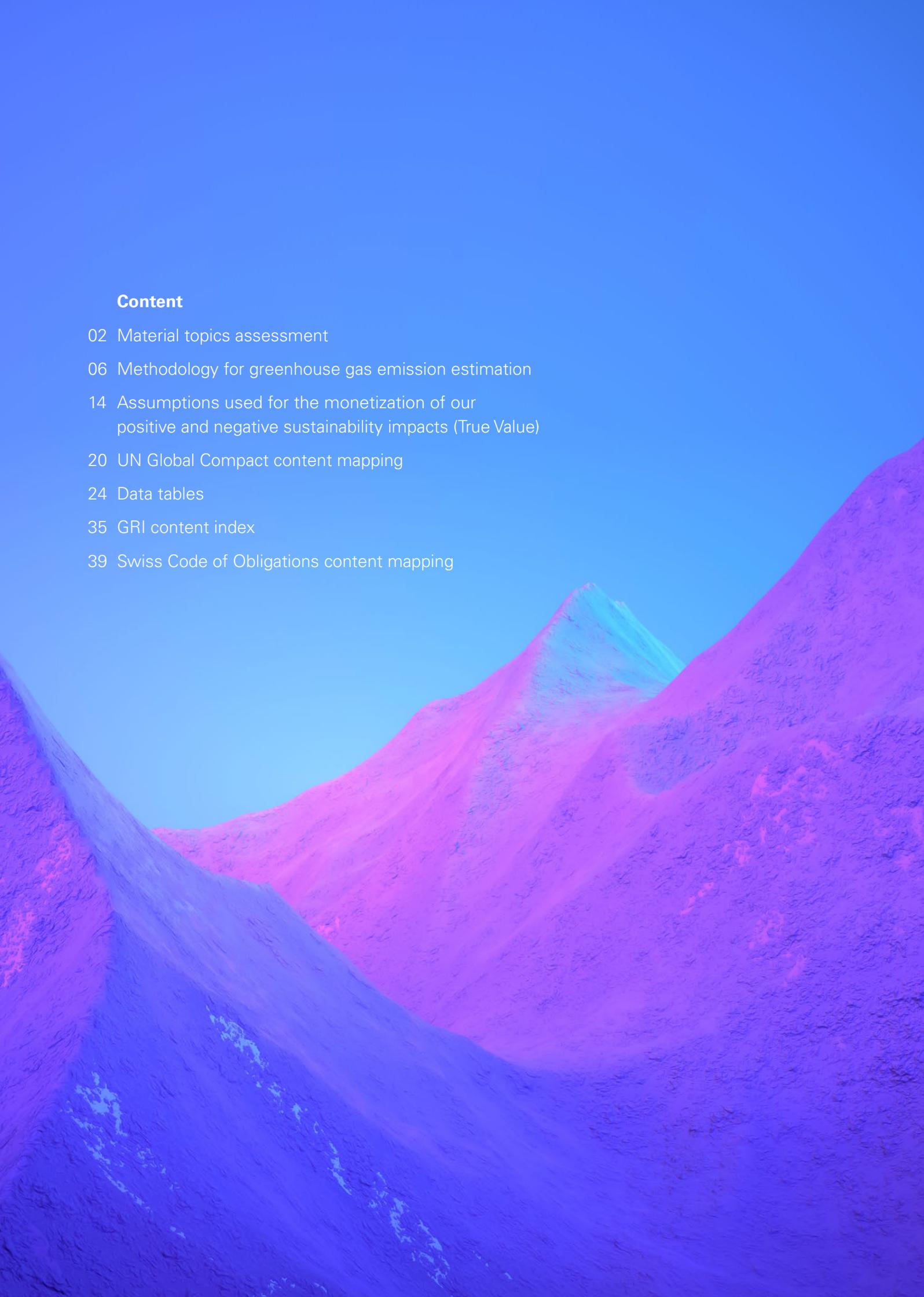


The background of the entire page is a photograph of a wide, calm lake. In the distance, there are rolling mountains under a clear sky. The water is a deep blue, and the mountains are a lighter blue. In the lower right part of the lake, two people are standing on paddleboards, one slightly ahead of the other. The overall color palette is dominated by various shades of blue and purple, with a gradient effect from top to bottom.

Our Impact Plan 2023

Databook
KPMG Switzerland



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Our Impact Plan 2023

Databook

This databook contains detailed information on applied methodologies and relevant datapoints for each material topic as reported in our Sustainability Report 2023. It also contains the content mapping to the ten principles of the UN Global Compact, GRI Content Index and the Swiss Code of Obligations. It covers the relevant activities of KPMG Switzerland for the financial year ending 30 September 2023.

Material topics assessment

Our approach

In 2021, we undertook a materiality assessment, considering impact and financial perspectives to identify key topics with a detailed review of the assessment of the impacts, risks and opportunities in 2023. As part of this systematic process, we identified relevant issues for non-financial reporting considering the Swiss Code of Obligations, the GRI Standards, the World Economic Forum's (WEF) International Business Council (IBC) metrics and the United Nations Sustainable Development Goals (SDGs). This year we undertook a high-level review of the material topics, performing two steps:

1 Internal identification of potential material topics

We identified potential material topics, considering their current relevance to KPMG and peers, based on reporting standards such as GRI SRS, ESRS, SASB and the requirements on reporting on non-financial matters in accordance with Art. 964b ff. of the Swiss Code of Obligations.

2 Evaluating business significance

Our initial list of material topics was refined by following a double materiality analysis. Some topics from the previous year were redefined for better clarity and detail. We evaluated each topic based on its impact on the environment, society and employees, as well as its business relevance.

As a result of this review, we renamed the material topic from "Purposeful business" to "Impactful business" to highlight our commitments to delivering our ESG ambitions through our services, with the support of our alliance partners. As such, the topical focus is shifting to how we are developing our ESG services suite and how we are expanding our network of alliance partners.

As part of the review, we also adapted some of our commitments:

Pillar	Previous commitment	New commitment	Rationale
Governance	n/a – so far no explicit commitment	Maintaining exemplary standards in data and information safeguarding, privacy and security	We want to underscore the importance of data security in the governance pillar.
People	Develop a continuous learning culture	Develop a continuous learning and development culture	The expansion reflects our belief that while these topics are closely interlinked, we see personal development as a broader concept that involves a continuous process of (self-) challenge and feedback, which we aim to provide at KPMG.
	20 percent female partners by 2025	To promote gender diversity, we dismantle systemic barriers in the workplace by pursuing the following goals: <ul style="list-style-type: none"> 1 Aim for gender parity in graduate-level hires: Strive for a 50:50 representation of men and women among new hires by 2027 2 Promote the advancement of women, with a target to have 30 percent female Partners and Directors by 2027 3 Uphold and sustain gender pay parity, aiming to keep it at least 3.5 percentage points below the Federal Office maximum of 5 percent 4 Monitor and improve male and female retention rates 12 months after the birth of a child, aiming to retain 80 percent of women and 85 percent of men 	Since establishing this commitment in 2020, our understanding of the factors influencing the gender composition of our workforce has evolved. While we recognize that we will miss our commitment of 20 percent female partners by 2025 given the current trajectory, we still want to reconfirm our absolute commitment to this highly important topic by transitioning to an ambitious, balanced and meaningful goal that highlights our efforts and our understanding of the significant influencing factors that are within our control. A more comprehensive explanation for this change is provided in the chapter on “Inclusion and diversity.”
Prosperity	Build an agile, effective and resilient organization through digital transformation	Develop an agile, effective and resilient organization that steers digital transformation towards sustainable business agility	We want to emphasize our goal of sustainable business agility in our commitment. “Sustainable business agility” is about our ability to anticipate and respond to market changes and continuously deliver value to our clients, people and firm over time, and contribute to our goal of being the most trusted and trustworthy professional services firm.
	Continuously improve our service quality and client satisfaction	Deliver our ESG ambitions through Audit, Tax and Advisory services	The issue of service quality is already covered by the material topic “Business ethics, quality and compliance,” thus driving the need to remove this overlap. Secondly, as part of the continuous evolution of our ESG service offering, we identified the need to consider a broader range of positive impacts in addition to client satisfaction to reflect the fact that our services can impact a broad range of stakeholders beyond our clients.

