Voice on 6 June 2024. This event aimed to create awareness and inform people about neurodiversity in the workplace. The info session had very good feedback from our employees with over 250 of them participating and engaging in the session.

• **Disability:**

19 of our colleagues volunteered to contribute to the development of the Climb Again rehabilitation center, supporting children with disabilities.

• **Socioeconomic background:**

- 32 of our colleagues participated in renovation efforts for a kindergarten playground in a disadvantaged community, improving the environment for young children, an initiative organized by the United Way Association.
- 10 of our colleagues volunteered to take part in the Childhood Games where they organized recreational activities in schoolyards to provide children from vulnerable backgrounds with the opportunity to play and develop their imagination,

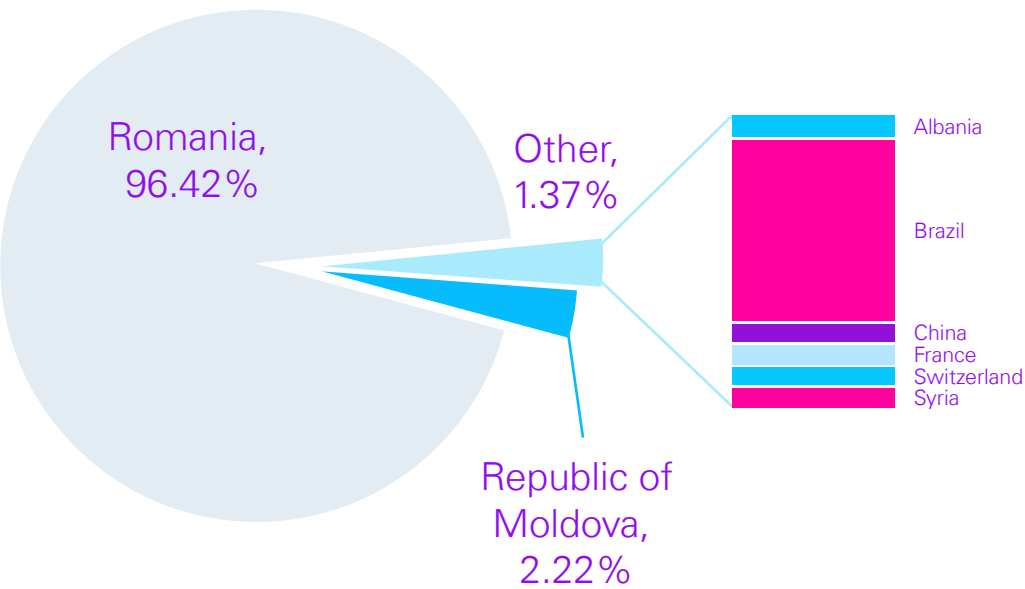
dexterity, as well as their physical, cognitive, and emotional strength.

- 19 of our colleagues participated in fundraising campaigns to support initiatives aimed at improving the lives of individuals in need.
- 19 colleagues participated in the Football for Change event, organized by the NGO The Social Incubator on 18 May 2024, to raise funds for the NGO's social causes.
- 29 colleagues participated in the Race for the Cure marathon, a philanthropic race organized each year by Renasterea Foundation. This race aims to support the fight against breast cancer and promote its prevention in Romania by offering medical assistance to women who lack financial resources.

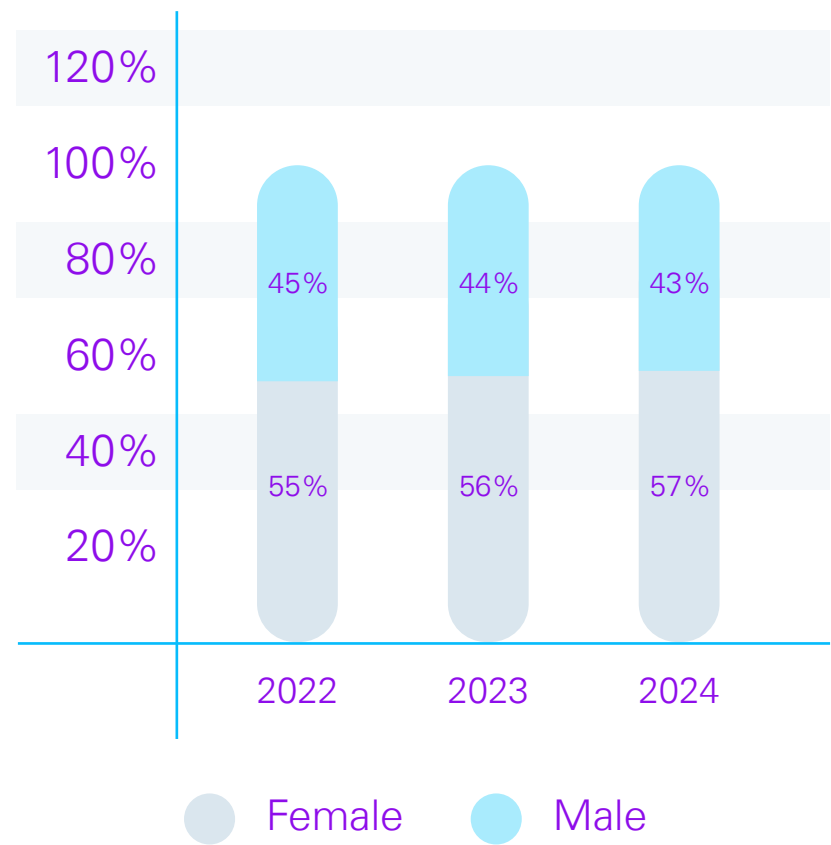
Over the coming year, each team will implement its action plan, featuring activities specifically designed to educate and raise awareness about the eight key topics embraced by KPMG in Romania and Moldova: cultural diversity, racial diversity, sex/gender diversity, disability, parents at work, neurodiversity, body size diversity, and socioeconomic background diversity.

In terms of the employee structure, the diversity at KPMG in Romania and Moldova was reduced by 2 nationalities in FY24.

Diversity of work force by country of origin



Gender diversity in top management and management positions, Romania and Republic of Moldova



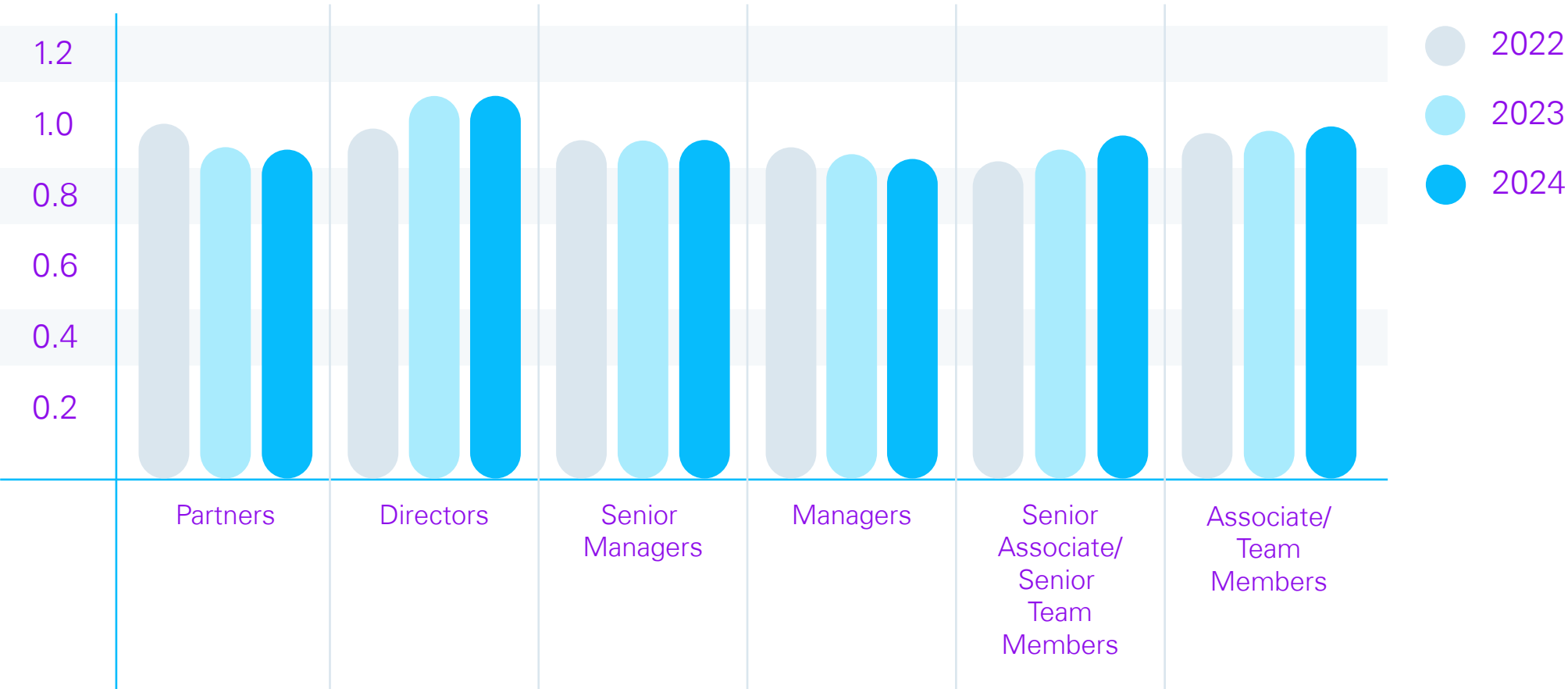
Equitable remuneration

The remuneration granted to our people reflects their level of experience, knowledge, and degree of responsibility, as well as competences specific to each position. These elements are the only ones considered when designing the remuneration and bonus scheme for our staff.

