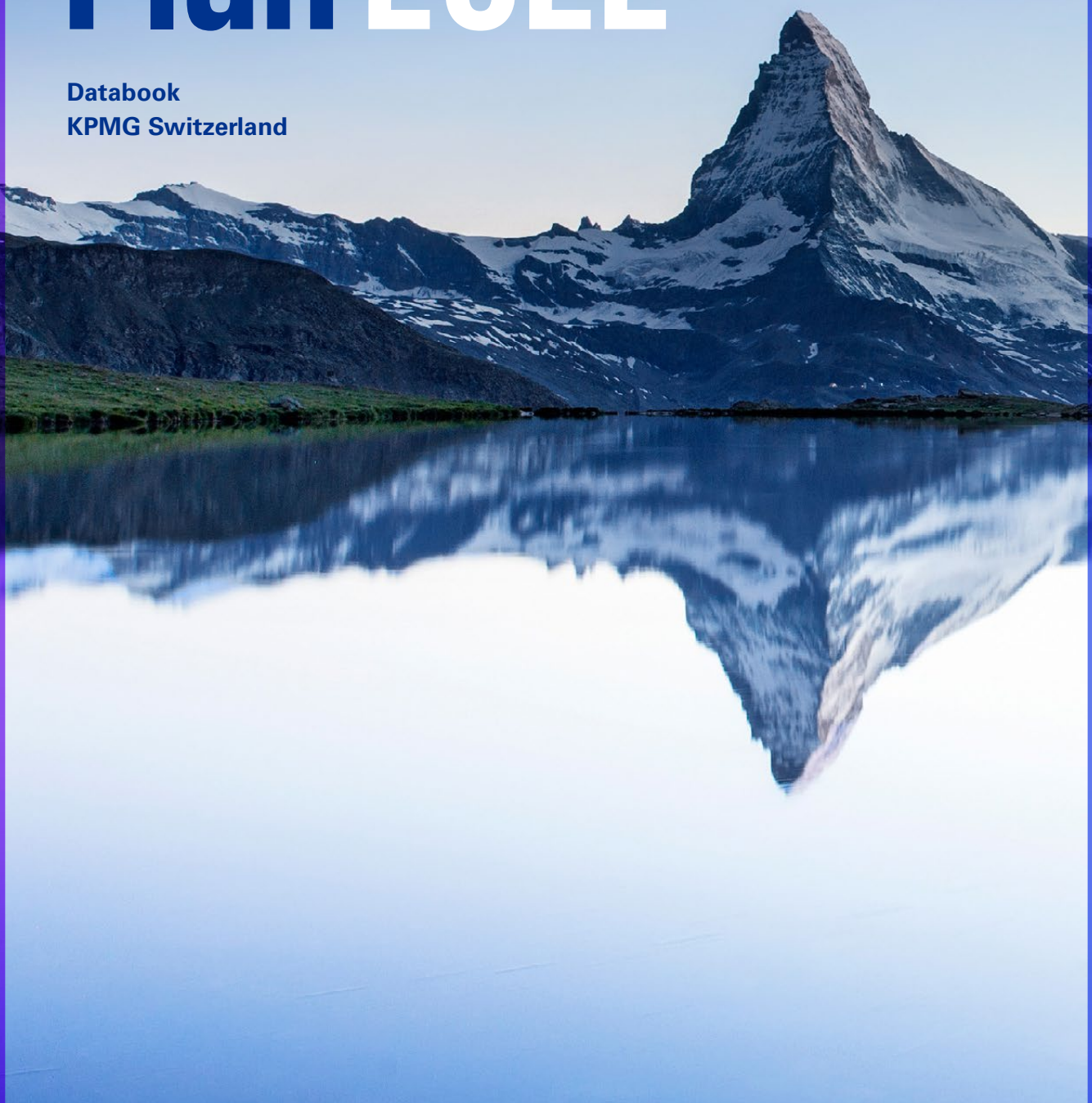


# Our Impact Plan 2022

Databook  
KPMG Switzerland



# Our Impact Plan 2022

## Databook

This databook contains detailed information on applied methodologies and relevant datapoints for each material topic as reported in our Sustainability Report 2022. It also contains the content mapping to the ten principles of the UN Global Compact and the GRI Content Index. It covers the relevant activities of KPMG Switzerland for the financial year ending 30 September 2022.

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# Methodology for greenhouse gas emission estimation

## 1. Reporting scope and period

The GHG emissions are reported in line with the financial year of KPMG AG, which runs from 1 October to 30 September. We consolidated data for all our offices in Switzerland and Liechtenstein, representing 100% of the firm's headcount.

Our methodology for estimating GHG emissions is based on the principles defined by the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Version 2015).

## 2. Screening of scope 3 emissions

In line with GHG protocol recommendations, we identified which scope 3 activities are expected to have the most significant GHG emissions, offer the most significant reduction opportunities and are most relevant for the nature of our business and our business goals. The analysis was performed by the Corporate Responsibility Officer supported by several internal sustainability and carbon accounting experts by a high-level analysis of the firm's procurement data. Below are the results of our analysis.

	Applicability to KPMG AG	Coverage & Emissions Sources
<b>Cat. 1: Purchased Goods &amp; Services</b>	Upstream emissions generated from the production of the goods and services purchased including materials such as aluminum and steel metals	<p>Most purchased goods and services are made through the procurement department. All information (quantity and spend) is recorded in the internal accounting.</p> <p>Over the last 12 months we have undertaken to estimate our emission from purchased goods and services by assigning and industry-classification to our suppliers representing at least 80% of our total spend. We used emission intensity indicators from Quantis for each of the identified industry classifications to perform a high-level estimate. Once we are satisfied with the robustness of our estimate, we will disclose the related emission in the Impact plan.</p>
<b>Cat. 2 Capital Goods</b>	Upstream emissions generated from the production of capital goods purchased including capital goods like manufacturing equipment, vehicles, etc.	Not applicable to KPMG AG since the firm does not purchase any capital goods.

	Applicability to KPMG AG	Coverage & Emissions Sources
<b>Cat. 3 Fuel/Energy-Related Activities</b>	<p><b>A Upstream emissions of purchased fuels:</b> Extraction, production and transportation of fuels consumed by the reporting company</p> <p><b>B Upstream emissions of purchased electricity:</b> Extraction, production, and transportation of fuels consumed in the generation of electricity, steam, heating, and cooling that is consumed by the reporting company</p> <p><b>C Transmission and distribution (T&amp;D) losses:</b> Generation (upstream activities and combustion) of electricity, steam, heating, and cooling that is consumed (i.e. lost) in a T&amp;D system – reported by end user</p> <p><b>D Generation of purchased electricity that is sold to end users:</b> Generation (upstream activities and combustion) of electricity, steam, heating, and cooling that is purchased by the reporting company and sold to end users – reported by utility company or energy retailer</p>	<p><b>A Upstream emissions of purchased fuels:</b> Lugano, Luzern, Vaduz, and Zurich offices purchase natural or biogas for heating</p> <p><b>B Upstream emissions of purchased electricity:</b> All office run on 100% renewable electricity which does not use any fuel, therefore there are no upstream emissions. Basel, Lausanne, St. Gallen, and Zug offices purchase heat. Geneva purchases geothermal heat, but geothermal heat does not use fuel, so it is not applicable. Bern and Neuchatel emissions are captured in scope 3 category 8.</p> <p><b>C Transmission and distribution (T&amp;D) losses:</b> For electricity, there are no T&amp;D losses since all offices use renewable electricity. For heating, Geneva does not have T&amp;D losses since it uses geothermal heating. Bern and Neuchatel's T&amp;D losses are captured in scope 3 category 8: Upstream Leases Assets since they pay for their heating as part of their rent. All other have T&amp;D losses for heating that contribute to the scope 3 category 3 emissions.</p> <p><b>D Generation of purchased electricity that is sold to end users:</b> Not Applicable to KPMG AG as the firm does not sell electricity to end users.</p>
<b>Cat. 4 Upstream Transportation &amp; Distribution</b>	Indirect Emissions generated from the transportation and distribution of products purchased in vehicles not owned by KPMG AG or operated through 3 <sup>rd</sup> party logistics	Not applicable to KPMG AG because it is assumed that the T&D emissions are included in the emission factors for purchased goods and service so the emissions will be captured in scope 1 category 1.
<b>Cat. 5 Waste generated</b>	Emissions from the disposal and treatment of waste through processes which may include landfills, incineration, recycling, composting, etc.	<p>Third party waste management companies invoice to offices with waste related information (quantity and cost). Invoices are stored in accounting.</p> <p>The Zurich office's waste emissions are calculated based on invoices received from waste management providers.</p> <p>All other offices are estimated based off the average waste per employee in Zurich.</p>
<b>Cat. 6 Business Travel</b>	Emissions generated from employee travel for business related activities in vehicles owned or operated by 3 <sup>rd</sup> parties	All offices collect business travel data (air, rail, car rental, taxi, hotel) from data sources provided by external travel providers or from internal accounting information.