Our interaction with stakeholders

To be a responsible corporate citizen and truly understand the impact we have, it is crucial that we regularly engage with our stakeholders. Consistent engagement provides valuable insights, helping us both to measure our progress and understand their needs and expectations.

We identified our key stakeholders through a review of common stakeholder categories listed in the GRI SRS. This process involved not only identifying relevant internal stakeholders during the materiality analysis, but also reflecting the perspectives of external stakeholders where applicable. Their feedback, whether directly connected to their business or related to evolving political, socio-economic and environmental trends worldwide, is essential for us and the future we want to build. Our stakeholders' feedback ensures we address relevant concerns and expectations in our business activities. The following table summarizes how we engage with these stakeholders and consider their interests and concerns.

Frequency of our interaction with stakeholders

Key stakeholders	Frequency	Means of engagement	Interests and concerns
Our employees Current and future ones	Ongoing	<ul style="list-style-type: none"> – Continuously available Human Resources advisors and service experts – Employee inclusion in definition of work models – Working groups within functions – Next Gen Board – Recruiting events – Safe channels for reporting concerns – Training and development programs 	<ul style="list-style-type: none"> – Career development and opportunities – Diversity and inclusion – Employee engagement – Feedback and coaching culture – Flextime – Health and wellbeing – Home working – Internal mobility – Leadership – Purposeful work opportunities – Remuneration – Safe working environments – Training and learning – Work-life balance
	At least annually	<ul style="list-style-type: none"> – Feedback and development discussions between employee and People Manager – Employee leaving survey 	
	At least every two years	<ul style="list-style-type: none"> – Conduct a people survey at least every two years 	

Frequency of our interaction with stakeholders (continued)

Key stakeholders	Frequency	Means of engagement	Interests and concerns
Our clients	Ongoing	<ul style="list-style-type: none"> – Client interactions during daily business – Regular publication of studies and articles – Project debriefs – Client feedback on project proposals – Service quality surveys – Channels for reporting complaints – Webcasts, events, newsletter or blogs 	<ul style="list-style-type: none"> – Compliance – Corporate citizenship – Data and cyber security – Deliver innovation – Deliver quality – Digital transformation – ESG impact – Independence – Integrity
	At least annually	<ul style="list-style-type: none"> – Client service review meetings – Conferences, workshops or meetings – Webcasts – Participation in Audit Committee meetings – Ecovadis sustainability rating 	<ul style="list-style-type: none"> – Knowledge sharing – Project team qualifications – Reputation – Trustworthiness
Regulators and legislators	Ongoing	<ul style="list-style-type: none"> – Interactions in daily business – Debrief meetings – Political dialogue – Participation in industry associations – Annual inspection by Federal Audit Oversight Authority (FAOA) – Periodic inspection by Financial Market Authority (FMA) in Liechtenstein and FAOA/US PCAOB joint inspection in Switzerland 	<ul style="list-style-type: none"> – Audit quality – Compliance – Corporate citizenship – Data and cyber security – Independence – Integrity – Quality management – Risk management – Stability of capital markets – Transparency – Trust
NGOs / public	Ongoing	<ul style="list-style-type: none"> – Publication of studies and articles – Interviews and mutual appearances in conferences and other events 	<ul style="list-style-type: none"> – Compliance – Corporate citizenship – CSR performance and ESG impact
	At least annually	<ul style="list-style-type: none"> – Participation in conferences, workshops, networks, etc. 	<ul style="list-style-type: none"> – Independence – Integrity – Stability of capital markets – Transparency
Our suppliers	Ongoing	<ul style="list-style-type: none"> – Supplier Code of Conduct 	<ul style="list-style-type: none"> – Compliance
	At least annually	<ul style="list-style-type: none"> – Ad hoc requests for offerings – Regular surveys and forms – Contract negotiations 	<ul style="list-style-type: none"> – Economic performance – Efficient and timely communication – Ethical conduct – Respect of general terms of service – Solvency – Transparency

Methodology for greenhouse gas emission estimation

1 Reporting scope and period

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 (2015 version).

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 evaluation was performed by the Corporate Responsibility Officer with the support of several internal sustainability and carbon accounting experts by conducting a high-level analysis of the firm’s procurement data. Below are the results of our analysis.

	Applicability to KPMG AG	Coverage and emission sources
Category 1 Purchased Goods and Services	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 purchased through the procurement department. All information (quantity and spend) is recorded in the internal accounting.</p> <p>In 2022, we undertook the task of estimating our emissions from purchased goods and services by assigning an industry classification to our suppliers, accounting for at least 80% of our total expenditure. We employed emission intensity indicators from Quantis for each identified industry classification to conduct a high-level estimate. Through this analysis, we concluded that the largest contributor to emissions in our case is related to data centers and IT providers. However, during our analysis we also identified certain drivers of carbon emissions that are likely to be significant but that we do not have sufficient information on. We will undertake further analysis next year to be able to measure and report at least some sub-categories of emissions from purchased goods and services while advancing our understanding of emissions originating from data centers.</p>

	Applicability to KPMG AG	Coverage and emission sources
Category 2 Capital Goods	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
Category 3 Fuel/Energy-Related Activities	Upstream emissions of purchased fuels Extraction, production and transportation of fuels consumed by the reporting company	Upstream emissions of purchased fuels Lugano, Lucerne, Vaduz and Zurich offices purchase natural or biogas for heating
	Upstream emissions of purchased electricity Extraction, production and transportation of fuels consumed in the generation of electricity, steam, heating and cooling that is consumed by the reporting company	Upstream emissions of purchased electricity All offices 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 Neuchâtel emissions are captured in Scope 3 Category 8.
	Transmission and distribution (T&D) losses Generation (upstream activities and combustion) of electricity, steam, heating and cooling that is consumed (i.e. lost) in a T&D system – reported by end user	Transmission and distribution (T&D) losses For electricity, there are no T&D losses since all offices use renewable electricity. For heating, Geneva does not have T&D losses since it uses geothermal heating. Bern and Neuchâtel's T&D losses are captured in Scope 3 Category 8: Upstream Leased Assets since they pay for their heating as part of their rent. All others have T&D losses for heating that contribute to the Scope 3 Category 3 emissions.
	Generation of purchased electricity that is sold to end users 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	Generation of purchased electricity that is sold to end users Not applicable to KPMG AG as the firm does not sell electricity to end users
Category 4 Upstream Transportation and Distribution	Indirect emissions generated from the transportation and distribution of products purchased in vehicles not owned by KPMG AG or operated through third-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 services so the emissions will be captured in Scope 1 Category 1.
Category 5 Waste Generated	Emissions from the disposal and treatment of waste through processes which may include landfills, incineration, recycling, composting, etc.	Third-party waste management companies' invoices to offices with waste related information (quantity and cost). Invoices are stored in accounting. The Zurich office's waste emissions are calculated based on invoices received from waste management providers. All other offices are estimated based on the average waste per employee in Zurich, taking into consideration the respective presence rate per office.

