



# On the 2025 audit committee agenda

KPMG Board Leadership Center

Audit committees can expect their company's financial reporting, compliance, risk, and internal control environment to be put to the test in 2025 by an array of challenges that have grown and intensified over the past year. From global economic volatility and the wars in Ukraine and the Middle East, to cyberattacks, preparations for global climate and sustainability reporting requirements, and advances in artificial intelligence (AI). These issues will also put the audit committee's skillsets and agenda to the test. Does the committee have the leadership, composition, and agenda time to carry out its core oversight responsibilities – financial reporting and internal controls – alongside the growing range and complexity of other risks?

## **Nine issues audit committees need to focus on in 2025:**

Drawing on insights from our survey work and interactions with audit committees and business leaders, we highlight nine issues for audit committees to keep in mind as they consider and carry out their 2025 agendas.

### **Stay focused on financial reporting and related internal control risks: job number one**

Focusing on the financial reporting, accounting, and disclosure obligations posed by the current geopolitical, macroeconomic, and risk landscape will be a top priority and major undertaking for audit committees in 2025.

Key areas of focus should include:

#### **Forecasting and disclosures**

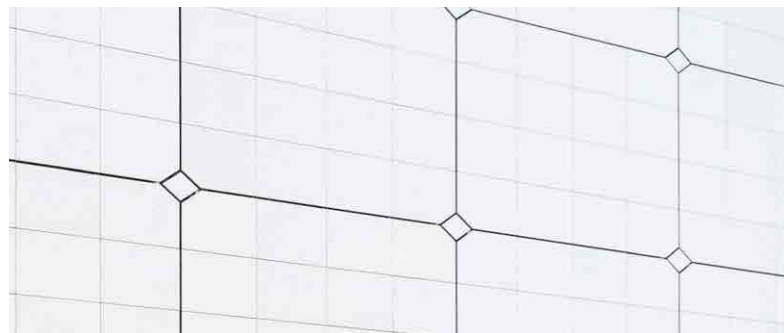
Among the matters requiring the audit committee's attention are disclosures regarding the impact of the wars in Ukraine and the Middle East, government sanctions, supply chain disruptions, heightened cybersecurity risk, inflation, interest rates, and market volatility; preparation of forward-looking cash-flow estimates; impairment of non-financial assets, including goodwill and other intangible assets; impact of events and trends on liquidity; accounting for financial assets (fair value); going concern; and use of non-GAAP metrics.

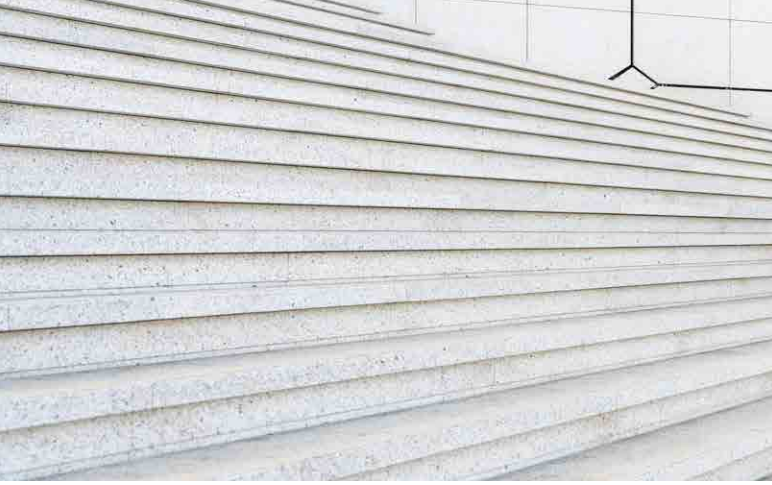
With companies making more tough calls in the current environment, regulators are emphasizing the importance of well-reasoned judgments and transparency, including contemporaneous documentation to demonstrate that the

company applied a rigorous process. Given the fluid nature of the long-term environment, disclosure of changes in judgments, estimates, and controls may be required more frequently. Audit committees should therefore be questioning whether disclosure of these things along with cashflow generation is balanced and understandable.

#### **Internal control over financial reporting (ICOFR) and probing of control deficiencies**

The current geopolitical, macroeconomic, and risk environment, as well as changes in the business (such as acquisitions, new lines of business, and digital transformations) will continue to put ICOFR to the test. Boards should discuss with management how the current environment and regulatory mandates – including new climate rules – affect management's disclosure controls and procedures and ICOFR, as well as management's assessment of the effectiveness of ICOFR. It is important to probe any control deficiencies identified and help provide a balanced evaluation of their severity and cause. Is the audit committee – together with management – regularly taking a fresh look at the company's control environment? Have controls kept pace with the company's operations, business model, and changing risk profile, including cybersecurity risks? Does management talk the talk and walk the walk?