We always make sure that our starting salaries are appropriate and above the minimum wage level. This also applies to the employment of temporary staff. Our starting salaries for university graduates are significantly higher than the statutory minimum wage in Romania.

KPMG in Romania and Moldova pay fair starting salaries. In addition to fixed remuneration, our employees also receive results and performance-based remuneration.

Ratio of average base salary of women to average base salary of men in each employment category



* For the Republic of Moldova, the ratio for the last two reporting periods was 1 for all employee categories.

Planet

- # Targets

01
Net-zero organization

02
Reduction by 50% of single use plastic

03
Digitalization to reduce printing by 20%

04
Reduction of gas & electricity consumption

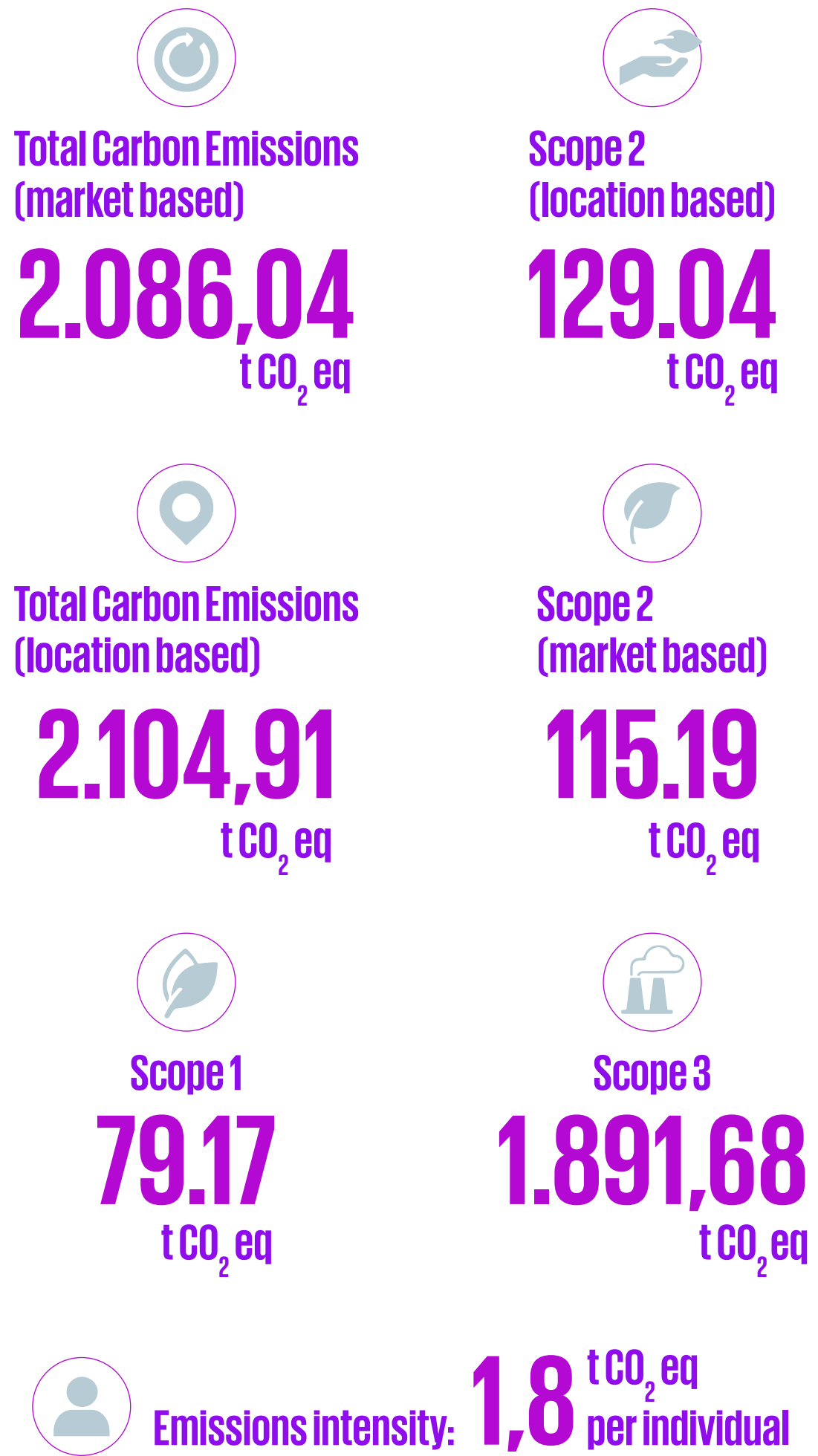
Target: To be a net-zero organization

As a provider of environmental, social and governance services, we have a responsibility to look at the impact of our operations and play our part in the global decarbonization effort. Our focus has been on reducing emissions and collecting more accurate data to support this effort and understand where we need to focus our energy in the years ahead. Decarbonization is critical to our collective net-zero efforts, and our KPMG global goals are aligned with the 1.5 °C Paris Agreement objective, with a near-term Science Based Target Initiative SBTi approved target to decarbonize our global business and to become a net-zero organization.

Although Planet related aspects are not deemed significant by our stakeholders in Romania and Moldova, due to the nature of our activity, we view this topic as highly relevant to the worldwide efforts to mitigate climate change.

By undertaking impactful work and offering valuable insights and resources to our clients, we play a role in shaping business models, products, and services that combat climate change and assist in lowering carbon emissions. Our Energy, Sustainability & Climate Change Services support the transition to a decarbonized society by assisting clients in reducing their adverse environmental impact. We play a significant role in influencing the renewables sector by offering guidance to all parties involved.

FY24 carbon emission figures



We believe that a key element in our efforts to address our impact on the environment is for each of our employees to be informed and conscious of our goals. During financial year 2023 - 24, we continued to upskill our workforce for the ESG agenda, by further expanding the selection of online courses for our employees for their so-called “ESG journey”. More information about the training programs can be found in the People section.

As part of our commitment to sustainability, KPMG in Romania calculates its carbon footprint in alignment with KPMG International, using a consistent approach throughout the KPMG network, based on the GHG Protocol methodology.

Year by year, since we started to use this approach four years ago, we have made efforts to improve the accuracy of our data collection and to use emission factors from reliable sources to reflect the impact of our activities in an accurate manner.

We have calculated both direct emissions, categorized under Scope 1, and indirect emissions, which include Scope 2 emissions from energy use as well as Scope 3 emissions associated with our supply chain.

In 2024, Scope 1 emissions amounted to 79.17 t CO₂eq, showing a slight decrease compared to 79.21 t CO₂eq in 2023. This reduction is mainly due to a decrease in emissions from mobile sources, which dropped from 23.25 t CO₂eq in 2023 to 21.37 t CO₂eq in 2024. However, we observed a slight increase in emissions from stationary sources, which rose from 55.96 t CO₂eq to 57.80 t CO₂eq.

Scope 2 emissions showed significant changes in 2024. This is primarily due to 23% of the electricity consumed at our headquarters in Bucharest being sourced from renewable energy, generated by the on-site photovoltaic panels, despite an increase in overall energy consumption due to presence at the office being 7.9% higher than the previous year. This led to a decrease in market-based emissions which dropped from 157.45 t CO₂eq in 2023 to 115.19 t CO₂eq in 2024. Similarly, location-based emissions, which are also influenced by the emission factor reflecting the national

energy mix, decreased from 189.84 t CO₂eq in 2023 to 129.04 t CO₂eq in 2024.