	Applicability to KPMG AG	Coverage and emission sources
Category 6 Business Travel	Emissions generated from employee travel for business-related activities in vehicles owned or operated by third parties	All offices collect business travel data (air, rail, car rental, taxi/Uber, hotel) from data sources provided by external travel providers or from internal accounting information.
Category 7 Employee Commuting	Emissions generated from KPMG AG employees commuting between their homes and their allocated worksites based on the mode of transport used	In the past year, we transitioned from our previous methodology of relying on public statistics for mode of transportation estimations. We have since implemented a query in our internal system, soliciting information pertaining to the mode of transportation from our employees. The calculation of distance is derived from publicly available statistics. Telework emissions due to working from home are also included in this category.
Category 8 Upstream Leased Assets	Emissions produced from operations of assets leased to KPMG AG	Some offices lease interior landscaping, kitchen appliances and printers. Bern and Neuchâtel offices pay a flat fee for heating as part of their rent so the emissions are part of Scope 3.
Category 9 Downstream Transportation and Distribution	Emissions produced from the transportation and distribution of finished goods in vehicles not owned by KPMG AG or operated through third-party logistics	Not applicable to KPMG AG since the firm does not sell products
Category 10 Processing of Sold Products	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
Category 11 Use of Sold Products	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
Category 12 End-of-Life Treatment	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
Category 13 Downstream Leased Assets	Emissions produced from the transportation and distribution of finished goods in vehicles not owned by KPMG Switzerland or operated through third-party logistics	Not applicable to KPMG AG since the firm does not lease any owned assets to other entities
Category 14 Franchises	Operation of franchises reported by franchisor	Not applicable to KPMG AG since the firm does not operate franchises
Category 15 Investments	Operation of investments (including equity and debt investments and project finance)	KPMG AG does not hold financial instruments that are in scope of this emission category.

3 Estimation of emissions

Stationary emissions

Definition	Emissions from heating systems fueled by natural gas in offices controlled by KPMG but not owned by KPMG
Method and description	Spend-based method: Use fuel prices to convert the amount spent to physical or energy units.
Activity data	Total expenditure Average price of natural gas (location-specific)
Assumptions	We receive annual invoices from our landlords for gas consumption from heating at three of our offices as part of the service 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 and in accordance with equivalent office locations. Accordingly, we use the spend-based method for our emission calculations. The periods we are invoiced for are not aligned with our reporting period as they usually lag 6–12 months. Given that 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.
Source of emission factors	Natural gas (UK), DEFRA/BEIS 2023 emissions database

Purchased electricity

Definition	Emissions resulting from electricity generation for use within the offices controlled by KPMG but not owned by KPMG
Method and description	Location-based method: reflects emissions based on average energy generation emissions factors for defined geographic locations
Activity data	Quantity of electricity purchased (10 offices) If not available, electricity spend (one office) Average price of electricity (location-specific)
Assumptions	We receive annual invoices from our landlords for electricity consumption based on effective spend at three of our offices.

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 use the spend-based method for our emission calculations.

The periods we are invoiced for are not aligned with our reporting period as they usually lag 6–12 months. Given that 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.

Source of emission factors Grid emission factor (electricity generation) for non-OECD Europe: IEA 2021 database

Heating (district heating and geothermal)

Definition	Emissions from (district) heat production for use within the offices controlled by KPMG but not owned by KPMG
Method and description	Location-based method: reflects emissions based on average heat generation emission factors for defined geographic locations
Activity data	Quantity of heat purchased If not available, heating cost Average price of heat (location-specific)
Assumptions	The activity data encompasses the heat energy consumed at our offices.
Source of emission factors	Swiss Federal Office of Energy SFOE, FW-Emissionsfaktoren-2021, 30 May 2022

Fuel- and energy-related activities

Upstream emissions from purchased fuels

Definition	Emissions related to extraction, refining and transportation of primary fuels before their use in the generation of heat
Method and description	Average data method
Activity data	Quantities and types of fuel consumed
Assumptions	–
Source of emission factors	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

Definition	Emissions related to the extraction, refining and transportation of primary fuels before their use in the generation of heat
Method and description	Average data method
Activity data	Total quantities of heating, purchased and consumed per unit of consumption broken down by supplier, grid region or country

Assumptions	–
Source of emission factors	WTT conversion factors for heat and steam (UK), DEFRA/BEIS 2022 emissions database

Fuel- and energy-related activities

Transmission and distribution (T&D) losses related to purchased heat

Definition	Emissions related to the heat energy lost during supply of heat from the source of generation to our office
Method and description	Average-data method
Activity data	Heating per unit of consumption broken down by grid region or country
Assumptions	–
Source of emission factors	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

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

Waste generated in operations

Definition	Emissions resulting from third-party disposal and treatment of waste generated
Method and description	Waste-type-specific method : calculate emissions based on type of waste being disposed of and waste diversion method
Activity data	Waste produced (e.g. tonne/cubic meter) and type of waste generated in operations For each waste type, specific waste treatment method applied (e.g. landfilled, incinerated, recycled)
Assumptions	Calculated waste per employee for each waste type and waste-disposal method using Zurich waste data and multiplied by the number of employees for other offices We assumed that waste treatment procedures in our Zurich office also apply in all our other offices. Emissions from wastewater treatment are not considered. Emissions from transportation of waste are not considered.
Source of emission factors	Waste disposal, DEFRA/BEIS 2022

Business travel
Transport

Definition	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
Method and description	<p>Where we have data on distance traveled (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).</p> <p>Where we do not have data on distance travelled (exceptions) – spend-based method: calculate emissions by multiplying the spend by type/mode of transport.</p>
Activity data	<p>Distance traveled</p> <p>Travel spend</p>
Assumptions	<p>See “Method and description” for estimations where we only have travel spend</p> <p>Rail: Distance is based on SBB methodology to estimate traveled distance for certain types of local and regional ticket types or GA Travelcards.</p> <p>Emissions related to the extraction, refining and transportation of the raw fuels before they are used to power the transport mode are excluded.</p>
Source of emission factors	Car, taxi/Uber, rail and air travel: DEFRA/BEIS 2023

Business travel
Hotel stays

Definition	Emissions related to overnight hotel stays during business trips
Method and description	<p>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</p> <p>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</p>
Activity data	<p>Number of hotel nights</p> <p>Hotel spend</p>
Assumptions	See “Method and description”
Source of emission factors	DEFRA/BEIS 2022

Employee commuting

Definition	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
Method and description	Average-data method : use average secondary activity data to estimate distance traveled and mode of transport
Activity data	Number of employees/presence rate Average breakdown of employees using each mode of transport Average distance traveled Working days per year
Assumptions	Average travel distance is based on 2021 statistical data of the Federal Statistical Office The mode of transport is determined based on an average obtained from an internal survey of our employees, using data collected as of 30 September 2023.
Source of emission factors	DEFRA/BEIS 2022

Remote working

Definition	Emissions related to working from home
Method and description	Electricity used while working from home – includes electricity for equipment, lighting, heating and cooling Heating used while working from home
Activity data	Total number of employees per office Average daily presence (by month) per office Average work days per month = 21 days Months in a year Average PTO days per year = 31 days Work hours per day = 8 hours
Assumptions	Methodology based on EcoAct homeworking emissions whitepaper (UK region) 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) Emission factor for heat pumps is assumed to be equal to the emission factor for grid-based electricity Home office rate was assumed to be the inverse of presence rate, extracted from our systems
Source of emission factors	Electricity : grid (electricity generation) emission factor for non-OECD Europe, IEA 2021 database Heating : heat and steam (UK), DEFRA/BEIS 2022 emissions database Oil, natural gas, wood : DEFRA/BEIS 2022 emissions database

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 Sustainability Report. Our scope includes the entities covered as described in the section “Our firm and the impact we made” in the Sustainability Report 2023.

Impacts

Economic impacts

Definition	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.
Activity data	<ul style="list-style-type: none"> – Depreciation/impairment expenses – Employee benefits expenses (e.g. salaries, bonus and social contributions) – Tax expenses (less production subsidies) – Interest expenses <p>Data is taken from our financial statements, which are prepared in accordance with the Swiss Code of Obligations.</p>
Multiplier	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.