	Applicability to KPMG AG	Coverage & Emissions Sources
<b>Cat. 7 Employee Commuting</b>	Emissions generated from KPMG AG employees commuting between their homes and their allocated worksites based on the mode of transport used	All offices have data on employee presence rate and use public statistics for commuting distance and mode of transportation. Telework emissions due to working from home are also included in this category.
<b>Cat. 8 Upstream Leased Assets</b>	Emissions produced from operations of assets leased to KPMG AG	Some offices lease interior landscaping, kitchen appliances, and printers. Bern and Neuchatel offices pay a flat fee for heating as part of their rent so the emissions are part of scope 3
<b>Cat. 9 Downstream Transportation &amp; Distribution</b>	Emissions produced from the transportation and distribution of finished goods in vehicles not owned by KPMG AG or operated through 3 <sup>rd</sup> party logistics	Not applicable to KPMG AG since the firm does not sell products
<b>Cat. 10 Processing of sold products</b>	Emissions produced from the disposal and treatment of KPMG AG's products at the end of their life	Not applicable to KPMG AG since the firm does not sell products
<b>Cat. 11 Use of Sold Products</b>	Emissions generated from the use of KPMG AG's products sold to customers and consumed over the lifetime of the product	Not applicable to KPMG AG since the firm does not sell products
<b>Cat. 12 End-of-Life Treatment</b>	Emissions produced from the disposal and treatment of KPMG AG's products at the end of their life	Not applicable to KPMG AG since the firm does not sell products
<b>Cat. 13 Downstream Leased Assets</b>	Emissions produced from the transportation and distribution of finished goods in vehicles not owned by KPMG Switzerland or operated through 3 <sup>rd</sup> party logistics	Not applicable to KPMG AG since the firm does not lease any owned assets to other entities
<b>Cat. 14 Franchises</b>	Operation of franchises reported by franchisor	Not applicable to KPMG AG since the firm does not operate franchises
<b>Cat. 15 Investments</b>	Operation of investments (including equity and debt investments and project finance)	KPMG AG has investments, but the data is not currently available for reporting

### 3. Estimation of emissions

We estimate our emission by multiplying the activity data of the relevant environmental indicator and the relevant emissions factor for the activity.

The emissions are reported in tonnes of CO<sub>2</sub> equivalent, e.g. we consider the impact of the greenhouse gases carbon dioxide, methane and nitrous oxide.

### 3.1. Scope 1 emissions

Stationary Emissions	
<b>Definition</b>	Emissions from heating systems fueled by natural gas in offices controlled by KPMG but not owned by KPMG
<b>Method and description</b>	Spend-based method: Use fuel prices to convert the amount spent to physical or energy units
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Total expenditure</li> <li>– Average price of natural gas (location specific)</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>– We receive annual invoices from our landlords for gas consumption from heating at three of our offices as part of the services charges supplemental to the rent. For these offices our landlords are not able to provide us with consumption data as the respective heating costs are allocated based on floor space. Accordingly, we are using the spend-based method for our emission calculations.</li> <li>– The periods we are invoiced for are not aligned with our reporting period as they usually lag 6–12 months. Given there has been no significant change in our operations we are basing our calculations on the most recent 12-month period that we have been invoiced and for which we can therefore estimate an effective consumption based on the above methodology.</li> </ul>
<b>Source of emission factors</b>	Natural gas (UK), DEFRA/BEIS 2022 emissions database

### 3.2. Scope 2 emissions

Purchased electricity	
<b>Definition</b>	Emissions resulting from electricity generation for use within the offices controlled by KPMG but not owned by KPMG
<b>Method and description</b>	Location-based method: Reflects emissions based on average energy generation emissions factors for defined geographic locations
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Quantity of electricity purchased (10 offices)</li> <li>– If not available, electricity spend (1 office)</li> <li>– Average price of electricity (location specific)</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>– We receive annual invoices from our landlords for electricity consumption based on effective spent at three of our offices.</li> <li>– At one office our landlord is not able to provide us with effective consumption data as the electricity costs are allocated based on floor space. Accordingly, we are using the spend-based method for our emission calculations.</li> <li>– The periods we are invoiced for are not aligned with our reporting period as they usually lag 6–12 months. Given there has been no significant change in our operations we are basing our calculations on the most recent 12-month period that we have been invoiced and for which we can therefore estimate an effective consumption based on the above methodology.</li> </ul>
<b>Source of emission factors</b>	Grid emission factor (electricity generation) for non-OECD Europe: IEA 2021 database

### Heating (District heating and geothermal)

<b>Definition</b>	Emissions from (district) heat production for use within the offices controlled by KPMG but not owned by KPMG
<b>Method and description</b>	Location-based method: Reflects emissions based on average heat generation emissions factors for defined geographic locations
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Quantity of heat purchased</li> <li>– If not available, heating cost</li> <li>– Average price of heat (location specific)</li> </ul>
<b>Assumptions</b>	The activity data encompasses the heat energy consumed at our offices.
<b>Source of emission factors</b>	Bundesamt für Energie BFE, FW-Emissionsfaktoren-2021, 30. Mai 2022

### 3.3. Scope 3 emissions

#### Fuel and energy related activities: Upstream emissions from purchased fuels

<b>Definition</b>	Emissions related to extraction, refining and transportation of primary fuels before their use in the generation of heat
<b>Method and description</b>	Average data method
<b>Activity Data</b>	Quantities and types of fuel consumed
<b>Assumptions</b>	–
<b>Source of emission factors</b>	WTT conversion factors for Natural gas (UK) and Biogas (UK), DEFRA/BEIS 2022 emissions database

#### Fuel and energy related activities: Upstream emissions from purchased heating

<b>Definition</b>	Emissions related to the extraction, refining and transportation of primary fuels before their use in the generation of heat
<b>Method and description</b>	Average data method
<b>Activity Data</b>	Total quantities of heating, purchased and consumed per unit of consumption broken down by supplier, grid region, or country
<b>Assumptions</b>	–
<b>Source of emission factors</b>	WTT conversion factors for heat & steam (UK), DEFRA/BEIS 2022 emissions database

### Fuel and energy related activities: Transmission and distribution (T&D) losses related to purchased heat

<b>Definition</b>	Emissions related to the heat energy lost during supply of heat from the source of generation to our office
<b>Method and description</b>	Average data method
<b>Activity Data</b>	Heating per unit of consumption broken down by grid region or country
<b>Assumptions</b>	–
<b>Source of emission factors</b>	WTT conversion factor for distribution losses in district heat and steam distribution (UK), DEFRA/BEIS 2022

### Fuel and energy related activities: Transmission and distribution (T&D) losses related to purchased electricity

<b>Definition</b>	Emissions associated with the electrical energy lost during supply of electricity from the electric utility to our office
<b>Method and description</b>	Average data method
<b>Activity Data</b>	Total quantities of electricity purchased and consumed per unit of consumption broken down by supplier, grid region, or country
<b>Assumptions</b>	–
<b>Source of emission factors</b>	WTT conversion factor for distribution losses in overseas electricity (T&D) for non-OECD Europe, DEFRA/BEIS 2022