### **Climate and other ESG-related matters**

Regulators, investors and other bodies are increasingly expecting companies to consider climate risks when preparing their financial statements. This places pressure on the often-prevailing assumption among financial professionals that in many cases climate and other ESG-related matters do not currently have a material quantitative effect on the recognition and measurement of assets and liabilities recognized in financial statements.

Companies need to make materiality judgements when deciding what information about climate and other ESG-related risks to disclose in the financial statements.

Also, it is important, particularly for companies operating in sectors that are more significantly affected by climate risks, to consider the effect on the business model, strategy and financial performance along with the adequacy of related disclosures made both inside and outside their financial statements.

As companies begin to articulate their goals and efforts to address ESG issues in their external reporting, it is essential to build strong processes and effective internal controls. There is rapid change around ESG, which could make establishing a proper reporting environment challenging. Unlike ICFR, where the underlying financial statements have defined accounting frameworks, principles, and policies, ESG reporting outside of the financial statements is still largely evolving as companies identify and apply the emerging standards and regulations. As a result, many companies' policies and processes for ESG reporting have not yet been fully developed. To prepare for mandatory ESG reporting, this control environment should be an area for audit committee focus.

### **Clarify the role of the audit committee in the oversight of GenAI, cybersecurity, and data governance**

The explosive growth in the use of generative AI (GenAI) has emphasized the importance of data quality, having a responsible use of AI policy, complying with evolving privacy and AI laws and regulations, and rigorously assessing data governance practices.

As a result, many boards are probing whether the company's data governance framework and interrelated AI,

GenAI, and cybersecurity governance frameworks are keeping pace. A key question for boards is how to structure oversight of these areas at the full board and committee levels, including the audit committee. In assessing the audit committee's oversight responsibilities in these areas, we recommend the following areas of focus:

#### **Assessing audit committee oversight responsibilities for GenAI**

Many boards are still considering how best to oversee AI and GenAI and the appropriate roles of standing committees as they seek to understand GenAI's potential impact on strategy and the business model. As we discuss in *On the 2025 board agenda*, for most companies, oversight currently takes place largely at the full board level – where boards are seeking to understand the company's strategy to develop business value from GenAI, and monitor management's governance structure for the deployment and use of the technology. However, many audit committees may already be involved in overseeing specific GenAI issues, and it is important to clarify the scope of the audit committee's responsibilities. GenAI-related issues for which the audit committees may have oversight responsibilities include:

- Oversight of compliance with evolving AI and privacy laws and regulations globally.
- Use of Gen AI in the preparation and audit of financial statements and other regulatory filings.
- Use of GenAI by internal audit and the finance organization (incl. need for necessary talent and skillsets).
- Development and maintenance of controls and procedures related to AI and GenAI disclosures.

#### **Assessing audit committee oversight responsibilities for cybersecurity and data governance**

For many companies, much of the board's oversight responsibility for cybersecurity and data governance has resided with the audit committee. With the explosive growth in GenAI and the significant risks posed by the technology, many boards are rigorously assessing their data governance and cybersecurity frameworks and processes.

Given the audit committee's dense agenda, it may be helpful to have another board committee do the heavy lifting on cybersecurity and data governance. In our *On the 2025 board agenda*, we discuss in more detail how boards are probing to determine whether the company's data governance and cybersecurity governance frameworks and

processes are keeping pace with the growth and sophistication of data-related risks.

Wherever oversight resides, it is critical that boards understand the opportunities and risks posed by the technology, including how GenAI is being used by the company, how it is generating business value, and how the company is managing and mitigating the related risks. This may require additional education or even bringing news skills into the boardroom.

### **Monitor management's preparations for new climate reporting frameworks/standards and oversee the quality and reliability of the underlying data and reported metrics**

One of the biggest challenges the audit committee will face is staying aware of rapidly evolving ESG standards and regulations given the rapidly changing landscape. This means keeping abreast of what is now in force and ready for implementation, as well as what is on the horizon that should be taken into consideration now. In the coming months, a priority for audit committees will be the state of the company's preparedness – requiring periodic updates from management including gap analyses, materiality assessments, resources, assurance readiness, and any new skills needed to meet regulatory deadlines.

Of specific focus for many is the EU's Corporate Sustainability Reporting Directive (CSRD) which is driven by the concept of double materiality and requires in-scope companies to prepare extensive sustainability reports with information on how their activities and value chain affect the environment and people, as well as how sustainability-related matters affect their cash flows, financial position and financial performance. Such reporting requirements have a consequential impact on the scope, volume and granularity of sustainability-related information to be collected and verified. Companies in scope will need to have robust governance and controls to enable them to:

- perform effective double materiality assessments; and
- deliver the granular sustainability information needed to meet the qualitative characteristics of useful information.