Methodology	See above (“Multiplier”).
	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 wellbeing.
Relevant sources	Value Balancing Alliance

Social impacts

Our social impacts consist of the following components:

1 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	<ul style="list-style-type: none"> – Average age of employees – Turnover rate – Total wage – Numbers of training hours
Multiplier	Return of investment in education: A training coefficient per country is used that assumes the return on another year of education. 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	$\sum_{j=1}^n \sum_{i=0}^m \left(\alpha \frac{T_c}{T_n} \right)_{i,j} \frac{w_j Y_j^5}{(1 + \beta)^i}$ <p>Where:</p> <ul style="list-style-type: none"> α = training coefficient country β = discount rate Y = turnover rate T_c = 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 W_j = total wage in country
Relevant resources	Value Balancing Alliance Returns to Investment in Education (technical paper)

2 Occupational health and safety

Definition	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 damage 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.
Activity data	Work-related disease or injury resulting in long absence
Multiplier	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).
Methodology	<p>Number of incidents * AUD price of incident. Country correction factors (GDP, currency and inflation) are considered.</p> <p>Assumptions: We assumed that a percentage of long absences are due to work stress-related illness based on a study by the insurers Swica and PK Rück, which showed that six out of ten cases of work absences can be attributed to depression or burnout.</p> <p>Limitation: The multiplier is based on a particular health system (Australia) and could therefore miss relevant variables of the Swiss health system.</p>
Relevant sources	Value Balancing Alliance Neue Zürcher Zeitung

3 Living wages

Definition	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 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.
Activity data	<ul style="list-style-type: none"> – Permanent employees (per year end) – Total wages – Average wage / person – Living wage in Switzerland – National Human Capital Index (HUI) (per country)
Multiplier	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 his or her family. Elements of a decent standard of living include food, water, housing, education, healthcare, transport, clothing and other essential needs, including provision for unexpected events.

Methodology	<p>Step 1: Calculate the gap between the paid wages compared to the national living wage for all employees of own activities</p> <p>Step 2: Calculate the impact of the wage gap by using the national HUI (national HUIs for each country)</p> <p>Step 3: Value the resulting disability-adjusted life years/quality-adjusted life years (DALYs/QALYs)</p> <p>Step 4: Sum up the positive impacts (QALYs) and negative impacts (DALYs) separately for all employees</p> <p>Limitation: Our estimation is based on the average salary per person as of year end rather than the DALYs/QALYs per employee, which would require consideration of the specific salary information of each employee.</p>
Relevant sources	<p>Global Living Wage Coalition The Anker Methodology for Estimating a Living Wage</p>

4 Donations

Definition	<p>Impacts arising from KPMG’s donation to housing projects, community and educational infrastructure and scholarships among other programs that can add value to society. 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>
Activity data	<ul style="list-style-type: none"> – Donation expenses – Data is taken from our statements, which are prepared in accordance with the Swiss Code of Obligations.
Multiplier	<p>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.</p>
Methodology	<p>See above (“Multiplier”).</p>
Relevant sources	<p>–</p>

1 Climate Change contribution by GHG emissions

Definition	Climate change is driven by the total concentration of GHGs in our atmosphere, to which KPMG contributes with its footprint.
Activity data	Scope 1, 2 and 3 emissions (as disclosed in the Sustainability Report)
Multiplier	Social cost of carbon emission (USD by tonne of pollutant) provides an estimate of the economic damage that would result from emitting one additional tonne of GHGs into the atmosphere. According to research conducted by the US Environmental Protection Agency (EPA), the social cost of one tonne of CO ₂ emitted amounts to USD 155.
Methodology	Social cost per tonne of CO ₂ * amount of emissions (in tons)
Relevant sources	Country correction factors (GDP, currency and inflation) are considered. Value Balancing Alliance Table of Social Cost of Carbon per year based on EPA's annual estimations

2 Air pollution

Definition	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.
Activity data	N ₂ O emissions (Scope 1)
Multiplier	Social cost of pollution (EUR by tonne of pollutant) provides an estimate of the damage to 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).
Methodology	Price of N ₂ O tonne* amount of emission emitted Country correction factors (GDP, currency and inflation) are considered.
Relevant sources	Eionet Report - ETC/ATNI 2020/4

3 Water consumption

Definition	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.
Activity data	Amount of water consumption (m ³)
Multiplier	Social cost of water (CH, by m ³ 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)
Methodology	Externality price of m ³ of water * water consumed (m ³) Country correction factors (GDP, currency and inflation) are considered.
Relevant sources	Value Balancing Alliance

4 Waste

Definition	Corporate activities generate solid waste. The disposal of this solid waste can lead to a range of environmental outcomes that adversely affect human wellbeing, thereby carrying a societal cost.
Activity data	<ul style="list-style-type: none"> – Total hazardous waste recycled/recovered/reused – Total non-hazardous waste recycled/recovered/reused
Multiplier	Estimation of the cost of hazardous waste in Australia (AUD by tonne of waste) : Provides an estimation of the cost of one tonne of waste based on an economic analysis of the cost of managing waste (landfill, recycling), environmental, and human health costs for Australia.
Methodology	<p>Price of waste per tonne * tonnes of waste produced</p> <p>Country correction factors (GDP, currency and inflation) are considered.</p> <p>Limitation: Based on the cost for other country's system (Australia)</p>
Relevant sources	<p>Value Balancing Alliance</p> <p>Department of the Environment</p>

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 ¹
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Human rights

Principle 1

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

Our Impact Plan pillars

Governance

Relevant commitments

- Advocate for equal opportunity
- Respect human rights
- Act lawfully, ethically and in the public interest
- Always act with a clear purpose

Principle 2

Make sure that they are not complicit in human rights abuses

Material topic(s)

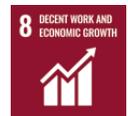
- Business ethics, quality and compliance
- Responsible supply chain

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 forms part of an annual training course that all of our employees must take. 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 Sustainability Report in the in the sections “Business ethics,” “Quality and compliance” and “Responsible supply chain.”



¹ Based on our materiality analysis, see section “Process to determine materiality topics”

UNGC Principle	Link to Our Impact Plan	SDG mapping ¹
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Labor

Principle 3

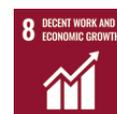
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Our Impact Plan pillars

People, Prosperity

Relevant commitment

- Have an inclusive culture, built on trust
- Foster an educated, empathetic workforce
- Advocate for equal opportunity
- Promote gender diversity by dismantling systemic barriers in the workplace
- Protect the health of our people – both physically and mentally – and enable them to be effective and productive
- Develop a continuous learning and development culture
- Support education and lifelong learning



Principle 4

The elimination of all forms of forced and compulsory labor

Principle 5

The effective abolition of child labor

Material topic(s)

- Inclusion, diversity and equity (IDE)
- Employee health and wellbeing
- Career development
- Community investment and corporate citizenship

Principle 6

The elimination of discrimination in respect of employment and occupation

Brief summary

We are dedicated to fostering a workplace characterized by decent and equitable working conditions for all our employees (SDG 8). This commitment extends to the eradication of discrimination through the cultivation of an inclusive culture where every individual feels secure and valued. We prioritize the continual development of their skills, ensuring they stay well-informed and empowered (SDG 4). Our efforts include addressing systematic discriminations through equitable pay practices and leading an agenda focused on inclusion, diversity and equity (SDG 10 and 5). Additionally, we support our employees' health and wellbeing (SDG 3) by offering flexible working hours, promoting work-life balance, providing assistance to parents, and embracing a culture that allows working from anywhere.

In addition to caring for our internal workforce, we are focused on working towards SDG 4 on a broader scale — to help ensure inclusive and equitable education for all and improve the position of people in our community in the labor market. On a global level, KPMG has developed a strategy to economically empower 10 million disadvantaged young people by 2030 through education, employment and entrepreneurship opportunities ('10 by 30'). We are part of this initiative and support it through volunteering, monetary donations directly from us or through the KPMG foundation, and pro bono support for non-profit organizations.

Further details can be found in the Sustainability Report in the sections "Inclusion, diversity and equity (IDE)," "Employee health and wellbeing," "Career development" and "Community investment and corporate citizenship."