### Waste generated in operations

<b>Definition</b>	Emissions resulting from third-party disposal and treatment of waste generated
<b>Method and description</b>	Waste-type-specific method: Calculate emissions based on type of waste being disposed of and waste diversion method
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Waste Produced (e.g. tonne/cubic meter) and type of waste generated in operations</li> <li>– For each waste type, specific waste treatment method applied (e.g. landfilled, incinerated, recycled)</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>– Calculated waste per employee for each waste-type and waste-disposal method using Zurich waste data and multiplied times number of employees for other offices</li> <li>– We assumed waste-treatment procedures in our Zurich office apply also in all our other offices</li> <li>– Emissions from wastewater treatment are not considered</li> <li>– Emissions from transportation of waste are not considered</li> </ul>
<b>Source of emission factors</b>	Waste disposal, DEFRA/BEIS 2022



### Business travel: Transport

<b>Definition</b>	Emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses and passenger cars
<b>Method and description</b>	<ul style="list-style-type: none"> <li>– Where we have data on distance travelled (majority) – Distance-based method: Calculate emissions by multiplying activity data (i.e., vehicle-kilometers or person-kilometers travelled by vehicle type) by emission factors (typically default national emission factors by vehicle type).</li> <li>– Where we do not have data on distance travelled (exceptions) – Spend-based method: Calculate emissions by multiplying the spend by type/mode of transport.</li> </ul>
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Distance Travelled</li> <li>– Travel spend</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>– See “Method and description” for estimations where we only have travel spend</li> <li>– Rail: Distance is based on SBB methodology to estimate travelled distance for certain types of local and regional ticket types or general abonnements</li> <li>– Emissions related to the extraction, refining and transportation of the raw fuels before they are used to power the transport mode are excluded</li> </ul>
<b>Source of emission factors</b>	Car, taxi, rail and air travel: DEFRA/BEIS 2022

### Business travel: Hotel stays

<b>Definition</b>	Emissions related to overnight hotel stays during business trips
<b>Method and description</b>	<ul style="list-style-type: none"> <li>– Where we have data on number of nights and location (minority) – Distance-based method: Number of nights multiplied by emission factor for the relevant countries</li> <li>– Where we do not have data on number of nights and location (majority) – Spend-based method: Calculate emissions by multiplying the spend on travel/hotels by an average cost factor and allocate to locations proportionally.</li> </ul>
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Number of hotel nights</li> <li>– Hotel spend</li> </ul>
<b>Assumptions</b>	See “Method and description”
<b>Source of emission factors</b>	DEFRA/BEIS 2022

## Employee commuting

<b>Definition</b>	Emissions from the transportation of employees for business-related commuting in vehicles owned or operated by third parties, such as trains, buses and passenger cars
<b>Method and description</b>	Average data method: Use average secondary activity data to estimate distance travelled and mode of transport
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Number of employees/presence rate</li> <li>– Average breakdown of employees using each mode of transport</li> <li>– Average distance travelled</li> <li>– Working days per year</li> </ul>
<b>Assumptions</b>	Average travel distance and mode of transport is based on 2021 statistical data of the Federal Statistical Office
<b>Source of emission factors</b>	DEFRA/BEIS 2022

## Remote working

<b>Definition</b>	Emissions related to working from home
<b>Method and description</b>	<ul style="list-style-type: none"> <li>– Electricity used while working from home – includes electricity for equipment, lighting, heating and cooling</li> <li>– Heating used while working from home</li> </ul>
<b>Activity Data</b>	<ul style="list-style-type: none"> <li>– Total number of employees per office</li> <li>– Average daily presence (by month) per office</li> <li>– Average work days per month = 21 days</li> <li>– Months in a year</li> <li>– Average PTO days per year = 31 days</li> <li>– Work hours per day = 8 hours</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>– Methodology based on EcoAct homeworking emissions whitepaper (UK region)</li> <li>– Energy mix in Switzerland based on survey of the Federal Statistical Office on the energy source of residential buildings in Switzerland (assumed to be same for Liechtenstein)</li> <li>– Emission factor for heat pumps is assumed to be equal to the emission factor for grid-based electricity</li> <li>– Home office rate was assumed to be the inverse of presence rate, extracted from our systems</li> </ul>
<b>Source of emission factors</b>	<ul style="list-style-type: none"> <li>– Electricity: Grid (electricity generation) emission factor for non-OECD Europe, IEA 2021 database</li> <li>– Heating: Heat &amp; steam (UK), DEFRA/BEIS 2022 emissions database</li> <li>– Oil, natural gas, wood: DEFRA/BEIS 2022 emissions database</li> </ul>

# Assumptions used for the monetization of our positive and negative sustainability impacts (True Value)

## Scope

Our True Value calculations consider figures and data reported in our annual report as well as this Impact Plan. Our scope includes the entities covered as described in the section “Who we are” in the Impact Plan.

## Impacts

### Economic impacts

<b>Definition</b>	Gross Value Added (GVA) is a measure of the contribution to Gross Domestic Product (GDP) made by an individual producer, industry or sector. GDP is an aggregate measure of the market value of goods and services a country produces to satisfy the needs of final consumers. It is used to express the wealth of a country.
<b>Activity data</b>	<ul style="list-style-type: none"> <li>– Depreciation/impairment expenses</li> <li>– Employee benefits expenses (e.g., salaries, bonus and social contributions)</li> <li>– Tax expenses (less production subsidies)</li> <li>– Interest expenses</li> </ul> <p>Data is taken from our financial statements that are prepared in accordance with the Swiss Code of Obligations.</p>
<b>Multiplier</b>	GVA components (Depreciation/impairment expenses + Employee benefits expenses+ Tax expenses (less production subsidies) + Interest expenses) are measured in monetary values and, therefore, do not need to be converted from physical quantities with valuation coefficients.
<b>Methodology</b>	<p>See above (“Multiplier”).</p> <p>Limitation: The use of GDP or GVA as a measure of progress or as a definition of value has been criticized. GDP is now often seen as an insufficient measure in light of other pressing social needs, as it does not capture a population’s quality of life or well-being.</p>
<b>Relevant sources</b>	<p>Value Balancing Alliance:  <a href="https://www.value-balancing.com/_Resources/Persistent/6/6/4/c/664cd668b396779e6fe973d29bda937091927d68/20210316_VBA%20Impact%20Statement_Socioeconomic_Publication.pdf">https://www.value-balancing.com/_Resources/Persistent/6/6/4/c/664cd668b396779e6fe973d29bda937091927d68/20210316_VBA%20Impact%20Statement_Socioeconomic_Publication.pdf</a></p>

## Social impacts

Our social impacts consist of the following components.

### Knowledge development and training

**Definition** Employee development and retention are beneficial for the company, the individual and society. Although employee training has a cost, it affects employees' employability, earnings, skills and knowledge in key ways. It also affects softer aspects, such as self-confidence, self-awareness, and active listening. This might, in turn, result in macro-level effects, such as greater emotional capacity, that benefit the immediate social environment, social and civic engagement, and democracy.

**Activity data**

- Average age of employees
- Turnover rate
- Total wage
- Numbers of training hours

**Multiplier** Return of investment of education: A training coefficients per country is used and assume a return on another year of education and must be corrected for the actual hours spent on training norm hours in that country. Training norm hours per country are obtained from the OECD database. The wage increase is determined using the following formula in which the years that the individual derives benefits from increased earnings are calculated until the point of retirement. The retirement age per country is based on data from OECD and Pension Watch.

