

## Report on the People Committee's activities during the year

For the year ended 30 September 2024

## Areas of oversight

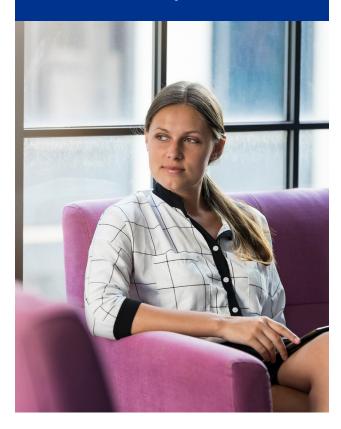
- Monitoring the Global People Survey action plan and the progress made against the key actions such as wellbeing.
- Overseeing the People Strategy and ensuring it is aligned with the firm's culture and growth plan which included the People Transformation plan.
- Monitoring diversity and inclusion targets for both partners and staff and the progress made against the short- and long-term targets.
- Monitoring the culture dashboard and the culture baseline for the merger.
- Overseeing the firm's 'Black Swan' succession plan and forward approach.
- Overseeing review of staff and partner performance.
- Monitoring partner promotions and the impact they would have on diversity. This included overseeing the Partner Balanced Scorecard.
- Overseeing the Equity Partner Pay Principles and Pay along with Salaried Partner promotions to Equity Partner.
- Overseeing the Executive Committee's goals and objectives, particularly those related to people.
- Overseeing the Chair and CEO performance, ratings and remuneration.

## Looking ahead to FY25

The responsibilities of the People Committee will be split between the Group Board, UK Board, Group Remuneration Committee and Group Nominations Committee.

## In numbers

- The People Committee consisted of three members until 31 July upon which there were two members.
  Additionally, one Independent Non-Executive was invited to join as an observer.
- During the reporting period, the People Committee held eleven formal meetings.



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