¹ Based on our materiality analysis, see section "Process to determine materiality topics"

UNGC Principle	Link to Our Impact Plan	SDG mapping ¹
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Environment

Principle 7

Businesses should support a precautionary approach to environmental challenges

Our Impact Plan pillars

Governance, Planet, Prosperity

Relevant commitments

- Achieve a 50% reduction of our direct and indirect GHG emissions by 2030
- Develop an agile, effective and resilient organization that steers digital transformation towards sustainable business agility
- Give financial markets, clients and our leaders clear, comprehensive, high-quality information on the impacts of climate change

Principle 8

Undertake initiatives to promote greater environmental responsibility

Material topic(s)

- Climate change and decarbonization
- Energy and resource management
- Impactful business

Principle 9

Encourage the development and diffusion of environmentally friendly technologies

Brief summary

We aim to contribute to a more sustainable future by minimizing negative impacts on the environment through our operations, services, supply chain, and the influence we have with our clients. The main initiatives related to environmental care center around reducing our direct and indirect greenhouse gas (GHG) emissions and implementing careful energy and resource management, formalized in our environmental framework. This aligns with KPMG International’s commitment to achieve net-zero carbon emissions by 2030, validated by the Science-Based Targets Initiative (SBTi).

Presently, the emphasis is on addressing a major emission contributor within our business: mobility. Initiatives include policies for car and rail travel, an internal carbon price for offsetting, awareness campaigns for our employees, and monitoring air travel emissions. In resource management, our focus is on increasing energy efficiency in our offices and reducing waste and pollution.

Additionally, through partnerships with technology providers, we assist our clients in progressing on their journeys towards a more sustainable future.

Further details can be found in the Sustainability Report in the sections “Responsible supply chain,” “Climate change and decarbonization,” “Energy and resource management” and “Impactful business: alliance management and ESG service offering.”



¹ Based on our materiality analysis, see section “Process to determine materiality topics”

UNGC Principle	Link to Our Impact Plan	SDG mapping ¹
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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
- Act lawfully, ethically and in the public interest

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.

Furthermore, within our Global Code of Conduct, we outline the responsibilities all KPMG people have to each other, our clients and the public. The KPMG Switzerland Code of Conduct (“the Code”) lays out our expectations of ethical behavior for all partners and employees at KPMG Switzerland. It is built on KPMG’s Global Code of Conduct and Values. The Code emphasizes that each partner and employee is personally responsible for following the legal, professional and ethical standards that apply to their job function and level of responsibility.

Further details can be found in the Sustainability Report in the section “Business ethics, quality and compliance” and in our Transparency Report.



¹ Based on our materiality analysis, see section “Process to determine materiality topics”

Data tables

Governance

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
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Information and corporate security

Incidents/ complaints	Number of complaints regarding a breach of customer information security or data privacy	0	0	0	418-1
Trainings	% of total staff having received data security training	100%	100%	100%	KPMG-specific indicator
	Average hours of training per individual	1.5	1.5	1.5	

Responsible supply chain

Sourcing and procurement activities	% of managed procurement spend with suppliers that meet or exceed the Supplier Code of Conduct	n/a	36%	34%	414-1
Supply chain management	% of total suppliers based in Switzerland or Liechtenstein	84%	80%	76%	KPMG-specific indicator
	% of total suppliers based in CH, Lie, EEA or UK	95%	95%	87%	

Business ethics, quality and compliance

Incidents/ complaints	Cases of corruption among employees of our firm brought against KPMG	0	0	0	205-3
	Cases reported through whistleblowing or directly via designated individuals of the firm	15	10	14	
	Cases reported to ombudsman	7	0	8	
Compliance and ethics training	% of total staff having received ethics and independence training	100%	100%	100%	205-2
	% of client-facing KPMG staff having received integrity and anti-bribery training	100%	100%	100%	
	Average hours of training per individual (hours)	4	4	4	
Compliance reviews	Number of audit engagement files selected and reviewed	29	31	31	KPMG-specific indicator
	% of audit engagement leaders reviewed	33%	33%	34%	
	% of operations assessed for risks related to corruption	n/a	n/a	100%	205-1

People

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
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Career development

Training and educational opportunities implemented for general career development and everyday worklife practices (hours)	Overall training hours for all employees at KPMG	227,584	255,344	318,821	404-1
	Average hours of training per year per employee	116	121	128	404-1
	Percentage of people that receive regular performance and career development reviews	100%	100%	100%	404-3
	Total cost of external training provided to employees (and paid by KPMG) in CHF	n/a	4,138,000	4,923,479	KPMG-specific indicator NEW
	Average training and development expenditure per full-time employee in CHF	n/a		2,100	
	Overall external training hours provided by KPMG employees as part of lecturer and speaker community	n/a	n/a	114,492.8	
	Passing rate of KPMG employees at CPA final exams (% of KPMG participants)			82.75%	
	Passing rate at CPA final exams overall (% all participants)			73.63%	
	Passing rate of KPMG employees at Tax Expert exams (% of KPMG participants)			25%	
Passing rate at Tax Expert exams overall (% of all)			48.55%		

Inclusion, diversity and equity (IDE)

Full-time employees (heads)	Female	646	708	776	2-7
	Male	1,124	1,229	1,360	
	Total	1,770	1,937	2,136	
Full-time employees (%)	Female (% of total full-time employees)	36%	37%	36%	
	Male (% of total full-time employees)	64%	63%	64%	
	Female (% of total female employees)	72%	73%	72%	
	Male (% of total male employees)	91%	89%	89%	
	Total full-time employees (% of total employees)	83%	82%	82%	

People (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
Part-time employees (heads)	Female	246	265	307	2-7
	Male	113	149	160	
	Total	359	414	467	
Part-time employees (%)	Female (% of total part-time employees)	69%	64%	66%	2-7
	Male (% of total part-time employees)	31%	36%	34%	
	Female (% of total female employees)	28%	27%	28%	
	Male (% of total male employees)	9%	11%	11%	
	Total part-time employees (% of total employees)	17%	18%	18%	
Contingent workers and freelancers (heads)	Female	41	48	55	2-8
	Male	110	112	149	
	Total	151	160	204	
Contingent workers and freelancers by gender (%)	Female (%)	27%	30%	27%	2-8
	Male (%)	73%	70%	73%	
Interns, trainees and apprentices (heads)	Female	35	46	51	2-7
	Male	52	63	56	
	Total	87	109	107	
Interns, trainees and apprentices by gender	Female (%)	40%	42%	48%	2-7
	Male (%)	60%	58%	52%	
Number of employees per office location (heads)	Zurich	1,457	1,624	1,810	2-7
	Basel	92	106	112	
	Bern	39	42	45	
	Geneva	248	273	307	
	Lausanne	101	105	113	
	Vaduz	20	28	30	
	Lugano	26	27	30	
	Lucerne	0	0	0	
	Neuchâtel	21	16	18	
	St. Gallen	50	54	56	
	Zug	75	76	82	
	Total	2,129	2,351	2,603	

People (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference	
Number of employees per service line	Audit Corporate	692	772	862	2-7	
	Financial Services	417	503	519		
	Tax & Legal	489	475	521		
	Deal Advisory & Management Consulting	261	314	387		
	Corporate Center	271	287	314		
	Total	2,129	2,351	2,603		
Diversity in nationalities	Absolute number of nationalities among employees	55	56	59	405-1	
Gender by level (heads)	Male	Leadership	229	241	268	405-1
		Management	429	456	523	
		Team Members	579	681	729	
		Total	1,237	1,378	1,520	
	Female	Leadership	49	51	59	
		Management	306	316	352	
		Team Members	537	606	672	
		Total	892	973	1,083	
	Total	Leadership	278	292	327	
		Management	735	772	875	
		Team Members	1,116	1,287	1,401	
		Total	2,129	2,351	2,603	
Gender by level (%) *	Male	Leadership	82%	83%	82%	
		Management	58%	59%	60%	
		Team Members	52%	53%	52%	
		Total	58%	59%	58%	
	Female	Leadership	18%	17%	18%	
		Management	42%	41%	40%	
		Team Members	48%	47%	48%	
		Total	42%	41%	42%	
Age group by level (heads)	< 30 (heads)	Leadership	0	0	0	405-1
		Management	62	67	90	
		Team Members	814	927	1,004	
		Total	876	994	1,094	