### Methodology

$$\sum_{j=1}^n \sum_{i=0}^m \frac{\left(\alpha \frac{Tc}{Tn}\right)_{i,j}}{(1 + \beta)^i} w_j \gamma_j^5$$

Where:

- = training coefficient country
- = discount rate
- Y = turnover rate
- Tc = training hours
- i = time periods
- J = countries in which training is conducted
- M = pension age- average age of employee in country
- N = total number of countries
- Wj = total wage in country

### Relevant resources

Value Balancing Alliance:

[https://www.value-balancing.com/\\_Resources/Persistent/6/6/4/c/664cd668b396779e6fe973d29bda937091927d68/20210316\\_VBA%20Impact%20Statement\\_Socioeconomic\\_Publication.pdf](https://www.value-balancing.com/_Resources/Persistent/6/6/4/c/664cd668b396779e6fe973d29bda937091927d68/20210316_VBA%20Impact%20Statement_Socioeconomic_Publication.pdf)

Returns to investment in education (technical paper):

[https://www.researchgate.net/publication/24079155\\_Returns\\_to\\_Investment\\_in\\_Education\\_A\\_Further\\_Update](https://www.researchgate.net/publication/24079155_Returns_to_Investment_in_Education_A_Further_Update)

## Occupational health and safety

<b>Definition</b>	<p>Incidents can occur during operations and illnesses can arise due to working conditions. Occupational illnesses and incidents can lead to lower productivity, higher costs and reputational damages for the company, all of which are included in the financial results. However, incidents can also affect the employees' families as well as the broader local communities and society through healthcare and administrative costs, lower revenue (and spending), and quality of life.</p>
<b>Activity data</b>	Work-related disease or injury resulting in long absence
<b>Multiplier</b>	<p>Costs to worker and community of work-related health and safety incidents: Comprehensive detail on the costs for healthcare systems of work-related incidents depending on the type of injury or disease, is based on costs of work related incidents in Australia. As such, it is specific to Australia's economic situation and healthcare system (see comments on limitations below).</p>
<b>Methodology</b>	<p>Number of incidents * AUD price of incident Country correction factors (GDP, currency, and inflation) are considered</p> <p><b>Assumptions:</b> We assumed that the percentage of long absence are due to work stress related illness based on the study made by Insurers Swica and PK Rück which has shown that six out of ten cases of work stoppages can be attributed to depression or burn-out.</p> <p><b>Limitation:</b> The multiplier is based on a particular health system (Australia) and could therefore miss relevant variables of the Swiss health system.</p>
<b>Relevant sources</b>	<p>Value Balancing Alliance: <a href="https://www.value-balancing.com/_Resources/Persistent/6/6/4/c/664cd668b396779e6fe973d29bda937091927d68/20210316_VBA%20Impact%20Statement_Socioeconomic_Publication.pdf">https://www.value-balancing.com/_Resources/Persistent/6/6/4/c/664cd668b396779e6fe973d29bda937091927d68/20210316_VBA%20Impact%20Statement_Socioeconomic_Publication.pdf</a></p> <p>Neue Zürcher Zeitung: <a href="https://magazin.nzz.ch/wirtschaft/burnout-arbeitsausfaelle-steigen-auf-rekordhoch-ld.1533349?reduced=true">https://magazin.nzz.ch/wirtschaft/burnout-arbeitsausfaelle-steigen-auf-rekordhoch-ld.1533349?reduced=true</a></p>

## Living wages

<b>Definition</b>	Wages can be seen as an important factor for human capital and have a big influence on workers' health. Research by the World Health Organization ("WHO") found that the correlation between quality of life and life expectancy with wage inequality is stronger than with GDP/capita. Therefore, it is of high relevance to assess the actual impact, that companies have on the society by paying wages to their employees. The concept of living wage is the most common method to evaluate wages and should provide a satisfactory standard of living to the workers and their families.
<b>Activity data</b>	<ul style="list-style-type: none"> <li>– Permanent employees (per yearend)</li> <li>– Total wages</li> <li>– Average wage/person</li> <li>– Living wage in Switzerland</li> <li>– National HUI (per country)</li> </ul>
<b>Multiplier</b>	Living wage global data set is an estimated value of the remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs, including provision for unexpected events.
<b>Methodology</b>	<p><b>Step 1:</b> Calculate the gap between the paid wages compared to the national living wage for all employees of own activities.</p> <p><b>Step 2:</b> Calculate the impact of the wage gap by using the national HUI (National HUIs for each country).</p> <p><b>Step 3:</b> Value the resulting DALYs/QALY.</p> <p><b>Step 4:</b> Sum up the positive impacts (QALYs) and negative impacts (DALYs) separately for all employees.</p> <p><b>Limitation:</b> Our estimation is based on the average salary per person as of year end rather than the DALY/QALY per employee which would require consideration of the specific salary information of each employee.</p>
<b>Relevant sources</b>	<p><a href="https://globallivingwage.org/">https://globallivingwage.org/</a></p> <p><a href="https://www.globallivingwage.org/about/anker-methodology/">https://www.globallivingwage.org/about/anker-methodology/</a></p>

## Donations

<b>Definition</b>	<p>Impacts arising from KPMG's donation in housing projects, community and educational infrastructure, and scholarships among other programs that can add value to society.</p> <p>For the purpose of this exercise all donations were included. However, in practice the amount of donations that could qualify would be considerably lower.</p>
<b>Activity data</b>	<ul style="list-style-type: none"> <li>– Donation expenses</li> <li>– Data is taken from our financial statements that are prepared in accordance with the Swiss Code of Obligations.</li> </ul>
<b>Multiplier</b>	In order to get to a conservative estimate, we did not further convert (part of) the donation expenses by applying a multiplier such as "Social Return on Investment" or other similar concepts to consider the multiplying effects of donations.
<b>Methodology</b>	See above ("Multiplier").
<b>Relevant sources</b>	–

## Environmental impacts

Our environmental impacts consist of the following components:

### Climate Change contribution by GHG emissions

<b>Definition</b>	Climate change is driven by the total concentration of GHGs in our atmosphere, to which KPMG AG contributes with its footprint.
<b>Activity data</b>	Scope 1, 2 and 3 emissions (as disclosed in the Impact Plan)
<b>Multiplier</b>	Social cost of carbon emissions (USD by ton of pollutant) provides an estimate of the economic damages that would result from emitting one additional ton of GHGs into the atmosphere. According to research conducted by the US Environmental Protection Agency (EPA) the social cost of one ton of CO <sub>2</sub> emitted amounts to USD 155.
<b>Methodology</b>	Social cost per ton of CO <sub>2</sub> * amount of emissions (in tons) Country correction factors (GDP, currency, and inflation) are considered
<b>Relevant sources</b>	Value Balancing Alliance: <a href="https://www.value-balancing.com/en/downloads.html">https://www.value-balancing.com/en/downloads.html</a>  Table of Social Cost of Carbon per year based on EPA's annual estimations: <a href="https://www.whitehouse.gov/wp-content/uploads/2021/02/TechnicalSupportDocument_SocialCostofCarbonMethaneNitrousOxide.pdf">https://www.whitehouse.gov/wp-content/uploads/2021/02/TechnicalSupportDocument_SocialCostofCarbonMethaneNitrousOxide.pdf</a>

### Air pollution

<b>Definition</b>	Economic activity of KPMG results in emissions of pollutants of waste gases and suspended solids into the air, indirectly because of, for instance, energy or resource consumption. These pollutants may have negative impacts on people's health and on the natural and built environment.
<b>Activity data</b>	N <sub>2</sub> O emissions (scope 1)
<b>Multiplier</b>	Social cost of pollution (EUR by ton of pollutant) provides an estimate of the damages in human health taking an estimate of the number of people affected by country. This model also contemplates the cost of the impact on visibility that is estimated directly from emissions using function transfer and the impact on agriculture (crops and forest).
<b>Methodology</b>	Price of N <sub>2</sub> O ton* amount of emission emitted Country correction factors (GDP, currency, and inflation) are considered
<b>Relevant sources</b>	<a href="https://www.eionet.europa.eu/etcs/etc-atni/products/etc-atni-reports/etc-atni-report-04-2020-costs-of-air-pollution-from-european-industrial-facilities-200820132017/@@download/file/ETC-ATNI_2020-4_Task-1222_FINAL_v2_17-08-2021.pdf">https://www.eionet.europa.eu/etcs/etc-atni/products/etc-atni-reports/etc-atni-report-04-2020-costs-of-air-pollution-from-european-industrial-facilities-200820132017/@@download/file/ETC-ATNI_2020-4_Task-1222_FINAL_v2_17-08-2021.pdf</a>