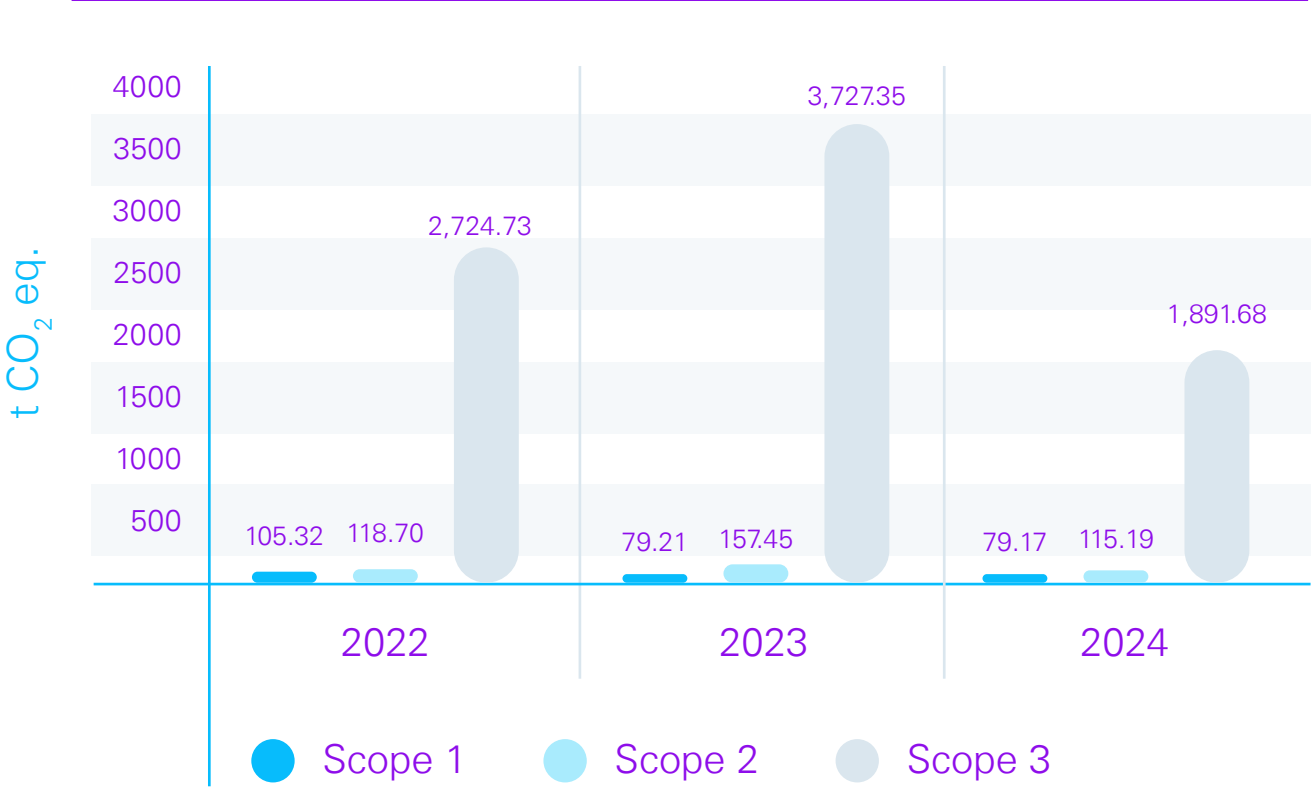
Scope 3 emissions from our supply chain and other business-related activities, that were identified as relevant for our business model are:

- Category 3.1 – Purchased goods and services
- Category 3.3 – Fuel and energy-related activities
- Category 3.5 – Waste generated in operations
- Category 3.6 – Business travel
- Category 3.7 – Employee commuting

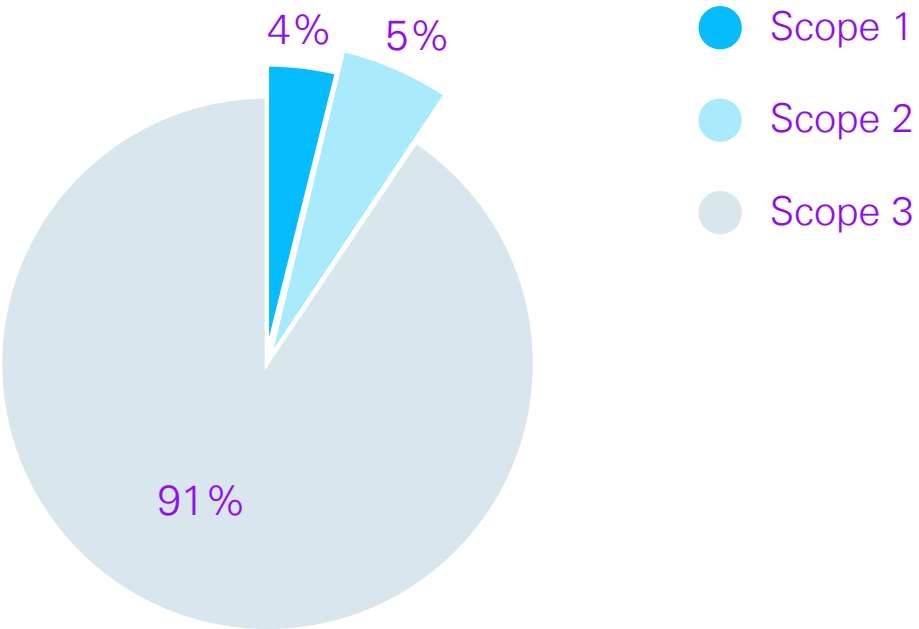
The significant decrease in Scope 3 emissions was primarily driven by substantial variations of the emissions associated with purchased goods and services – category 3.1. For this category, a variation of 77.54% in 2024 compared to 2023 was registered due to the use of CDP emission factors for the spend-based approach after the decommissioning of the Quantis tool used previously, for similar operational expenditures.

In 2024, we continued our efforts to enhance the accuracy of data collection and estimation for category 3.7 – employee commuting. This year, we expanded our calculations to include regional offices and developed a methodology to estimate commuting by public transportation and employees' personal vehicles. As a result, our reported emissions increased from 16t CO₂eq to 818.97t CO₂eq, reflecting a more comprehensive and precise assessment of our environmental impact.

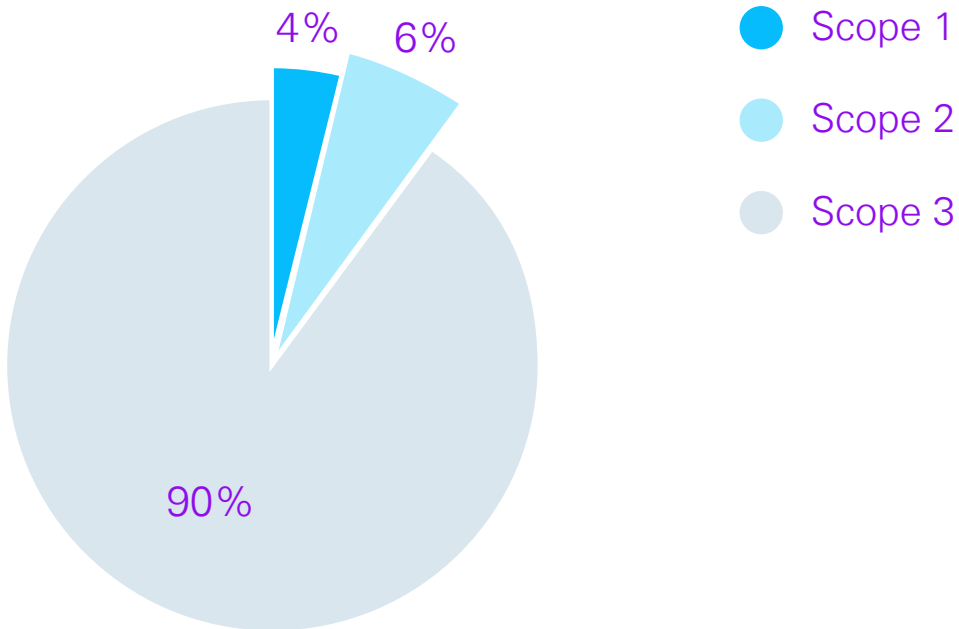
GHG emissions evolution [market-based]



