



Report on the People Committee's activities during the year

30 September 2022



Areas of oversight

The People Committee has had a number of areas of focus, which include recruitment and retention at the broadest level, culture and behaviours across the firm, the Inclusion, Diversity and Equity (IDE) strategy and the Global People Survey action plan. In addition, the Executive Committee's, Chair's and Chief Executive's goals and objectives, Partner performance and remuneration, IDE for the partnership and succession planning are all areas the Committee has considered.

Particular time has also been given to:

- Culture and how it connects with recruitment, retention and attrition.
- ESG strategy, especially around the social pillar and how the firm can bring a positive social impact.

Our priorities for 2023

- Ensure alignment of the firm's People Strategy and culture with its growth plan.
- Further develop the employee value proposition (Our KPMG).
- Continue to consider issues around leadership and succession, wellbeing and workforce planning.
- Continue to analyse partner performance and behaviours.
- Monitor and consider the implications of the geopolitical landscape relevant to social issues.

People Committee in numbers

- Three members¹.
- One INE in attendance.
- Six scheduled meetings.
- Nine ad hoc meetings.

¹ Linda Main was appointed as a member on 9 November 2022 following the Board Committee Effectiveness Review.