## Water consumption

<b>Definition</b>	All corporate activity directly and indirectly relies on water availability. Water consumption reduces the amount of water available for other uses. Depending on the level of competition and the socio-economic context, this can have consequences for the environment and people.
<b>Activity data</b>	Amount of water consumption (m <sup>3</sup> )
<b>Multiplier</b>	Social cost of water (CH, by m <sup>3</sup> consumed): The water externality price is based upon scarcity level. The scarcity price is provided by the TruCost report. The scarcity level is determined by the Water Risk Atlas – WRI Aqueduct database (2019) and is country specific. (WRI Aqueduct: baseline water stress measures the ratio of total water withdrawals to available renewable surface and groundwater supplies)
<b>Methodology</b>	Externality price of m <sup>3</sup> of water * water consumed (m <sup>3</sup> ) Country correction factors (GDP, currency, and inflation) are considered
<b>Relevant sources</b>	Value Balancing Alliance: <a href="https://www.value-balancing.com/en/downloads.html">https://www.value-balancing.com/en/downloads.html</a>

## Waste

<b>Definition</b>	Corporate activities generate solid waste. The disposal of this solid waste can lead to a range of environmental outcomes that adversely affect human well-being, thereby carrying a societal cost.
<b>Activity data</b>	– Total hazardous waste recycled/recovered/reused – Total non hazardous waste recycled/recovered/reused
<b>Multiplier</b>	Estimation of the cost of hazardous waste in Australia (AUD by ton of waste): Provides an estimation of the cost of one ton of waste based on an economic analysis of the cost of managing waste (landfill, recycling), environmental, and human health costs for Australia.
<b>Methodology</b>	Price of Waste per ton * tons of waste produced Country correction factors (GDP, currency, and inflation) are considered  <b>Limitation:</b> Based on the cost for other country's system (Australia)
<b>Relevant sources</b>	Value Balancing Alliance: <a href="https://www.value-balancing.com/en/downloads.html">https://www.value-balancing.com/en/downloads.html</a>  Department of the Environment: <a href="https://www.environment.gov.au/system/files/resources/d1889716-2b06-44e1-a62c-3e67ff3d595f/files/cost-hazardous-waste.pdf">https://www.environment.gov.au/system/files/resources/d1889716-2b06-44e1-a62c-3e67ff3d595f/files/cost-hazardous-waste.pdf</a>



# UN Global Compact Content Mapping

KPMG International has been a [member of the United Nations Global Compact](#) since 2002 and publishes a respective [progress report](#). Along with this, also KPMG Switzerland is committed to the ten principles of this initiative for a sustainable global economy. Below provides an overview of how we consider this commitment in our sustainability strategy.

UNGC Principle	Link to Our Impact Plan	SDG Mapping <sup>1</sup>
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## Human Rights

### Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights

### Principle 2

Make sure that they are not complicit in human rights abuses.

### Our Impact Plan Pillars:

People, Governance

### Relevant commitments:

- Have an inclusive culture, built on trust
- Foster an educated, empathetic workforce
- Advocate for equal opportunity
- Protect the health of our people – both physically and mentally – and enable them to be effective and productive
- Respect human rights

### Material topic(s):

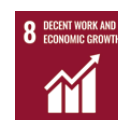
- Career Development
- Inclusion & Diversity
- Employee Health and Well-being
- Responsible Supply Chain

### Brief summary:

KPMG International has issued a [global human rights statement](#), in-line with the UN's Guiding Principles on Business and Human Rights. It is embedded in our [Global](#) and [Swiss Code of Conduct](#) and form part of an annual training that all of our employees are subject to. We operationalize our Code of Conduct in our policies, commitments, procedures and initiatives.

We expect our suppliers to comply with social and ecological standards and established internal guidelines and processes within our procurement policy. The policy contains a dedicated section on sustainable procurement that reflects the principles of the UN Global Compact. Our Supplier Code of Conduct provides our suppliers with information about our sustainability principles and defines the basis for our cooperation with them. It is an integral part of all contracts with large suppliers because we expect our suppliers to consider social, ethical and ecological requirements.

Further details can be found in the Impact Plan in the sections: *Career Development, Inclusion & Diversity, Employee Health and Well-being and Responsible Supply Chain*



<sup>1</sup> Based on our materiality analysis, see section "Process to determine materiality topics"

UNGC Principle	Link to Our Impact Plan	SDG Mapping <sup>1</sup>
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## Labor

### Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

### Our Impact Plan Pillars:

People, Governance, Prosperity

### Relevant commitments:

- Have an inclusive culture, built on trust
- Foster an educated, empathetic workforce
- Advocate for equal opportunity
- Protect the health of our people – both physically and mentally – and enable them to be effective and productive
- Respect human rights
- Support education and lifelong learning

### Principle 4

The elimination of all forms of forced and compulsory labour

### Principle 5

The effective abolition of child labour

### Principle 6

The elimination of discrimination in respect of employment and occupation

### Material topic(s):

- Career Development
- Inclusion & Diversity
- Employee Health and Well-being
- Responsible Supply Chain
- Community Investment and Corporate Citizenship

### Brief summary:

See elaborations on UNGC Principles 1 and 2.

In addition, we are focused on working towards the SDG 4 – to help ensure inclusive and equitable education for all and improve the position of people in our community on the labor market. On a global level, KPMG has developed a new, ambitious strategy to economically empower 10 million disadvantaged young people by 2030 through education, employment, and entrepreneurship opportunities (“10 by 30”).

Further details can be found in the Impact Plan in the sections:

*Career Development, Inclusion & Diversity, Employee Health and Well-being, Responsible Supply Chain and Community Investment and Corporate Citizenship*



<sup>1</sup> Based on our materiality analysis, see section “Process to determine materiality topics”

UNGC Principle	Link to Our Impact Plan	SDG Mapping <sup>1</sup>
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## Environment

### Principle 7

Businesses should support a precautionary approach to environmental challenges

### Our Impact Plan Pillars:

Planet, Prosperity

### Relevant commitments:

- Achieve a 50% reduction of our direct and indirect GHG emissions by 2030
- Form alliances with top technology vendors to enrich our services

### Principle 8

Undertake initiatives to promote greater environmental responsibility

### Material topic(s):

- Climate Change and Decarbonization
- Energy and Resource Management

### Principle 9

Encourage the development and diffusion of environmentally friendly technologies

- Purposeful Business

### Brief summary:

We want to contribute to a more sustainable and resilient future by minimizing negative impacts on the environment through our operations, services, supply chain and the influence we have with our clients. Our approach to energy and resource management is formalized in our environmental framework. It is applicable to all office locations. Also, through the development of client solutions as well as collaborations with technology providers we are helping our clients to progress on their journeys towards a more sustainable future.

Further details can be found in the Impact Plan in the sections: *Climate Change and Decarbonization, Energy and Resource Management and Purposeful Business.*



## Anti-Corruption

### Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery

### Our Impact Plan Pillars:

Governance

### Relevant commitments:

Work against corruption in all its forms, including extortion and bribery

### Material topic(s):

Business Ethics, Quality and Compliance

### Brief summary:

Compliance with laws, regulations and standards is a key aspect for everyone at KPMG Switzerland. We have a zero-tolerance approach towards bribery and corruption. We prohibit involvement in any type of bribery – even if such conduct is legal or permitted under applicable law or local practice. We also do not tolerate bribery by third parties, including by our clients, suppliers, or public officials. KPMG International requires KPMG firms to have appropriate internal controls in place to mitigate the risk of involvement in bribery by the firm and its partners and employees.