Percentage of FY24 emissions by scope - Market based



Percentage of FY24 emissions by scope - Location based



Waste generation & water & energy consumption

Waste generation

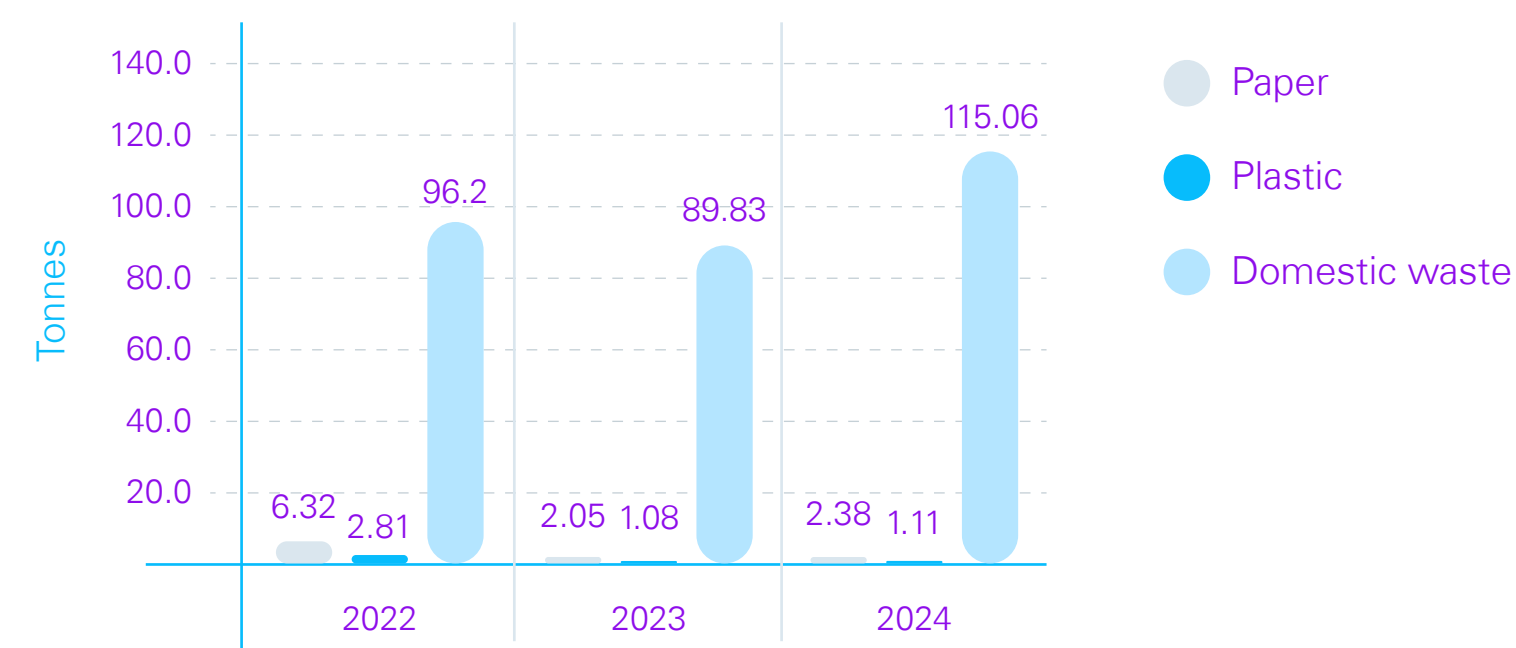
Given the nature of our business activity, 97.05% of our waste in 2024 was classified as general waste.

During the reporting year, the total quantity of generated waste increased by 23% compared to the previous year, due to an increase in head count and physical presence at the office.

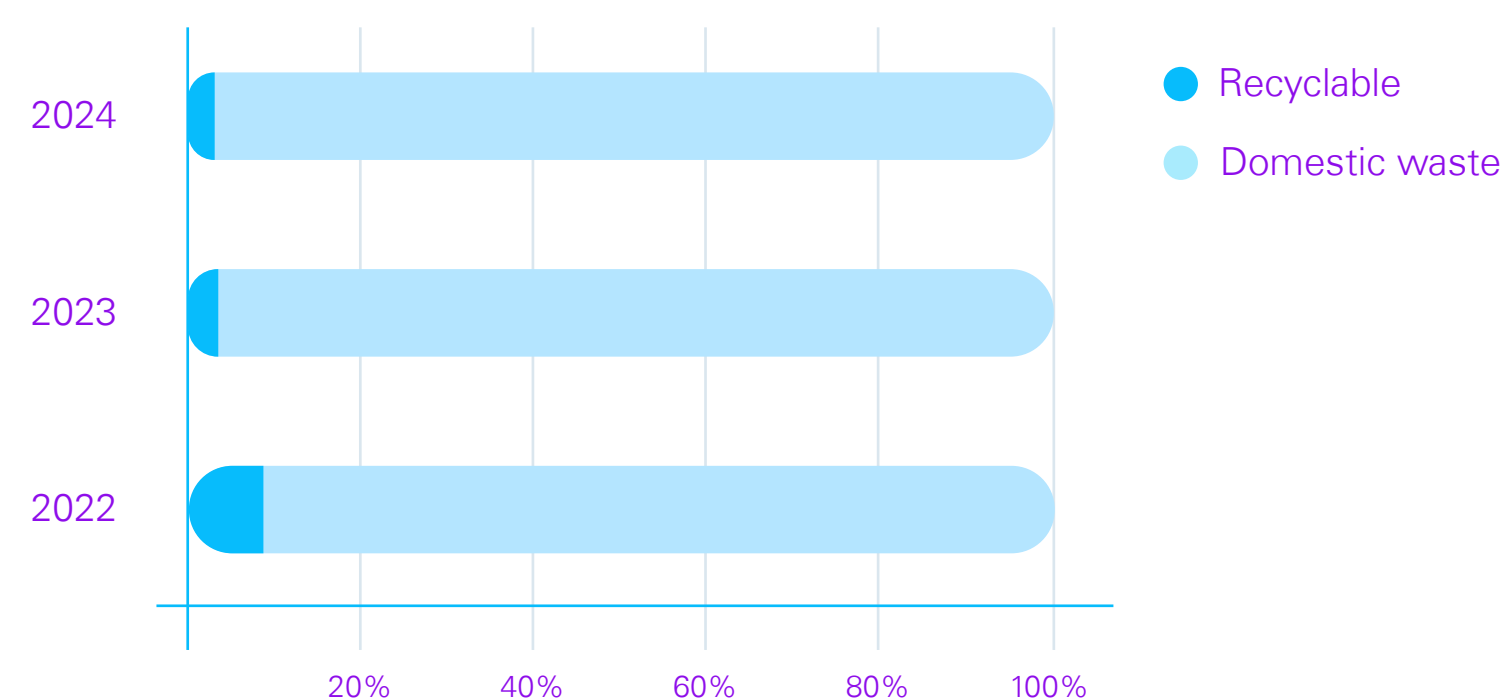
Based on the initiative to reduce single use plastic in the guest areas in the office, between 2022 and 2024 the amount of plastic waste decreased by 152%. Year on year, plastic waste has increased by 3%, due to higher presence at the office which signals the fact that we should continue to focus our efforts on educating our workforce to reduce individual single use plastic consumption.

The same rationale applies for the variation in paper waste generation.

Waste generation



Percentage of waste generated, by type



In our ongoing commitment to sustainability and community engagement, KPMG in Romania has implemented a series of impactful initiatives across the country .

In Bucharest, we launched eco-friendly workshops in local schools, educating students on how to celebrate a sustainable Christmas. This initiative, a cooperative venture by KPMG in Romania and the Nature Talks, aims to instil eco-conscious values in children from an early age, fostering a generation that prioritizes environmental responsibility.

Meanwhile, our offices in Cluj-Napoca and Iași underwent significant eco-friendly revamps. By replacing old furniture with sustainable alternatives crafted from recycled materials, we not only reduced our environmental footprint but also supported local NGOs through the sale and donation of the replaced items. These revamped spaces now feature dedicated recycling units, encouraging responsible waste disposal among employees.

Additionally, our Eco Day event with the NGO Viitor Plus at the Bucharest office provided an engaging platform for employees to learn about waste

management through interactive activities, reinforcing the importance of recycling and sustainability.

Our "Save Your Spring-cleaning" initiative further promotes the ethos of reduce, reuse, and recycle, with events like the Wardrobe Swap and KPMG Bazaar offering opportunities for employees to exchange and donate items, thereby reducing waste.

Moreover, we have introduced battery recycling facilities and are transitioning to responsibly sourced recycled paper, underscoring our dedication to reducing our environmental impact.

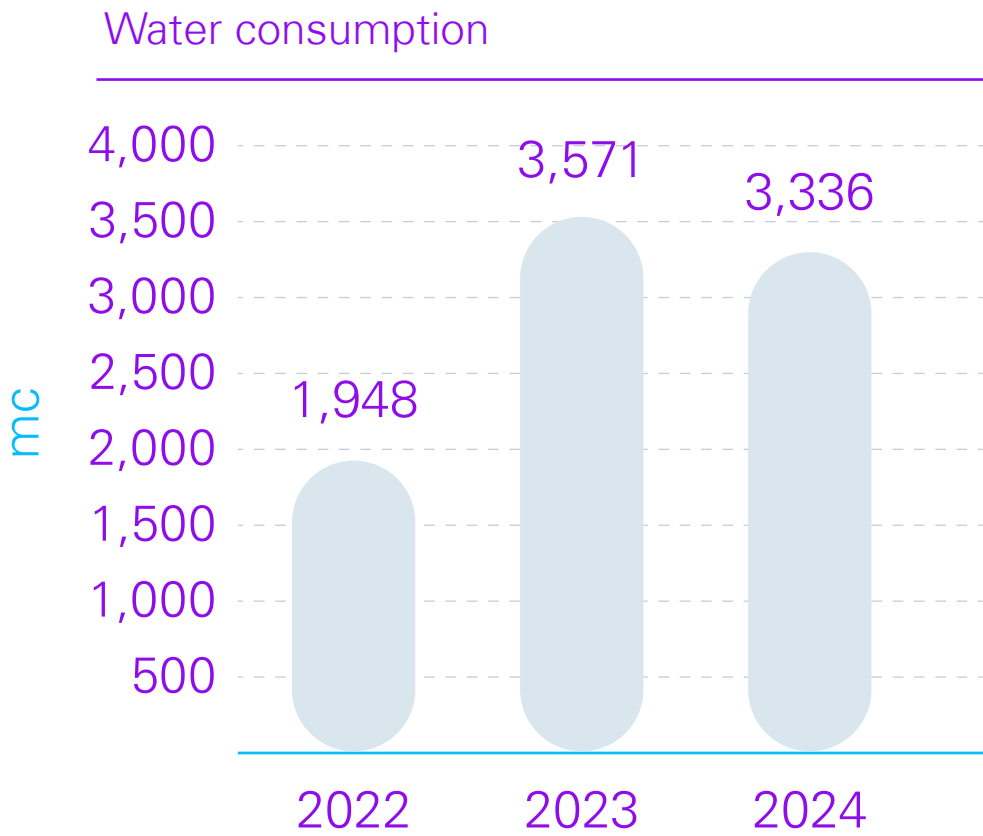
In line with our sustainability goals, we continue to phase out plastic bottles in favor of glass alternatives across our offices, a move that significantly reduces plastic waste and promotes a healthier environment. These initiatives collectively reflect our commitment to fostering a sustainable future and making a positive difference in the communities we serve.