People (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference	
Age group by level (%)	30 – 50 (heads)	Leadership	163	165	199	405-1
		Management	621	643	723	
		Team Members	278	333	368	
		Total	1,062	1,141	1,290	
	> 50 (heads)	Leadership	115	127	128	
		Management	52	62	62	
		Team Members	24	27	29	
		Total	191	216	219	
	< 30 (%)	Leadership	0%	0%	0%	
		Management	8%	9%	10%	
		Team Members	73%	72%	72%	
		Total	41%	42%	42%	
30 – 50 (%)	Leadership	59%	57%	61%		
	Management	84%	83%	83%		
	Team Members	25%	26%	26%		
	Total	50%	49%	50%		
> 50 (%)	Leadership	41%	43%	39%		
	Management	7%	8%	7%		
	Team Members	2%	2%	2%		
	Total	9%	9%	8%		
Joiners	Joiners total (heads)	631	795	765	401-1	
	Joiners rate in relation to total staff (%)	30%	35%	31%		
Employee turnover	Voluntary + involuntary leavers (excl. end of fixed-term contracts, retirements, deaths) (heads)	415	452	388	404-2	
	Voluntary + involuntary leavers in relation to average headcount in FTE not heads (excl. end of fixed-term contracts, retirements, deaths) (%)	20%	20%	15%		
Parent retention rate	Employees who returned to work in the reporting period 16 weeks after childbirth					404-2
	Female	n/a	n/a	100%		
	Male	n/a	n/a	94%		
	Employees who returned to work in the reporting period 12 months after childbirth					
	Female	n/a	n/a	85%		
	Male	n/a	n/a	84%		
Employees who returned to work in the reporting period 16 months after childbirth						
Female	n/a	n/a	74%			
Male	n/a	n/a	84%			

NEW

NEW

People (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference	
People Manager training	% of People Managers who participated in the People Manager training	n/a	n/a	39%	404-2	
Welcome Day participation	% of new joiners who participated in the Welcome Day (heads)	485	678	641	KPMG-specific indicator	
NEW						
Employee health and wellbeing						
Employee health and safety	Workers covered by an occupational health and safety management system (heads)	Number covered by such a system	2,280	2,511	2,807	403-8
		% of employees and workers covered by such a system	100%	100%	100%	
	Number of absences longer than 90 days (excl. maternity leave)		9	18	19	403-9
	Number of flu vaccinations		190	193	195	KPMG-specific indicator
	Injuries (occupational accidents)	Absolute employee injuries		13	20	18
Absolute reduction of injuries			n/a	-7	2	
Overall injury reduction rate			n/a	-54%	-10%	
Work-life integration	Employees who bought additional days (heads)		37	57	71	KPMG-specific indicator
	Employees who bought additional days (total % of employees)		1.8%	2.5%	2.8%	
	Employees who work part-time (heads)		359	414	467	
	Employees who work part-time (% of total employees)		16.90%	17.60%	17.95%	
	Number of reach-outs to the employee helpline		n/a	44	39	
Distribution between male and female of employees who work part-time (%)	% within gender	% (male)	9.1%	10.8%	10.5%	2-7
		% (female)	27.6%	27.2%	28.3%	
	Distribution between male and female	% (male)	31.5%	36.0%	34.0%	
		% (female)	68.5%	64.0%	66.0%	

People (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
Parental leave: number of employees who took maternity/paternity leave, by gender (heads)	Male	45	59	55	401-3
	Female	56	56	57	
	Total	101	115	112	
Average leave per employee due to illness/accident/medical appointments	Average leave per employee due to illness/accident/medical appointments (hours)	–	–	39	403-3
“Stay Healthy Initiative”	Number of participants (heads)	n/a	288	371	KPMG-specific indicator
	Kilometers delivered	n/a	187,535	216,279	
	Hours exercised	n/a	6,576	10,207	
Freedom of association and collective bargaining at risk (%)	Percentage of active workforce covered under collective bargaining agreements	100%	100%	100%	407-1
Employees making use of the “Work from anywhere” program	Employees who “worked from anywhere” (heads)	n/a	n/a	160	KPMG-specific indicator
Participation in mental health webinars	Number of participants (heads)	n/a	n/a	243	

NEW

NEW

NEW

Planet

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
Climate change and decarbonization					
Total emissions of KPMG AG divided by Scope 1, 2 and 3 (tCO₂e)	Business travel	1	0	0	305-1
	Stationary emissions	313	34	36	
	Total Scope 1 emissions	314	34	36	
	Purchased electricity	33	47	50	305-2
	Heating	82	73	51	
	Total Scope 2 emissions	115	120	101	
	Fuel- and energy-related activities	63	43	36	
	Waste generated in operations	n/a	1	1	
	Business travel	278	1,244	2,939	
	Employee commuting	541	516	414	
	Remote working	n/a	887	893	
	Total Scope 3 emissions	882	2,691	4,283	
	Total emissions (gross) (sum of Scope 1, 2, 3)	1,311	2,845	4,420	
	Total emissions (gross) per employee	0.62	1.21	1.7	305-4
	Purchase of verified carbon credits	1,311	2,845	4,420	305-1 305-2 305-3
Absolute and percentile reductions of emissions by scope (tCO₂e)	Absolute reduction/increase in Scope 1 emissions	24	-280	2	305-5
	Absolute reduction/increase in Scope 2 emissions	20	4	-19	
	Absolute reduction/increase in Scope 3 emissions	-2,267	1,810	1,592	
	% reduction/increase in Scope 1 emissions	8%	-89%	6%	
	% reduction/increase in Scope 2 emissions	21%	4%	-16%	
	% reduction/increase in Scope 3 emissions	-72%	205%	59%	
Kilometres traveled in various means for business travel (km)	Air travel	492,486	2,968,623	6,058,168	KPMG-specific indicator
	Car travel	614,005	732,879	1,168,901	
	Rail travel	1,052,620	2,473,511	2,872,899	
	Total	2,159,111	6,175,013	10,099,968	

Planet (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference	
Energy consumption within the organization (kWh)	Heating oil	215,520	-		302-1	
	Natural gas	1,047,560	116,439	142,790		
	Biogas	11,988	548,456	412,471		
	Purchased electricity – non-renewable	55,835	-	-		
	Purchased electricity – renewable	1,289,816	1,893,089	1,927,052		
	District heating	481,770	425,857	288,480		
	Geothermal heating		70,628	174,791		
	Total energy consumption within the organization	3,102,489	2,983,840	2,945,584		
	Reduction of energy consumption to previous year	xxx	-118,649	-38,256		302-4
	Portion of renewable energy used	96%	100%	100%		302-1
Resource use	Paper use (kg)	20,833	17,267	13,630	301-1	
	Water consumption (liters)	6,563,058	7,583,000	6,557,075	303-5	
Waste-related impacts (tonnes)	Commercial waste	n/a	39.4	45.9	306-1	
	Glass	n/a	1.5	1.3		
	Paper	n/a	16.7	6.5		
	PET recycled	n/a	1.7	2.4		
	Aluminium recycled	n/a	0.5	0.8		
	Mixed plastics recycled	n/a	1.4	1.7		
	Electronic waste recycled	n/a	n/a	n/a		
	Total	n/a	61.2	58.6		
Recycling rate (tonnes)	Recycled waste (kg)	3.60	4.86	3.60	306-4	
	Non-recycled waste (kg)	57.55	53.71	57.55	306-4	
	Recycled waste (%)	6%	8%	6%	306-4	
	Non-recycled waste (%)	94%	92%	94%	306-5	
Energy intensity is the total energy consumption within the organization (kWh/heads)	Energy intensity (firm-wide)	1,457	1,269	1,132	302-3	

NEW

NEW

Prosperity

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
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Impactful business

Partnerships and strategic alliances to advance the digital transformation	Number of partnerships and strategic alliances	21	23	29	KPMG-specific indicator
	Number of projects conducted together with alliance partners	7	36	238	