Further details can be found in the Impact Plan in the section: *Business Ethics, Quality and Compliance.*



<sup>1</sup> Based on our materiality analysis, see section "Process to determine materiality topics"

# Data tables

## Governance

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference
<b>Information and Corporate Security</b>					
<b>Incidents/ Complaints</b>	Number of complaints regarding a breach of customer information security or data privacy	–	–	–	418-1
<b>Trainings</b>	% of total staff having received data security training	100	100	<b>100</b>	KPMG-specific indicator
	Average hours of training per individual	1.5	1.5	<b>1.5</b>	
<b>Responsible Supply Chain</b>					
<b>Sourcing and Procurement activities</b>	% of procurement spend with suppliers that commit to the Supplier Code of Conduct	NDA	NDA	<b>36%</b>	414-1
<b>Supply Chain Management</b>	% of total suppliers based in Switzerland or Liechtenstein	NDA	84%	<b>80%</b>	KPMG-specific indicator
	% of total suppliers based in Switzerland, Liechtenstein, European Economic Area or United Kingdom	NDA	95%	<b>95%</b>	
<b>Business Ethics, Quality and Compliance</b>					
<b>Incidents/ Complaints</b>	Cases of corruption among employees of our firm brought against KPMG AG	NDA	–	–	205-3
<b>Compliance and Ethics Trainings</b>	% of total staff having received ethics and independence training	100	100	<b>100</b>	205-2
	% of client-facing KPMG AG staff having received integrity and anti-bribery training	100	100	<b>100</b>	
	Average hours of training per individual	4	4	<b>4</b>	
<b>Compliance Reviews</b>	Number of audit engagement files selected and reviewed	37	29	<b>31</b>	KPMG-specific indicator
	% of audit engagement leaders reviewed	39	33	<b>33</b>	

## People

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference
<b>Career Development</b>					
<b>Trainings and educational opportunities implemented for general career development and everyday worklife practices (hours)</b>	Overall training hours for all employees at KPMG AG	177,618	227,584	<b>255,344</b>	404-1
	Average hours of training per year per employee	89	116	<b>121</b>	404-1
	% of people that receive regular performance and career development reviews	100	100	<b>100</b>	404-3
<b>Inclusion &amp; Diversity</b>					
<b>Full-time employees (heads)</b>	Female	571	646	<b>708</b>	2-7
	Male	1,104	1,124	<b>1,229</b>	
	Total	1,675	1,770	<b>1,937</b>	
<b>Full-time employees (%)</b>	Female (% of total full-time employees)	34%	36%	<b>37%</b>	
	Male (% of total full-time employees)	66%	64%	<b>63%</b>	
	Female (% of total employees)	70%	72%	<b>73%</b>	
	Male (% of total employees)	91%	91%	<b>89%</b>	
	Total full-time employees (% of total employees)	82%	83%	<b>82%</b>	
<b>Part-time employees (heads)</b>	Female	246	246	<b>265</b>	
	Male	115	113	<b>149</b>	
	Total	361	359	<b>414</b>	
<b>Part-time employees (%)</b>	Female (% of total part-time employees)	68%	69%	<b>64%</b>	
	Male (% of total part-time employees)	32%	31%	<b>36%</b>	
	Female (% of total employees)	30%	28%	<b>27%</b>	
	Male (% of total employees)	9%	9%	<b>11%</b>	
	Total part-time employees (% of total employees)	18%	17%	<b>18%</b>	
<b>Contingent workers and freelancers (heads)</b>	Female	55	41	<b>48</b>	2-8
	Male	116	110	<b>112</b>	
	Total	171	151	<b>160</b>	
<b>Contingent workers and freelancers by gender (%)</b>	Female (%)	32%	27%	<b>30%</b>	
	Male (%)	68%	73%	<b>70%</b>	

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference	
<b>Diversity in nationalities</b>	Absolute number of nationalities among employees	52	55	<b>56</b>	405-1	
<b>Gender by level (heads)</b>	Male	Leadership	218	229	<b>241</b>	
		Management	439	429	<b>456</b>	
		Team Members	561	579	<b>681</b>	
		Total	1,218	1,237	<b>1,378</b>	
	Female	Leadership	45	49	<b>51</b>	
		Management	282	306	<b>316</b>	
		Team Members	490	537	<b>606</b>	
		Total	817	892	<b>973</b>	
	Total	Leadership	263	278	<b>292</b>	
		Management	721	735	<b>772</b>	
		Team Members	1,051	1,116	<b>1,287</b>	
		Total	2,035	2,129	<b>2,351</b>	
<b>Gender by level (%)*</b>	Male	Leadership	83%	82%	<b>83%</b>	
		Management	61%	58%	<b>59%</b>	
		Team Members	53%	52%	<b>53%</b>	
		Total	60%	58%	<b>59%</b>	
	Female	Leadership	17%	18%	<b>17%</b>	
		Management	39%	42%	<b>41%</b>	
		Team Members	47%	48%	<b>47%</b>	
		Total	40%	42%	<b>41%</b>	
	<b>Age group by level (heads)</b>	< 30 (heads)	Leadership	–	–	<b>–</b>
			Management	63	62	<b>67</b>
			Team Members	738	814	<b>927</b>
			Total	801	876	<b>994</b>
30 - 50 (heads)		Leadership	158	163	<b>165</b>	
		Management	612	621	<b>643</b>	
		Team Members	291	278	<b>333</b>	
		Total	1,061	1,062	<b>1,141</b>	
> 50 (heads)		Leadership	105	115	<b>127</b>	
		Management	46	52	<b>62</b>	
		Team Members	22	24	<b>27</b>	
		Total	173	191	<b>216</b>	

\* Leadership: Partner and Directors  
Management: Assistant Manager to Senior Manager  
Team Members: Rest

Indicator	KPI		FY 2020	FY 2021	FY 2022	GRI Reference
Age group by level (%)	< 30 (%)	Leadership	0%	0%	0%	405-1
		Management	9%	8%	9%	
		Team Members	70%	73%	72%	
		Total	39%	41%	42%	
	30 - 50 (%)	Leadership	60%	59%	57%	
		Management	85%	84%	83%	
		Team Members	28%	25%	26%	
		Total	52%	50%	49%	
	> 50 (%)	Leadership	40%	41%	43%	
		Management	6%	7%	8%	
		Team Members	2%	2%	2%	
		Total	9%	9%	9%	

### Employee Health and Well-being

Employee health and safety	Workers covered by an occupational health and safety management system (heads)	Number covered by such a system	2207	2280	2511	403-8
		% of employees and workers covered by such a system	100%	100%	100%	
	Number of absences longer than 90 days (excl. maternity leave)		6	9	18	403-9
	Number of flu vaccinations		NDA	190	193	KPMG-specific indicator
Injuries (occupational accidents)		Absolute employee injuries	NDA	13	20	403-9
		Absolute reduction of injuries		NDA	-7	
		Overall injury reduction rate		NDA	-54%	

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference	
<b>Work-life integration</b>	Employees who have bought additional vacation days (heads)	32	37	<b>57</b>	KPMG-specific indicator	
	Employees who have bought additional days (% of total employees)	1.5%	1.8%	<b>2.5%</b>		
	Number of reach-outs to the employee helpline	NDA	NDA	<b>44</b>		
	Employees who work part-time (heads)	361	359	<b>414</b>		
	Employees who work part-time (% of total employees)	17.7%	16.9%	<b>17.6%</b>		
<b>Distribution between male and female of employees who work part-time (%)</b>	% within gender	% (male)	9.4%	9.1%	<b>10.8%</b>	2-7
		% (female)	30.1%	27.6%	<b>27.2%</b>	
	Distribution between male and female	% (male)	31.9%	31.5%	<b>36%</b>	
		% (female)	68.1%	68.5%	<b>64%</b>	
<b>Parental leave: Number of employees who took maternity / paternity leave, by gender (heads)</b>	Male	NDA	45	<b>59</b>	401-3	
	Female		57	56		<b>56</b>
	Total		57	101		<b>115</b>
<b>Freedom of association and collective bargaining at risk (%)</b>	Percentage of active workforce covered under collective bargaining agreements	100%	100%	<b>100%</b>	407-1	



## Planet

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference
<b>Climate Change and Decarbonization</b>					
<b>Total emissions of KPMG AG divided by scope 1,2 and 3 (tCO<sub>2</sub>e)</b>	Business travel	1	1	–	305-1
	Stationary emissions	289	313	<b>34</b>	
	Total scope 1 emissions	290	314	<b>34</b>	
	Purchased electricity	27	33	<b>47</b>	305-2
	Heating	68	82	<b>73</b>	
	Total scope 2 emissions	95	115	<b>120</b>	
	Fuel and energy related activities	54	63	<b>43</b>	
	Waste generated in operations	NDA	NDA	<b>1</b>	
	Business travel	1,957	278	<b>1,244</b>	
	Employee commuting	1,137	541	<b>516</b>	
	Remote working	NDA	NDA	<b>887</b>	
	Total scope 3 emissions	3,148	882	<b>2,691</b>	
	Total emissions (gross) (sum of scope 1,2,3)	3,533	1,311	<b>2,845</b>	305-1 305-2 305-3
	Total emissions (gross) per employee	1.74	0.62	<b>1.21</b>	305-4
	Purchase of verified carbon credits	3,533	1,311	<b>2,845</b>	305-1 305-2 305-3
<b>Absolute and percentile reductions of emissions by scope (tCO<sub>2</sub>e)</b>	Absolute Reduction in scope 1 emissions	–	24	<b>–280</b>	305-5
	Absolute Reduction in scope 2 emissions	–	20	<b>5</b>	
	Absolute Reduction in scope 3 emissions	–	–2,267	<b>1,809</b>	
	% reduction in scope 1 emissions	–	8%	<b>–89%</b>	
	% reduction in scope 2 emissions	–	21%	<b>4%</b>	
	% reduction in scope 3 emissions	–	–72%	<b>205%</b>	
<b>Kilometres traveled in various means for business travel (km)</b>	Air Travel	4,972,286	492,486	<b>2,968,623</b>	–
	Car Travel	942,249	614,005	<b>732,879</b>	–
	Rail Travel	2,111,464	1,052,620	<b>2,473,511</b>	–
	Total	8,025,999	2,159,111	<b>6,175,013</b>	–