As a result of these measures, the amount of plastic waste was reduced from 2.81 tons in 2022 to 1.11 tons in 2024

Water consumption

Overall water withdrawal decreased by 6.58% in 2024 compared to 2023.

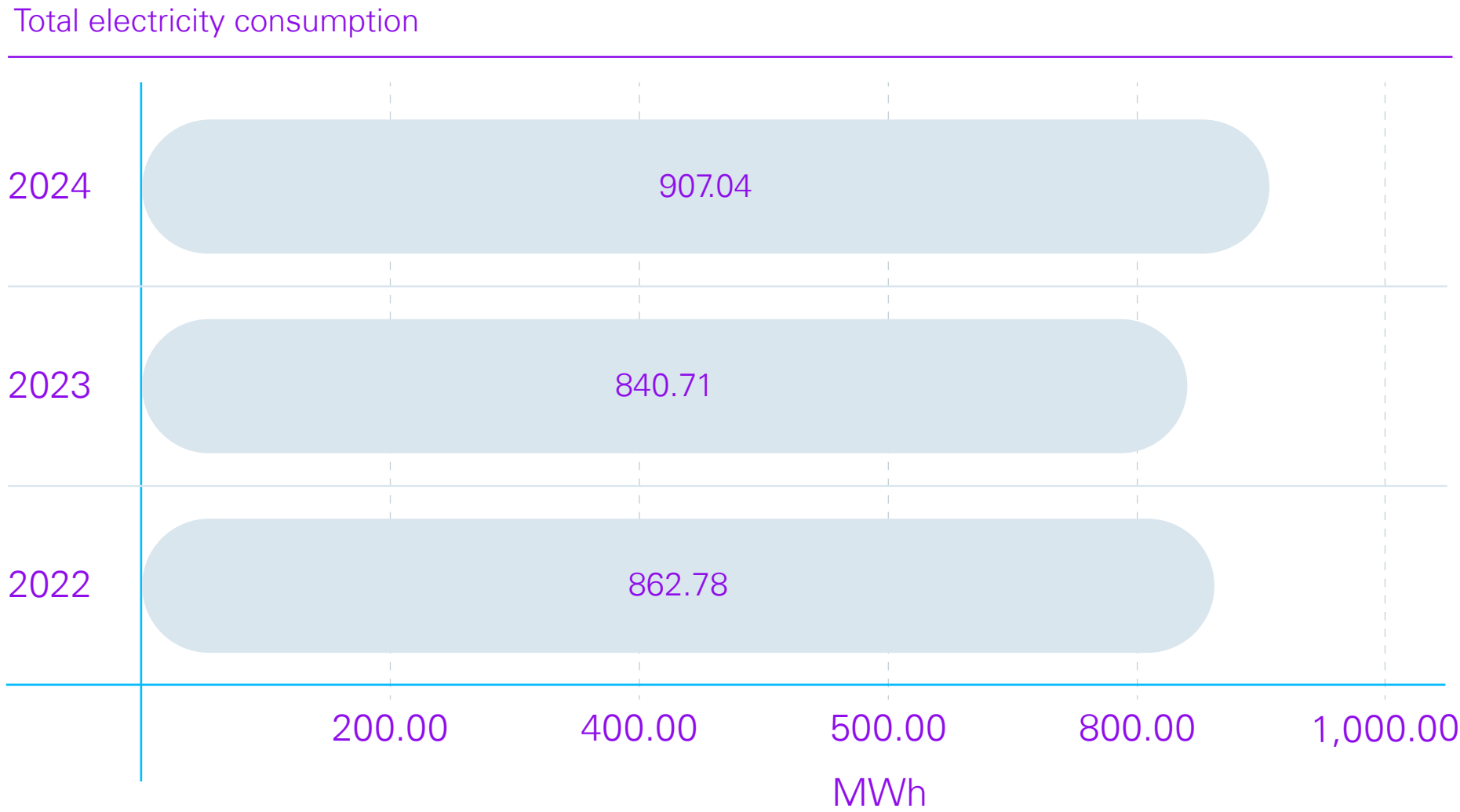
The decrease in 2024 is driven by reduced office attendance at the Cluj-Napoca and Timisoara locations, influenced by renovations and increased hybrid working.



Energy consumption

Because we lease all the buildings we use, our ability to make energy-saving changes is limited. However, as part of our energy-saving program, we have maintained the following measures for the reporting year:

- Using a reduced preset temperature for heating/cooling during extended weekends and night setback in buildings where this is possible.
- Using green energy in our Bucharest office as it is equipped with solar panels.



Mobility – Business travel

Business travel is a key part of our business model. Personal contact with our clients remains important, although the number of business trips has dropped significantly due to increased use of remote meetings as a result of experience gained during the Covid-19 pandemic. In financial year 2024, we saw a higher number of business trips compared to the previous years. Nevertheless, the number of business journeys is below the pre-Covid level. This trend is not just due to a changed way of working, in which virtual meetings have replaced many business trips, but also because of measures supporting - and especially making people more aware of - the use of environmentally friendly means of transport. Business travel currently

accounts for 10,3% of our total emissions. We intend to transform the travel behavior of our employees over the long term by raising awareness and through motivation. Specifically, we have encouraged the usage of electric and hybrid cars.

26% of our car fleet in FY24 was made up of battery electric vehicles and plug-in hybrids. We support this trend with measures such as an increasing supply of EV charging stations at our office locations and including in the leasing offer more alternatives for electric and hybrid cars.

Environmental management system

For many years, KPMG in Romania has had an environmental management system certified according to ISO 14001 to monitor and improve continually our measures and activities. This system allows us to review continuously and, where necessary, improve our business processes with regard to their environmental impact.

Each year, KPMG in Romania implements, adjusts and refines its Environmental Management System

measures, as part of an ongoing effort to maintain high standards in relation to the protection of our environment.

Every year we have an external ISO 14001 audit, conducted by the certifying entity in Romania. This represents an excellent opportunity for KPMG in Romania to assess its performance and follow recommendations, as part of our commitment to environmental management and continuous improvement.

Prosperity

Targets

01 Volunteering programme

02 Donations programme

Driving purposeful business practice and good corporate citizenship: our volunteering and donation campaign

KPMG in Romania and Moldova is committed to supporting the development of the wider community by serving the public interest and fostering trust.

We strive to conduct high-quality audits, promote responsible tax practices, and work side-by-side with clients towards becoming more effective and resilient in the face of increased volatility and complexity to ensure that our collective actions ultimately lead to better economic growth and prosperity, and that objectivity, independence, ethics, and integrity govern everything we do.

Direct economic contribution

External conditions shifted and evolved over the financial year 2024. Businesses, in turn, needed to be agile and prepared to face a rapidly changing environment prone to macroeconomic uncertainty and geopolitical instability.

However, despite precarious market conditions at times, the combined efforts of our 1,172 employees led to a solid financial position. Total taxes paid by the firm, its partners, and staff amounted to EUR 29 mil. This includes profit tax, VAT, payroll tax, local tax, and tax payable by partners on the generated income. We did not receive from or make any financial contributions to the government or political parties.

By the nature of our business, the main procurement categories are human resources, IT & technology, marketing, professional services, hospitality, property & operations, as well as global mobility & travel.

We select our suppliers and subcontractors based on their performance and the standards outlined in the Supplier's Code of Conduct.

We apply a sustainability strategy to the way we source our goods and services with a focus on promoting economic development in Romania. Consequently, we continue to favor Romanian suppliers where possible.

We obtained 62% of our goods and services from Romanian sources and 38% from the external market.

Indirect economic contribution

We strongly believe that the nature of our work enables us to make further contributions to Romania's economic progress.