Digital transformation

Digital transformation training	Workforce completing digital skills and tools training	Heads	n/a	107	119	KPMG-specific indicator
		%	n/a	4%	5%	
	Partners and Directors completing digital skills and tools training	Heads	n/a	19	n/a	
		%	n/a	6%	n/a	
	New hires with “digital transformation” background	Heads	n/a	n/a	12	
New hires with “digital transformation” background	% of total DBT staff	n/a	n/a	20%		

Community investment and corporate citizenship

Cash contributions (CHF)	KPMG cash contributions – member firm	825,465	1,048,384	3,327,811	201-1
	KPMG cash contributions – affiliated KPMG Foundation	88,000	72,000	114,952	
	Charity-based sponsorships or memberships	444,450	369,336	77,657	
	Sub-total cash contributions	1,357,915	1,489,720	3,520,421	
Contributions of KPMG time (financial value, CHF)	Pro bono (no-fee) work-time hours donated for charitable activities	85,000	80,000	160,800	
	Skills-based volunteer activities – work-time hours by client service or support staff	–	10,000	–	
	General volunteering – work-time hours by client service or support staff	2,600	383,501	119,870	
	Sub-total contribution of KPMG time	87,600	473,501	280,673	

Prosperity (continued)

Indicator	KPI	FY 2021	FY 2022	FY 2023	GRI reference
Contributions of KPMG time (hours)	Pro bono (no-fee) work-time hours donated for charitable activities	430	400	804	201-1
	Skills-based volunteer activities – work-time hours by client service or support staff	–	50	–	
	General volunteering – work-time hours by client service or support staff	30	4,425	599	
	Sub-total contribution of KPMG time	460	4,875	1,403	
Management costs (CHF)	KPMG member firm	81,000	81,000	80,000	
	KPMG Foundation	80,000	80,000	90,622	
	Sub-total management costs	161,000	161,000	170,622	
Total financial value of global community investment (CHF)	Total financial value of global community investment	1,606,515	2,124,221	3,971,715	

GRI content index

GRI standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation

General disclosures

GRI 2 General Disclosures	2-1 Organizational details	SR Our firm and the impact we make 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.			
	2-3 Reporting period, frequency and contact point	SR About this report	The reporting period spans from 1 October 2022 to 30 September 2023 for FY2023.			
	2-4 Restatements of information	SR About this report True Value	The True Value underwent adjustments in social impact calculations. We restated the 2022 figures, excluding benefits, to enable a more accurate comparison with the 2023 metrics. More information can be found in the True Value section of the report. The True Value underwent adjustments in social impact calculations. We restated the 2022 figures, excluding benefits, to enable a more accurate comparison with the 2023 metrics. More information can be found in the True Value section of the report. Furthermore, we restated the number of incidents/complaints for FY2021 and FY2022, correcting the previously published numbers. Additionally, for the case of "Gender by Level (Heads) for the Leadership," corrections were made for the year FY2022.			
	2-5 External assurance		No external assurance was obtained.			
	2-6 Activities, value chain and other business relationships	SR Our firm and the impact we make Who we are SR Our firm and the impact we make Our strategic priorities SR Our firm and the impact we make Our sustainability governance 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	SR People Appendix: People	No significant fluctuations during the reporting period. We do not provide a breakdown by region because we operate only in Switzerland and in Liechtenstein with a proportionally smaller office.	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, besides an increase in the headcount. We do not provide a breakdown by region because we operate only in Switzerland and in Liechtenstein with a proportionally smaller office. 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	SR Governance Business ethics, quality and compliance TR Structure and governance				
	2-10 Nomination and selection of the highest governance body	SR Governance Business ethics, quality and compliance 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 or herself 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 and the impact we make Who we are TR Structure and governance				
	2-14 Role of the highest governance body in sustainability reporting	SR Our firm and the impact we make Our sustainability 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.			

GRI standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
	2-15 Conflicts of interest	SR Governance Business ethics, quality and compliance TR System of quality management	In the area of governance, one of our commitments is to always act lawfully, ethically and in the public interest. In the descriptions, it encompasses eliminating all possible conflicts of interest. The Transparency Report provides an in-depth exploration of the mechanisms employed and implemented by our organization to mitigate and eliminate potential conflicts of interest.			
	2-16 Communication of critical concerns	TR System of quality management				
GRI 2 General Disclosures (continued)	2-17 Collective knowledge of the highest governance body	SR People Career development	Several sustainability-related training courses 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				
	2-22 Statement on sustainable development strategy	SR Leadership statement				
	2-23 Policy commitments	TR System of quality control SR Business ethics, quality and compliance Information and corporate security Responsible supply chain Impactful business Inclusion, diversity and equity 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 Impactful Business Inclusion, diversity and equity Climate change and decarbonization				
	2-25 Processes to remediate negative impacts	SR Business ethics, quality and compliance Information and corporate security TR System of quality management				
	2-26 Mechanisms for seeking advice and raising concerns	SR Business ethics, quality and compliance TR System of quality management				
	2-27 Compliance with laws and regulations	SR Business ethics, quality and compliance TR System of quality management				
	2-28 Membership associations	SR Prosperity Alliance Management				
	2-29 Approach to stakeholder engagement	SR Material topics assessment				
	2-30 Collective bargaining agreements		KPMG is not subject to any collective bargaining agreements.			

Material topics

GRI 3 Material Topics	3-1 Process to determine material topics	SR Our material topics 4 Appendix: Material topics assessment				
	3-2 List of material topics	SR Our material topics Appendix: Material topics assessment				
GRI 200 Economic						
GRI 201 Economic Performance	201-1 Direct Economic Value Generated and Distributed	SR Our firm and the impact we make The True Value of our business SR Prosperity				
	201-2 Financial implications and other risks due to climate change	SR Prosperity SR Planet Climate change and decarbonization				
GRI 202 Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			202-1	Information unavailable/incomplete	Cantons that have defined a statutory minimum wage and that we operate in are Geneva, 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 Liechtenstein and hire locally.
GRI 203 Indirect Economic Impacts	203-2 Significant Indirect Economic impacts	SR Community investment and corporate citizenship SR True Value				
GRI 204 Procurement Practices	204-1 Proportion of spending on local suppliers	SR Governance Responsible supply chain Appendix: Governance	Our procurement approach is formalized in our Procurement Policy. The policy includes explicit provisions related to the evaluation of bribery and corruption involving third parties. It also defines the criteria for suppliers to commit to the Supplier Code of Conduct, which encapsulates the principles of the UN Global Compact. Furthermore, whenever possible and feasible, we prioritize sourcing suppliers from Switzerland, the EEA, and the UK.			