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference
<b>Energy and Resource Management</b>					
<b>Energy consumption within the organization (kWh)</b>	Heating Oil	254,713	215,520	–	302-1
	Natural Gas	1,105,487	1,047,560	<b>116,439</b>	
	Biogas	11,875	11,988	<b>548,456</b>	
	Purchased electricity – non-renewable	54,035	55,835	–	
	Purchased electricity – renewable	965,653	1,289,816	<b>1,893,089</b>	
	District heating	392,721	481,770	<b>425,857</b>	
	<b>Total energy consumption within the organization</b>	<b>2,784,484</b>	<b>3,102,489</b>	<b>2,983,840</b>	
	Reduction of energy consumption to previous year	–	318,005	<b>–118,649</b>	302-4
Portion of renewable energy used	95%	96%	<b>100%</b>	302-1	
Resource use	Paper use (kg)	34,395	20,833	<b>17,267</b>	301-1
	Water consumption (liters)	6,934,761	6,563,058	<b>7,583,000</b>	303-5
Waste-Related Impacts (tons)	Commercial waste	NDA	NDA	<b>39.4</b>	306-1
	Glass	NDA	NDA	<b>1.5</b>	
	Paper	NDA	NDA	<b>16.7</b>	
	PET recycled	NDA	NDA	<b>1.7</b>	
	Aluminium recycled	NDA	NDA	<b>0.5</b>	
	Mixed plastics recycled	NDA	NDA	<b>1.4</b>	
	<b>Total</b>	<b>NDA</b>	<b>NDA</b>	<b>61.2</b>	
Recycling rate (tons)	Recycled waste (Kg)	NDA	NDA	<b>3.60</b>	306-4
	Non-recycled waste (Kg)	NDA	NDA	<b>57.55</b>	306-4
	Recycled waste (%)	NDA	NDA	<b>6%</b>	306-4
	Non-recycled waste (%)	NDA	NDA	<b>94%</b>	306-5
Energy intensity is the total energy consumption within the organization/total FTE (kWh/heads)	Energy-Intensity (Firm wide)	1,368	1,457	<b>1,269</b>	302-3

## Prosperity

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference	
<b>Purposeful Business</b>						
<b>Joiners total during FY (heads)</b>	Joiners total	538	631	<b>795</b>	401-1	
<b>Joiners in relation to average headcount in FTE (%)</b>	Joiners rate in relation to total staff	25%	30%	<b>34%</b>		
<b>Voluntary + involuntary leavers (excl. end of fixed term contracts, retirements, deaths) (heads)</b>	Employee turnover (heads)	466	415	<b>452</b>		
<b>Voluntary + involuntary leavers in relation to average headcount in FTE (excl. end of fixed term contracts, retirements, deaths) (%)</b>	Employee turnover rate (%)	22%	20%	<b>19%</b>		
<b>Value Added for our clients</b>	Number of studies and publications in 2021	NDA	NDA	<b>20</b>	KPMG-specific indicator	
	Number of webcasts (virtual events) held	NDA	NDA	<b>15</b>		
	Number of participants in webcasts (heads)	NDA	NDA	<b>549</b>		
	Number of physical events held	NDA	NDA	<b>70</b>		
	Number of participants in physical events (heads)	NDA	NDA	<b>1445</b>		
	Number of audit clients listed in the SPI	46	54	<b>59</b>		
	Audit market share among SPI-listed firms (%)	22%	25%	<b>27%</b>		
<b>Partnerships and strategic alliances to advance the digital transformation</b>	Partnerships and strategic alliances	17	21	<b>23</b>	KPMG-specific indicator	
<b>Digital transformation trainings</b>	Workforce completing digital skills and tools training	Heads	NDA	NDA	<b>107</b>	KPMG-specific indicator
		%	NDA	NDA	<b>4%</b>	
	Partners & Directors completing digital skills and tools training	Heads	NDA	NDA	<b>19</b>	
		%	NDA	NDA	<b>6%</b>	

Indicator	KPI	FY 2020	FY 2021	FY 2022	GRI Reference
<b>Community Investment and Corporate Citizenship</b>					
<b>Cash contributions (CHF)</b>	KPMG cash contributions – member firm	617,043	825,465	<b>1,048,384</b>	201-1
	KPMG cash contributions – affiliated KPMG foundation	80,000	88,000	<b>72,000</b>	
	Charity-based sponsorships or memberships	187,322	444,450	<b>369,336</b>	
	Sub-total cash contributions	884,365	1,357,915	<b>1,489,720</b>	
Contributions of KPMG time (financial value, CHF)	Pro bono (no-fee) work-time hours donated for charitable activities	120,000	85,000	<b>80,000</b>	
	Skills-based volunteer activities – work-time hours by client service or support staff	–	–	<b>10,000</b>	
	General volunteering - work-time hours by client service or support staff	–	2,600	<b>383,501</b>	
	Sub-total contribution of KPMG time	120,000	87,600	<b>473,501</b>	
Contributions of KPMG time (hours)	Pro bono (no-fee) work-time hours donated for charitable activities	518	430	<b>400</b>	
	Skills-based volunteer activities – work-time hours by client service or support staff	–	–	<b>50</b>	
	General volunteering – work-time hours by client service or support staff	–	30	<b>4,425</b>	
	Sub-total contribution of KPMG time	518	460	<b>4,875</b>	
Management Costs (CHF)	KPMG member firm	47,600	81,000	<b>81,000</b>	
	KPMG foundation	50,000	80,000	<b>80,000</b>	
	Sub-total management costs	97,600	161,000	<b>161,000</b>	
Total financial value of global community investment (CHF)	Total financial value of global community investment	1,101,965	1,606,515	<b>2,124,221</b>	