Through our Audit and Assurance line of business, we build confidence in the information that fuels the economy in the following ways.

We help clients meet standards, requirements, and expectations concerning the transparency and reliability of their financial and non-financial reports. We also validate the quality and integrity of the disclosed information to provide confidence in the capital market and its agents. Finally, we assist businesses in growing and succeeding by helping them identify and successfully manage their risk profile.

Our Deals and Tax & Legal practices seek to safeguard people's rights and add value to businesses, society, and beyond through the appropriate and efficient use of legislation. In times of a rapidly evolving domestic and global business landscape, we facilitate the creation of synergies that benefit the wider community, including, but not limited to, employees, governments, and suppliers.

Through our Advisory practice, we leverage our knowledge to help businesses succeed. We challenge current thinking to facilitate the implementation of innovative solutions to complex problems. We bring together the agility, customer-centricity, and operational excellence needed to thrive in dynamic markets and, most importantly, to help Romania prosper.

Our CSR activities in which many KPMG -got involved during FY24 were:

- CSR Environment activities:** Tree Planting Campaigns; Eco Office – *Viitor Plus* and meetings with Eco-ambassadors; Nature Talks - eco-friendly workshops organized in schools. Over 47 unique colleagues were involved in these activities.
- CSR Community activities:**
 - Bucharest Marathons;
 - Blood donations;
 - Christmas Campaigns-, March and Easter Fairs;
 - Race for the Cure Event;
 - Football charitable events;
 - Sky Run;
 - Wardrobe Swap at the office;
 - CCIFI Challenge organized by CCIFER;
 - Renovation of a kindergarten playground with United Way;
 - Back to School Campaign;
 - Climb Again Teambuilding at Gruiu and other volunteering actions.

A total of 304 unique colleagues participated in these activities.

- We also introduced a first aid defibrillator Sali, at our Bucharest office in FY23.
- CSR Education programs:** Cyber Days; volunteering in the Recruitment Team of Teach for Romania; webinars and business presentations; high school and student apprenticeship programs. A total of 159 unique KPMG in Romania enthusiasts showed their interest and brought their contribution and knowledge to around 280 students from Bucharest, Constanta, Timisoara and Cluj-Napoca, while 139 high school students from 34 high schools were involved in our apprenticeship programs.

During financial year 2024, while strengthening our kindness wellness pillar, as mentioned above, we continuously provided support to several community projects.

Below you can find a detailed description of the projects aimed at improving the chances for individuals from less fortunate backgrounds to receive a quality education and to support exceptional talents.

Projects to support Higher Education:

- KPMG Professorship - Sponsorship of a well-established scholar in the field of governance and administrative sciences, with dual affiliation to a Romanian and Western university. Currently the KPMG Professor is based at the University of Bucharest.
- KPMG Mitrany Fellowship - A program aimed at supporting undergraduate and graduate students from the University of Bucharest in their research and training activities that extend beyond the standard curriculum.

The fellows receive a monthly stipend equivalent to a standard merit-based scholarship offered by the University and become part of a mentorship program.

- Sponsorship of projects run by 20 students’ associations, universities and professional bodies - *these included the Association of Law Students; the Association of Administration and Business Students; the Association of Students in Accounting and Management Informatics; the Union of Cybernetics Students; the Alumni of the Faculty of Economic Sciences ULB Sibiu; the Association of graduates of the Academy of Economic Studies in Bucharest (ASE Alumni); the Association*

of Mathematics and Computer Science Students; Timisoara West University Foundation; Ovidius University Constanta; the League of Romanian Students Abroad; the Electrical Engineering Students' European Association; the European Law Students' Association; the Young Accountants Association; Mindshub Timisoara; the Association of Students of the Faculty of Foreign Languages and Literatures (ASLS); Ratio Cluj; Bucharest University of Economic Studies; Association of Students of the University of Bucharest; the Association of Economics Students from Romania; and the League of Romanian Students Abroad.

- Every year, we offer apprenticeship opportunities to students from different Romanian and international universities in Bucharest, Cluj-Napoca, Constanta, Timisoara, Iasi, Galati, Craiova, Sibiu and the United States of America through KPMG’s partnership with Indiana University.

During this financial year we had 200 Romanian students in the Bucharest office, 50 students in Cluj-Napoca, 15 in Constanta and 20 in Timisoara. The apprenticeships lasted two months during which online/ hybrid/ onsite workshops were organized to train relevant skills with the aim of improving the students’ employment opportunities.

The traineeship program was designed around a series of workshops focused on Excel, Audit, and HR, specifically tailored for students. These workshops provided valuable hands-on experience and insights into each of these areas. In total, over 70 internal trainers, facilitators and over 68 colleagues involved in the program from various business departments actively participated in organizing and delivering the sessions, contributing their expertise and knowledge to offer a comprehensive learning experience for the participants. Their involvement amounted to over 2,200 hours in the program.

During the summer holiday, KPMG in Romania and Moldova organized traineeship programs for high school students from 34 schools in Bucharest, Athens, Constanța, Cluj, Oradea, Oxford, Pitești and Târgoviște. As a result, over 96 KPMG volunteers mentored 139 high school students for a total of 800 hours.

KPMG in Romania has initiated several EU-funded projects aimed at enhancing practical training and aligning educational programs with labor market demands. The projects, identified by MySMIS codes 311334, 311335, 311348, and 311689, focus on organizing internships for students and pupils to bridge the gap between theoretical knowledge and practical application.

Project Summaries:

MySMIS 311334:

In partnership with Colegiul Economic Francesco Saverio Nitti in Timișoara, this project aims to improve the quality and relevance of vocational and technical education. Over a 36-month period, from 1 December 2024, to 30 November 2027, 264 students will participate in internships, professional competitions, and certification exams to acquire key competencies, including entrepreneurship and digital skills.

MySMIS 311335:

This initiative seeks to enhance professional training for 300 students from less developed regions by offering internships at KPMG in Romania's Bucharest office. The program spans 36 months, from 3 January 2025, to 31 December 2027, targeting students enrolled in Bachelor's, Master's, or Doctoral programs, providing them with practical experience relevant to their fields of study.

MySMIS 311348:

In collaboration with Colegiul Economic "Virgil Madgearu" in Bucharest, this 36-month project, running from 1 December 2024, to 30 November 2027, focuses on improving the professional development of 268 students through internships at KPMG in Romania. Participants receive stipends, engage in professional competitions, and have opportunities to obtain professional competency certificates, thereby enhancing their readiness for careers in the economic sector.

MySMIS 311689:

This project aims to increase the relevance of professional training for 300 students from less developed regions by organizing internships at various KPMG offices across Romania. The program spans 24 months, from 1 December 2024 to 30 November 2026, and includes training to develop entrepreneurial skills and adapt qualifications to the green economy and climate transition requirements.

These initiatives reflect KPMG in Romania's commitment to corporate social responsibility by investing in the development of future professionals and contributing to the alignment of educational outcomes with market needs.

Other projects

Tree Planting Campaign

We were pleased to take part, with our friends from *Plantăm fapte bune în România*, in tree planting campaigns. During 2024 a total of 17,160 trees were planted by KPMG in Romania and other companies based in Bucharest. 21 KPMG employees, 9 companions, and 5 children of employees got involved in this volunteering activity. A total of over 168 hours were invested.

Scoala de Mediu by NGO Nature Talks

In addition to our participation in the Tree Planting Campaign, KPMG in Romania was the sponsor of an environmental project organized by the NGO Nature Talks, designed for children aged 8-12 years old. The project involved the organization of a series of free workshops on the topics of recycling, food waste, pollution, and sustainable behaviors during summertime. Over 1,000 high school students attended over a period of 2 months in 3 different cities, over 13 schools.

● Participation in Bucharest (half) Marathon

By tradition, every year a KPMG in Romania team runs for a good cause. During FY2024, we partnered with United Way to support them in their project, *Aventură prin lectură*, designed to create learning opportunities and a favorable learning environment for children in vulnerable communities. In October 2023, 50 colleagues from KPMG in Romania accepted the Marathon running challenge and supported United Way through their participation in this competition. This was followed by the Half Marathon and the Night Run with a total of 79 volunteers. Overall we covered around 1,170 km.

● Hike in Bosnia and Herzegovina

In June 2024, our colleagues from KPMG in Bosnia and Herzegovina celebrated the 40th anniversary of the Winter Olympics held in Sarajevo, which made Vučko—the official mascot of the 1984 Olympics—popular and turned Sarajevo into a key destination for winter sports.

In the Olympic spirit, they invited us to join them on the Vučko Trail, which took place

between 21 and 23 June, when 29 colleagues participated in the Green (approx. 13 km) and Blue (approx. 40 km) trails.

● Race for the cure

During FY2024, we partnered with *Renasterea* Foundation to support them in their journey of raising awareness of the high incidence of breast cancer among women in Romania and highlighting the importance of frequent medical check-ups.