GRI standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 205 Anti-corruption	205-2 Communication and training on anti-corruption	SR Our progress at a glance SR Governance Business ethics, quality and compliance	No breakdowns necessary because 100% of KPMG staff have received communication and training on such matters.			
	205-3 Confirmed incidents of corruption and actions taken	SR Our progress at a glance SR Governance Business ethics, quality and compliance TR Be independent and ethical	No cases of corruption of employees of our firm were brought against KPMG in the reporting period.			
GRI 206 Anticompetitive Behaviour	206-1 Legal actions for anticompetitive behaviour, anti-trust, and monopoly practices	SR Governance Business ethics, quality and compliance TR Be independent and ethical	This topic is covered in our KPMG Switzerland Code of Conduct, which outlines our expectations of ethical behavior for all partners and employees at KPMG Switzerland. This includes guidelines on anticompetitive behavior, which are also detailed in our internal policies.	206-1	Confidentiality constraints	It is inevitable in the normal course of business that all major accounting firms will be subject to claims or litigation from time to time. There is currently no claim and litigation against KPMG likely to have a material effect on its financial position or its ability to provide services to its clients. As a matter of policy, KPMG does not disclose to third parties confidential details regarding any such matters.
GRI 300 Environment						
GRI 302 Energy	302-1 Energy consumption within the organization	SR Planet Energy and resource management Appendix: Planet				
	302-3 Energy intensity	SR Planet Energy and resource management Appendix: Planet				
	302-4 Reduction of energy consumption	SR Planet Energy and resource management Appendix: Planet				
GRI 303 Water and Effluents	303-5 Water consumption	SR Planet Energy and resource management Appendix: Planet	We disclose our water consumption. Other indicators are not relevant to our business model.			
GRI 305 Emissions	305-1 Scope 1 GHG	SR Planet Climate change and decarbonization Appendix: Planet				
	305-2 Scope 2 GHG	SR Planet Climate change and decarbonization Appendix: Planet				
	305-3 Scope 3 GHG	SR Planet Climate change and decarbonization Appendix: Planet				
	305-4 GHG emissions intensity	SR Planet Climate change and decarbonization Appendix: Planet				
	305-5 Reduction of GHG emissions	SR Planet Climate change and decarbonization Appendix: Planet				
GRI 306 Waste	306-2 Management of significant waste-related impacts	SR Planet Energy and resource management resource management				
	306-3 Waste generated	SR Planet Energy and resource management Appendix: Planet				
	306-4 Waste diverted from disposal	SR Planet Energy and resource management Appendix: Planet		306-4 d	Information unavailable/incomplete	
	306-5 Waste directed to disposal	SR Planet Energy and resource management Appendix: Planet		306-5 d	Information unavailable/incomplete	
GRI 308 Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	SR Governance Responsible supply chain Appendix: Governance				
	308-2 Negative environmental impacts in the supply chain and actions taken	SR Governance Responsible supply chain		308-2	Confidentiality constraints	Not all the information is disclosed or fully available yet; we are planning to disclose it from next year onwards if we have sufficiently robust data.
GRI 400 Social						
GRI 401 Employment	401-1 New employee hires and employee turnover	SR People Inclusion, diversity and equity (IDE)				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR People Inclusion, diversity and equity (IDE)				
	401-3 Parental leave	SR People Inclusion, diversity and equity (IDE) Appendix: People				

GRI standard / other source	Disclosure	Location	Comments	Omission		
				Requirement(s) omitted	Reason	Explanation
GRI 403 Occupational Health and Safety	403-1 Occupational health and safety management system	SR People Employee health and wellbeing SR Governance Business ethics, quality and compliance	We have multiple specific policies, such as the working time policy, employment regulations, as well as safety and security rules, as part of our management system.			
	403-2 Hazard identification, risk assessment, and incident investigation	SR People Employee health and wellbeing	We have policies and processes to protect our employees against intimidation, threats or adverse impacts on their employment, including termination, demotion, loss of compensation, disciplinary action or any other unfavorable treatment.			
	403-3 Occupational health services	SR People Employee health and wellbeing SR Governance Business ethics, quality and compliance				
	403-4 Workers participation, consultation on occupational health and safety	SR People Employee health and wellbeing				
	403-5 Worker training on occupational health and safety	SR People Employee health and wellbeing	We have guides, training courses and webinars freely accessible for our employees to get informed about mental and physical health.			
	403-6 Promotion of worker health	SR People Employee health and wellbeing	As part of our commitment to our employees' health, we provide them with accident insurance, a vaccination day for flu, mental health webinars, yoga classes and other benefits described in the chapter.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR People Employee health and wellbeing				
GRI 404 Training and Education	404-1 Training hours per employee per annum	SR People Career development Appendix: 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	SR People Career development	100% of our people have free access to digital learning, featuring content from the world's recognized providers.			
GRI 405 Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees	Annual Report				
	405-2 Ratio of basic salary of women to men		Our Fair-ON-Pay Advanced certificate, which is awarded by the Société Générale de Surveillance (SGS), confirms that we apply the principle of equal pay for men and women and that the results are in line with or below the target values stipulated by the Federal Office for Gender Equality FOGE.		Confidentiality constraints	
GRI 406 Non-discrimination	406-1 Incidents of discrimination and actions taken	SR People Inclusion, diversity and equity SR Governance Business ethics, quality and compliance	During the reporting period no incidents of discrimination were reported through the various channels offered by the firm.			
GRI 408 Child Labor	408-1 Operations and suppliers with risk of child labor	SR Responsible supply chain	Directly formalized in our Procurement Policy and our Supplier Code of Conduct.			
GRI 409 Forced or Compulsory Labor	409-1 Operations and suppliers at significant risk for incidents of forced and compulsory labor	SR Responsible supply chain	Directly formalized in our Procurement Policy and our Supplier Code of Conduct.			
GRI 41 Local Communities	413-1 Operations with local community engagements	SR Prosperity Community investment and corporate citizenship	Our corporate citizenship initiatives are aligned with KPMG Global's '10by30' initiative. The '10by30' initiative is designed to economically empower 10 million disadvantaged young people by 2030 through education, employment and entrepreneurship, emphasizing our commitment to lasting, positive social impact.			
GRI 414 Supplier Social Assessment	414-2 Negative social impacts in the supply chain and actions taken	SR Responsible supply chain	Directly formalized in our Procurement Policy and our Supplier Code of Conduct.			
GRI 418 Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR Our progress at a glance SR Governance Information and corporate security	In 2023, 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.			

Swiss Code of obligation content mapping

GRI Standard / other source	Disclosure	Location	Comments
General requirements			
Art. 964b (2) (1)	Business model	SR Who we are Annual Report Homepage (www.kpmg.ch)	
Art. 964b (2) (2)	Concepts and due diligence related to the matters listed in Art. 964b (1) CO	SR Chapters covering the material topics	The concepts followed for each material topic are described at the beginning of each chapter covering the material topics.
Art. 964b (2) (3)	Measures and effectiveness	SR Chapters covering the material topics	The measures taken within each material topic as well as the assessment of effectiveness of these measures are described within each chapter covering the material topics, following the description of the concept.
Art. 964b (2) (4)	Risks for stakeholders related to non-financial matters	SR Chapters covering the material topics	We detail the most significant risks to stakeholders associated with each of the material topics at the beginning of each chapter covering the material topics.
Art. 964b (2) (5)	Key performance indicators	SR Chapters covering the material topics Data book: Data tables	The relevant KPIs are disclosed in each chapter covering the material topics as well as in the Databook.
Art. 964b (3)	References to national, European or international regulations	SR About this report Databook: UN Global Compact content mapping Databook: GRI content index	Our Sustainability Report has been prepared with reference to the GRI Sustainability Reporting Standards (SRS), in alignment with the WEF IBC Stakeholder Capitalism Metrics and taking into consideration the UN Sustainable Development Goals (SDGs).
Art. 964b (4)	Coverage of subsidiaries	SR About this report SR Community investment and corporate citizenship KPMG Foundation	
Art. 964b (5)	If the company does not pursue a concept with regard to one or more issues in paragraph 1, it must mention this clearly in the report, along with an explanation of the reasons.	SR Material topics assessment Annual Report TR	We disclose information about each of the topics mentioned in Art. 964b (1). We disclose some further topics in our Sustainability Report, Transparency Report and Annual Report.
Art. 964b (4)	Coverage of subsidiaries	SR About this report	
Art. 964b (5)	Non-disclosure of coverage pertaining to all issues mentioned in paragraph 1.	n/a	We disclose all the matters of Art. 964b (1) through our material topics.
Art. 964b (6)	Report in English/native language	n/a	We disclose our information in English.
Art. 964b (1)	Materiality assessment	SR Material topics assessment	
Human rights			
Art. 964b (1)		SR Responsible supply chain SR Business ethics, quality and compliance TR Be independent and ethical	
Employee matters			
Art. 964b (1)		SR Inclusion, diversity and equity SR Employee health and wellbeing SR Career development	
Social matters			
Art. 964b (1)		SR Community investment and corporate citizenship	
Environmental matters			
Art. 964b (1)		SR Climate change and decarbonization SR Energy and resource management	
Combating corruption			
Art. 964b (1)		SR Business ethics, quality and compliance	

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