# GRI Content Index

GRI Standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>Statement of use</b>						
KPMG AG has reported the information cited in this GRI content index for the period 1 October 2021 to 30 September 2022 with reference to the GRI Standards. GRI 1 used : GRI 1: Foundation 2021						
<b>General disclosures</b>						
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	SR: Our firm – Who we are		<i>Reasons for omission are not permitted for these disclosures and/or a GRI Sector Standard reference number is not available.</i>		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	SR: Our firm – Who we are				
	2-2 Entities included in the organization's sustainability reporting	SR: About this report	Although the SR covers multiple entities, the entities directly or indirectly controlled by KPMG Holding AG do not involve any minority interests and KPMG Switzerland does not commonly engage in any buy- or sell-side M&A activities that would require describing a specific approach to consolidate information.	<i>Reasons for omission are not permitted for these disclosures and/or a GRI Sector Standard reference number is not available.</i>		
	2-3 Reporting period, frequency and contact point	SR: About this report				
	2-4 Restatements of information		No restatements of information were made.			
	2-5 External assurance		No external assurance was obtained.			
	2-6 Activities, value chain and other business relationships	SR: Our firm – Who we are SR: Our firm – Who we are / Overview of KPMG SR: Responsible Supply Chain TR: Our Business, Independence, integrity, ethics and objectivity	No significant changes occurred regarding our activities, structure of value chain, relationships or locations.			
	2-7 Employees	Appendix: People	No significant fluctuations during the reporting period. We do not provide a breakdown by region because we operate only in Switzerland.	2-7 b. iii.	Information unavailable/ incomplete	We employ a number of non-guaranteed hours employees. We plan to disclose this information in next year's report.
	2-8 Workers who are not employees	Appendix: People	No significant fluctuations during and between the reporting period. We do not provide a breakdown by region because we operate only in Switzerland. Contingent workers are commonly employed in areas where specific expertise is required such as in IT or for client projects where a specific skillset is required.			
	2-9 Governance structure and composition	TR: Structure and governance				
	2-10 Nomination and selection of the highest governance body	TR: Structure and governance	The members of the Board of Directors are elected by majority vote by the partners of the firm (e.g. the general assembly). Any partner may nominate himself for election.			
	2-11 Chair of the highest governance body	TR: Structure and governance				
	2-12 Role of the highest governance body in overseeing the management of impacts	TR: Structure and governance				
	2-13 Delegation of responsibility for managing impacts	SR: Our firm – Who we are TR: Structure and governance				
	2-14 Role of the highest governance body in sustainability reporting	SR: Our firm – Our governance	The review and approval of the reported information, including the organization's material topics is performed by the CEO and the Head of National Quality and Risk Management on behalf of the Executive Committee.			
	2-15 Conflicts of interest	TR: System of quality management				
	2-16 Communication of critical concerns	TR: System of quality management				
	2-17 Collective knowledge of the highest governance body	SR: People – Career Development	Several sustainability-related trainings accessible to all Partners and Directors of the firm (including the members of the Board).			
	2-18 Evaluation of the performance of the highest governance body	TR: Structure and governance				
	2-19 Remuneration policies	TR: Partner Remuneration				
	2-20 Process to determine remuneration	TR: Partner Remuneration				
	2-21 Annual total compensation ratio			2-21	Confidentiality constraints	As KPMG Switzerland is a privately held company, information on compensation is not disclosed.

GRI Standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
	2-22 Statement on sustainable development strategy	SR: CEO Statement				
	2-23 Policy commitments	TR: System of quality control SR: Business Ethics, Quality and Compliance, Information and Corporate Security, Responsible Supply Chain, Purposeful Business, Inclusion & Diversity, Climate Change and Decarbonization				
	2-24 Embedding policy commitments	TR: System of quality control SR: Business Ethics, Quality and Compliance, Information and Corporate Security, Responsible Supply Chain, Purposeful Business, Inclusion & Diversity, Climate Change and Decarbonization				
	2-25 Processes to remediate negative impacts	TR: System of quality management				
	2-26 Mechanisms for seeking advice and raising concerns	TR: System of quality management				
	2-27 Compliance with laws and regulations	TR: System of quality management				
	2-28 Membership associations	SR: Prosperity - Alliance Management				
	2-29 Approach to stakeholder engagement	SR: Our interaction with stakeholders				
	2-30 Collective bargaining agreements		KPMG is not subject to any collective bargaining agreements.			

## Material topics

<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	SR: Process to determine materiality topics				
	3-2 List of material topics	SR: Process to determine materiality topics				

### Economic performance

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Our firm – Who we are				
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	SR: Prosperity – Snapshot of Prosperity				
	201-2 Financial implications and other risks and opportunities due to climate change	SR: Prosperity – Snapshot of Prosperity; Planet – Climate Change and Decarbonization				
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		Cantons who have defined a statutory minimum wage and that we operate in are Genève, Basel-Stadt, Neuchâtel and Ticino. In any case we pay our staff above minimum wage.			
	202-2 Proportion of senior management hired from the local community			202-2	Not applicable	We only operate in Switzerland and hire in Switzerland.
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	SR: Community Investment and Corporate Citizenship				

### Business Ethics, Quality and Compliance

<b>GRI 2: General Disclosures 2021</b>	2-27 Compliance with laws and regulations	TR: System of quality control				
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Governance – Business Ethics, Quality and Compliance TR: Being independent and ethical – Maintaining an objective, independent and ethical mindset, in line with the Code TR: Being independent and ethical – Zero tolerance of bribery and corruption				
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	SR: Our firm – Our strategic priorities TR: Being independent and ethical – Maintaining an objective, independent and ethical mindset, in line with the Code				
	205-2 Communication and training about anti-corruption policies and procedures	SR: Governance – Business Ethics, Quality and Compliance	No breakdowns necessary because 100% of KPMG staff has received communication and training on such matters			
	205-3 Confirmed incidents of corruption and actions taken	SR: Governance – Snapshot of Governance		205-3	Confidentiality constraints	No cases of corruption of employees of our firm were brought against KPMG in the reporting period.

### Information and Corporate Security

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Governance – Information and Corporate Security				
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR: Governance – Information and Corporate Security	In 2022, there were no substantiated complaints regarding a breach of customer information security or data privacy. This is of course critical to our business, which is why information security and data privacy are constantly monitored and remain top of mind.			

GRI Standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>Digital Transformation</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Prosperity – Digital Transformation				
<b>Purposeful Business</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Prosperity – Sustainability Services / Alliance Management / Client Satisfaction				
<b>Employee Health and Well-being</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: People – Employee Health and Safety, Mental well-being, Safety and physical well-being				
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	SR: People - Snapshot of people				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR: People – Inclusion & Diversity				
	401-3 Parental leave	SR: People – Snapshot of people		401-3 a., c., d.	Information unavailable/incomplete	We are planning to disclose employee turnover in next year's report
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	SR: People – Safety and physical well-being	We report long term absences. Other indicators are not relevant due to our business model.			
<b>Career Development</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: People – Career Development				
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	SR: People – Snapshot of people		404-1 a.	Information unavailable/incomplete	We are planning to disclose a breakdown of this information in next year's report
	404-2 Programs for upgrading employee skills and transition assistance programs	SR: People – Career Development	100% of our people have free access to digital learning, featuring content from the world's most recognized providers.			
	404-3 Percentage of employees receiving regular performance and career development reviews	SR: People – Career Development	100% of our people receive regular performance reviews.			
<b>Inclusion &amp; Diversity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: People – Inclusion & Diversity				
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Annual Report				
	405-2 Ratio of basic salary and remuneration of women to men		We have obtained an annual fair compensation certification by the SQS (Remuneration equity according to the criteria of Association of Compensation & Benefits Experts) which evidences equal payment of men and women at our firm.			
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken		During the reporting period no incidents of discrimination were reported through the various channels offered by the Firm.			
<b>Climate Change and Decarbonization</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Planet – Climate Change and Decarbonization				
<b>GRI 305: Emissions 2016</b>	305-1 Direct (scope 1) GHG emissions	SR: Planet – Climate Change and Decarbonization Planet - Snapshot of our Planet				
	305-2 Energy indirect (scope 2) GHG emissions	SR: Planet – Climate Change and Decarbonization Planet - Snapshot of our Planet				
	305-3 Other indirect (scope 3) GHG emissions	SR: Planet – Climate Change and Decarbonization Planet - Snapshot of our Planet				
	305-5 Reduction of GHG emissions	SR: Planet – Climate Change and Decarbonization				

GRI Standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
<b>Energy and Resource Management</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Planet – Energy and Resource Management				
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	SR: Planet – Energy and Resource Management Planet – Snapshot of our Planet				
	302-4 Reduction of energy consumption	SR: Planet - Energy and Resource Management				
<b>GRI 303: Water and Effluents 2018</b>	303-5 Water consumption	SR: Planet – Energy and Resource Management Planet – Snapshot of our Planet	We disclose our water consumption. Other indicators are not relevant to our business model.			
<b>Responsible Supply Chain</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Governance – Responsible Supply Chain				
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	SR: Governance – Responsible Supply Chain				
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	SR: Governance – Responsible Supply Chain				
	308-2 Negative environmental impacts in the supply chain and actions taken	SR: Governance – Responsible Supply Chain				
<b>Community Investment and Corporate Citizenship</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	SR: Prosperity – Community Investment and Corporate Citizenship				



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received, or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation. The scope of any potential collaboration with audit clients is defined by regulatory requirements governing auditor independence. If you would like to know more about how KPMG AG processes personal data, please read our [Privacy Policy](#), which you can find on our homepage at [www.kpmg.ch](http://www.kpmg.ch).

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