25 KPMG runners supported the cause, as well as our KPMG Legal practice which provided pro-bono legal services.

● Blood Donation Campaign at KPMG premises

Every year, we host several blood donation campaigns at the KPMG premises. KPMG employees know that blood is a scarce and precious resource, with no other substitute. Consequently, through the blood donation campaign, we give the precious gift of life. We give blood to save lives as part of our support for our communities. For the 3 campaigns organized in FY24, there were 156 eligible donors out of 196 volunteers, and the result was that 78 liters of blood were collected.

● Cyber Day in Schools

The annual KPMG Global Cyber Day initiative aims to educate young people on the importance of cyber security and internet risks. Since 2019, during October, we have hosted in-person and virtual classroom sessions that address topics such as social media, online identity protection, cyberbullying, online gaming, and cyber threats. Because of the nature of our business, we have a detailed understanding of how crucial information protection is. So we want to educate young people on these issues and help our communities to avoid digital threats. In FY2024 we reached 136 students and teachers.

● Charity “Football for change” Event organized by the NGO The Social Incubator

19 KPMG football enthusiasts jumped at the first call to enroll in a charitable tournament organized by the NGO The Social Incubator. Through their involvement, 2 projects were supported: #TineriDeViitor and social entrepreneurship, both designed to help vulnerable young people get their first job by facilitating access to vocational counselling, psychotherapy, as well as to provide support in covering medical and

housing expenses. The Social Incubator’s mission is to support vulnerable young people across Romania in the process of social and professional integration.

● Sky Run

On 11 November, 8 KPMG employees climbed 35 floors, 11 meters and 700 stairs in the highest building in Bucharest – SkyTower. KPMG contributed in this charity race that raised 20,000 EUR for the NGO Climb Again Association. Two KPMG employees were even invited up on stage for the best time in their age category.

● Renovation of a kindergarten playground

During summer, we met again with United Way who took their time to do good in the community. This time, a total of 32 volunteers from the ADA and Advisory teams renovated a kindergarten playground in Branesti Dambovita The work took one day and involved setting up the children’s playground (installing rubber paving, assembling a modular playground structure, etc.) and painting the exterior walls of the kindergarten. KPMG in Romania volunteers learned from the stories of the children who grew up in disadvantaged environments but are now

learning autonomy and want to become responsible adults. For the 41 children learning at that kindergarten, this initiative brought them more courage, joy and confidence, because they now know they can play safely in the playground, connect with nature, and learn in a more interactive way.

• Santa's Elf Campaign

Every year, we join forces for a purpose: to bring the Christmas light into every child's eye. We acknowledge that not everyone has the same resources to live. We also know that lack of resources is an issue that has a number of negative effects, including on opportunities and physical and emotional health. As a result, our Christmas campaign is part of our philanthropic program that ensures a more equitable and balanced future for our society. A total of 70 colleagues managed to bring a little joy to over 100 beneficiaries (children and old people), via - four NGOs - Inocenti Foundation, - Teach for Romania, Fabrica de Daruri and United Way.

• Fighting for disability – Climb Again

During July, our team consisting of 19 KPMG staff gathered their forces to recondition and build the camp at Gruiu, Arges, in a project initiated by the Climb Again Sports Club Association. The Climb Again Gruiu Center has a very special story; their sport-educational center project is the first center of its kind to be built alongside the community and dedicated to children and young people with special needs in Romania. This activity offered the chance to 300 children from disadvantaged or disabled backgrounds to train with specialized athletes and to take part in a community which offers them multisensory, personal development and creative workshops, accommodation services, a climbing center and a lot more.

To summarize, financial year 2024 meant:

- Over 560 colleagues got involved in our CSR Programs from KPMG in Romania and Moldova.
- More than 50 NGOs and Associations received our help in FY24.
- There were over 4,100 direct beneficiaries.
- Over 6,400 volunteering hours were offered.
- Over 4,600 professional services hours were offered by 22 KPMG people to 21 Associations and NGOs.
- Approx. EUR 321K were invested in CSR activities.





INDEPENDENT LIMITED ASSURANCE REPORT ON KPMG's IMPACT PLAN 2024

Mai 2025

Produced by:

Finexpert – Boscolo Audit & Advisory SRL

INDEPENDENT LIMITED ASSURANCE REPORT ON KPMG'S IMPACT PLAN 2024

TO THE MANAGEMENT OF KPMG ROMANIA SRL

We have undertaken a limited assurance engagement on KPMG Romania Combined sustainability information as included in the report "KPMG's: Our Impact Plan 2024".

Our assurance engagement extends to all the information within the scope of assurance linked to or from the Sustainability Information within the report Impact Plan 2024. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than KPMG Romania for our work, for this independent assurance report, or for the conclusions we have reached.

OUR LIMITED ASSURANCE OPINION

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that KPMG Romania's Combined Sustainability Information included in the "KPMG: Our Impact Plan 2024" is not prepared, in all material respects, in accordance with the GRI Standards and the basis of preparation set out in section (2) and (14) of the "KPMG: Our Impact Plan 2024", titled *Corporate sustainability strategy* and *GRI Content Index*, respectively (see also below under 'Understanding how KPMG Romania has prepared the Sustainability Information').

The scope of assurance was determined by KPMG Romania SRL in accordance with the materiality principles as defined by the GRI. As KPMG Romania's reporting processes mature, the scope of assurance will expand over time. KPMG Romania does not meet the criteria set by the Romanian legislation for the assurance of sustainability-related information. The organisation is able to select the scope and level of assurance to be provided by a practitioner.

The extent of evidence-gathering procedures for a limited assurance engagement is less than for a reasonable assurance engagement, and therefore a lower level of assurance is provided. Our conclusions are based on the appropriate application of the criteria outlined in KPMG Romania's environmental reporting methodologies.

UNDERSTANDING HOW KPMG ROMANIA HAS PREPARED THE SUSTAINABILITY INFORMATION

The absence of a commonly used generally accepted reporting framework or a significant body of established practice on which to draw to evaluate and measure sustainability information allows for different but acceptable measurement techniques that can affect comparability between entities and over time.

Consequently, the Sustainability Information needs to be read and understood together with the GRI Standards used, and the basis of preparation set in section (2) and (14) of the “KPMG: Our Impact Plan 2024”, titled *Corporate sustainability strategy* and *GRI Content Index*, respectively (together ‘the Criteria’), which KPMG Romania has used to prepare the Sustainability Information.

INHERENT LIMITATIONS IN PREPARING THE SUSTAINABILITY INFORMATION

The Sustainability Information may include information based on hypothetical situations such as climate-related scenarios or other future events subject to inherent uncertainty because of incomplete scientific and economic common knowledge about the likelihood, timing or effect of possible future physical and transitional climate-related impacts.

KPMG ROMANIA’S RESPONSIBILITIES

The management of KPMG Romania SRL is responsible for preparing the Report “KPMG’s: Our Impact Plan 2024” and the information and statements within it. They are responsible for the identification of stakeholders and material issues, for defining objectives with respect to sustainability performance, and for establishing and maintaining appropriate performance management and internal control systems from which reported information is derived.

Also KPMG Romania is responsible for:

- Selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable law and regulations related to reporting the Sustainability Information;
- The preparation of the Sustainability Information in accordance with the Criteria;
- Designing, implementing, and maintaining internal control over information relevant to the preparation of the Sustainability Information that is free from material misstatement, whether due to fraud or error.

OUR RESPONSIBILITIES

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- Forming an independent opinion, based on the evidence we have obtained;
- Reporting our opinion to the KPMG Romania governance;
- As we are engaged to form an independent opinion on the Sustainability Information as prepared by management, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

PROFESSIONAL STANDARDS APPLIED

We performed a limited assurance engagement in accordance with *International Standard on Assurance Engagements 3000 (Revised) Assurance Engagements other than Audits or Reviews of Historical Financial Information* and, in respect of greenhouse gas emissions included in the Sustainability Information, in accordance with *International Standard on Assurance Engagements 3410 Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board.

OUR INDEPENDENCE AND QUALITY CONTROL

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Our firm applies International Standard on Quality Management 1 "*Quality Management for Firms that Performs Audits or Reviews of Financial Statements or Other Assurance or Related Services Engagement*", issued by IAASB, which requires the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

An independent and multidisciplinary team carried out our work, including assurance practitioners, engineers, and sustainability specialists. We remain solely responsible for our assurance opinion.

SUMMARY OF THE WORK WE PERFORMED AS THE BASIS FOR OUR ASSURANCE OPINION

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Information. The nature, timing and extent of procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error, in the Sustainability Information. In making those risk assessments, we considered internal control relevant to KPMG ROMANIA's preparation of the Sustainability Information. A limited assurance engagement also includes:

- Evaluating the suitability in the circumstances of KPMG ROMANIA's use of the Criteria, as the basis for preparing the Sustainability Information;
- Evaluating the appropriateness of measurement and evaluation methods, reporting policies used and the limitedness of estimates made by KPMG ROMANIA;
- Evaluating the disclosures and overall presentation of the Sustainability Information.

To form our conclusions, we undertook the steps outlined below:

1. Interviewed a selection of KPMG Romania's process owners to understand the current status of sustainability activities and the progress made during the reporting period.
2. Reviewed selected group level documents relating to sustainability aspects of KPMG Romania's performance to understand the progress made across the organisation and test the coverage of topics within the Report.
3. Carried out the following activities to review sustainability data samples and processes:
 - a. Reviewed disaggregated sustainability data reported by a sample of KPMG Romania areas of activity to assess whether the data had been collected, consolidated and reported accurately.
 - b. Reviewed and challenged supporting evidence from the sample of businesses.

- c. Tested whether sustainability data had been collected, consolidated, and reported appropriately at the group level.
- 4. Reviewed the coverage of material issues within the Report “KPMG’s: Our Impact Plan 2024” against the key sustainability issues derived from KPMG Romania’s processes for determining material sustainability issues.
- 5. Reviewed information or explanations about selected data, statements, and assertions within the Report regarding KPMG Romania’s sustainability performance.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Camillo Giovannini



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08 Mai 2025

Bucharest, Romania

Goal		Sub-Goal		Indicators Targets	How we target this	Page in the report
Goal 3	Ensure healthy lives and promote well-being for all at all ages	3.4	By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	3.4.1 Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease 3.4.2 Suicide mortality rate	Our internal well-being program	36-37
		3.8	Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	3.8.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population) 3.8.2 Proportion of population with large household expenditures on health as a share of total household expenditure or income	Taxes paid to support the state health care system and access to private medical services for our employees	53
Goal 5	Achieve gender equality and empower all women and girls	5.1	End all forms of discrimination against all women and girls everywhere	5.1.1 Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex	Our hiring, rewarding and evaluation policies	33, 35, 42
		5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments 5.5.2 Proportion of women in managerial positions	Our hiring, rewarding and evaluation policies	33, 35, 42

Goal 8

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



8.1	Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries	8.1.1 Annual growth rate of real GDP per capita	Our hiring, rewarding and evaluation policies	33, 35, 42
8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead	8.4.1 Material footprint, material footprint per capita, and material footprint per GDP 8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP	Our efforts to reduce water and paper consumption and decrease emissions	49-50
8.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments 5.5.2 Proportion of women in managerial positions	Our hiring, rewarding and evaluation policies	43-45

Goal 10

Reduce inequality within and among countries






10.2	By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	10.2.1 Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities	Our hiring, rewarding and evaluation policies	33, 35, 42
10.5	Improve the regulation and monitoring of global financial markets and institutions and strengthen the implementation of such regulations	10.5.1 Financial Soundness Indicators	Via our work and services as well as our governance model	21-23, 25-30

Goal 12

Ensure sustainable consumption and production patterns



12.2	By 2030, achieve the sustainable management and efficient use of natural resources	12.2.1 Material footprint, material footprint per capita, and material footprint per GDP 12.2.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP	Our Planet commitments	5-6
12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	12.5.1 National recycling rate, tons of material recycled	Our Planet commitments	49

<p>Goal 12</p>	<p>Ensure sustainable consumption and production patterns</p> 	<p>12.6</p> <p>Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>12.6.1 Number of companies publishing sustainability reports</p>	<p>Our own report as well as the reports published by our clients</p>	<p>Our Impact Report</p>
<p>Goal 13</p>	<p>Take urgent action to combat climate change and its impacts</p> 	<p>13.3</p> <p>Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>13.3.1 Extent to which (i) global citizenship education and (ii) education for sustainable development are mainstreamed in (a) national education policies; (b) curricula; (c) teacher education; and (d) student assessment</p> <p>13.3.2 Number of countries that have communicated the strengthening of institutional, systemic and individual capacity-building to implement adaptation, mitigation and technology transfer, and development actions</p>	<p>Our ESG related training programs</p>	<p>29-30, 38</p>
<p>Goal 17</p>	<p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p> 	<p>17.14</p> <p>Enhance policy coherence for sustainable development</p>	<p>17.14.1 Number of countries with mechanisms in place to enhance policy coherence of sustainable development</p>	<p>Our participation in international and national bodies promoting sustainable development</p>	<p>11, 15</p>



GRI Content Index

GRI Standards	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 2: General Disclosure 2021	Disclosure 2-1: Organizational details	Pages 8-9			
	Disclosure 2-2: Entities Included in the organization's sustainability reporting	Page 8			
	Disclosure 2-3: Reporting period, frequency and contact point	Pages 15			
	Disclosure 2-4: Restatement information	Page 15			
	Disclosure 2-5: External assurance	Page 15			
	Disclosure 2-6: Activities, value chain and other business relationships	Pages 8-10			

GRI 2: General Disclosure 2021

Disclosure 2-7 Employees	Pages 8, 32-34	Non guaranteed hours of employment Temporary employees	Not applicable	No legal support for this type of working contract We had no such employees during the reporting period
Disclosure 2-8: Workers who are not employees		Workers who are not employees	Not applicable	We do not have this type of worker
Disclosure 2-9: Governance structure and composition	Page 10			
Disclosure 2-10: Nomination and selection of the highest governance body	Page 10			
Disclosure 2-11: Chair of the highest governance body	Page 10			
Disclosure 2-12: Role of the highest governance body in overseeing the management of impacts	Page 10			
Disclosure 2-13: Delegation of responsibility for managing impacts	Page 10			
Disclosure 2-14: Role of the highest governance body in sustainability reporting	Page 10			
Disclosure 2-15: Conflict of interest	Pages 21-30			

GRI 2:
General
Disclosure
2021

Disclosure 2-16: Communication of critical concerns	Page 21-30	
Disclosure 2-17: Collective knowledge of the highest governance body	Page 10	
Disclosure 2-18: Evaluation of the performance of the highest governance body	Pages 42	
Disclosure 2-19: Remuneration policies	Page 35-36	
Disclosure 2-20: Process to determine remuneration	Page 35-36	
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Disclosure 2-23: Policy commitments	Pages 21-23	
Disclosure 2-24: Embedding policy commitments	Pages 21-23	
Disclosure 2-25: Processes to remediate negative impacts	Page 25-30	
Disclosure 2-26: Mechanisms for seeking advice and raising concerns	Page 25-30	

GRI 2: General Disclosure 2021

Disclosure 2-27: Compliance with laws and regulations

Pages 21-30

Disclosure 2-28: Membership associations

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Disclosure 2-30: Collective bargaining agreements

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Economic Performance

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GRI 202

Market presence

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GRI 203

Indirect economic impacts

Page 53-57

GRI 204

Procurement practices

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GRI 205

Anti-corruption

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GRI 206

Anti-competitive behavior

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GRI 207

Tax

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GRI 301	Materials			Not material	
GRI 302	Energy	Page 50			
GRI 303	Water and effluents	Pages 49-50			
GRI 304	Biodiversity			Not material	
GRI 305	Emissions	Pages 47-48			
GRI 306	Effluents and waste			Not material	
GRI 308	Supplier environmental assessments			Not performed	
GRI 401	Employment	Pages 32-33			
GRI 402	Labor/Management relations	Page 33-34			
GRI 403	Occupational Health&Safety	Page 36-37, 39			
GRI 404	Training and Education 2016	Pages 38-41			

GRI 405	Diversity and Equal Opportunity	Pages 43-44			
GRI 406	Non-discrimination	Pages 43, 45			
GRI 407	Freedom of association and collective bargaining			Not applicable	
GRI 408	Child labor			Not applicable	
GRI 409	Forced or compulsory labor			Not applicable	
GRI 410	Security practices			Not applicable	
GRI 411	Right of Indigenous People			Not applicable	
GRI 413	Local communities			Not applicable	
GRI 415	Public policy	Pages 22			
GRI 416	Customer Health and safety			Not material	
GRI 417	Marketing and labelling			Not material	
GRI 418	Customer privacy	Pages 25-30			



Abbreviations and acronyms

BREEAM Building Research Establishment Environmental Assessment Method

CDP Carbon Disclosure Project

CO₂ Carbon dioxide

CSR Corporate Social Responsibility

ERM Enterprise Risk Management

ESG Environment, Social and Governance

EU European Union

FY Financial year

GHG Greenhouse Gas

GRI Global Reporting Initiative

H Hours

IBC International Business Council

IESBA International Code of Ethics for Professional Accountants

IIRC International Integrated Reporting Council

ISQM1 International Standard on Quality Management 1

KPI Key Performance Indicators

KQCE KPMG Quality & Compliance Evaluation

NGO Non-governmental organization

QPRs Quality Performance Reviews

ROI Return on Investment

SBTi The Science Based Targets initiative

SDGs Sustainable Development Goals

TCFD Task Force on Climate-related Financial Disclosures

UNGC United Nations Global Compact

WBCSD World Business Council for Sustainable Development

WEF World Economic Forum



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