A key question is whether management has the necessary talent, resources, and (internal and external) expertise to gather, organize, calculate, assure, and report the necessary data, and to develop the necessary internal controls and procedures to support both the regulatory and any voluntary climate disclosures. For many companies, this will require a cross-functional management team from legal, finance, sustainability, risk, operations, IT, HR, and internal audit. It will be essential to identify and recruit climate and GHG emissions expertise – which may be in short supply – for a climate team and also to implement new systems to automate the data-gathering process.

In addition to ensuring management has climate-related expertise and resources, we encourage the audit committee to focus on management's plans to meet compliance deadlines, considering materiality and double materiality as well as disclosure controls and procedures, and internal controls. It is vital that audit committees are equipped to challenge management appropriately and resist any inclination to focus only on the good news stories.

Preparations will be a complex and expensive undertaking involving difficult interpretational issues, and are likely to take months, or even years, for some companies. Disclosure will be an iterative process (apart from any phase-in). Companies should closely monitor legal and regulatory developments, and consider the disclosures of their peers and others in their industry.

### **Getting ready for assurance**

Audit committees should be asking management how ESG data is being collected, measured, and reported. Many companies have standalone ESG teams that are responsible for ESG-related reporting but may lack expertise around internal controls.

Finance may be able to offer advice, leadership and resources such as process and control templates to the broader organization given their knowledge of the control systems and processes used for financial reporting. This will become increasingly important as companies start to seek assurance and integrate ESG information into their annual reporting.

Audit committees should work with management to identify which information would be considered material to stakeholders and the business, and therefore merit assurance. For example, a retail company's customers may





want assurance on labor conditions in the supply chain, while shareholders of a consumer goods company may want assurance on claims of sustainable sourcing. It is essential that what companies report to the public is accurate, robust and credible. Beyond being a regulatory compliance requirement in some cases (e.g., CSRD), assurance will give companies the opportunity to test any significant judgments they may have made in measuring ESG metrics, spur investor confidence, reduce exposure to risks, and support efforts to secure access to better financing.

CSRD reporting is subject to mandatory assurance from the first year of application. Starting in 2025 for those companies producing the first reports on the financial year starting on or after 1 January 2024, all companies in scope for CSRD are required to obtain limited assurance from a third-party assurance provider from their first reporting year.

We have seen many companies restate some of their ESG metrics. In the UK, for example, nearly half of the FTSE100 made restatements on their sustainability metrics during the last year. Therefore, we anticipate some modified assurance opinions in the first round of CSRD reporting due to a lack of available evidence to support the disclosures. Audit committees should be pro-actively asking management how they are going to mitigate this risk – not least because a modified assurance report might impact the way investors vote at the AGM. Boards and audit committees should be prepared to articulate their position and manage the risk of any votes against the reappointment of board members.

### **Understand how technology, ESG reporting and other drivers are affecting the finance organization's talent, efficiency, and value-add**

Finance organizations face a challenging environment – addressing talent shortages, while at the same time managing digital strategies and transformations, and developing robust systems and procedures to collect and maintain high-quality climate and sustainability data both to meet investor and other stakeholder demands and in preparation for new disclosure requirements. At the same time, many are contending with difficulties in forecasting and planning for an uncertain environment. As audit committees monitor and help guide finance's progress, we suggest two areas of focus:

- GenAI goes a long way toward solving one of the biggest pain points in finance: manual processes. Labor-intensive systems increase the risk of human errors, consume valuable resources, and limit real-time insights. Given the broad role for finance in strategy and risk management, finance professionals are also uniquely positioned to spearhead GenAI.

But they first need to determine the potential value of GenAI across their enterprise through the lens of workforce capacity and productivity. GenAI and the acceleration of digital strategies and transformations presents important opportunities for finance to add greater value to the business.

- Many finance organizations have been assembling or expanding management teams or committees charged with managing a range of climate and other sustainability activities, and preparing for related disclosure rules – e.g., identifying and recruiting climate and sustainability talent and expertise, developing internal controls and disclosure controls and procedures, and putting in place technology, processes, and systems.

It is essential that the audit committee devote adequate time to understanding finance's GenAI and digital transformation strategy and climate/sustainability strategy. They also need to help ensure that finance is attracting, developing, and retaining the leadership, talent, skillsets, and bench strength to execute those strategies, as well as its existing responsibilities. Staffing deficiencies in the finance department may pose the risk of significant internal control breakdowns. Similarly, it is important to be alert to the risks associated with over-reliance on technology too quickly by a few key people who "get it" without the wider business clearly understanding what GenAI is doing and how it fits into end-to-end processes.

Against this background, audit committees should be mindful that CFO (and senior finance staff) succession is getting more difficult as individuals with the full breath of skills required are in short supply.

### **Help sharpen the company's focus on ethics, compliance, and culture**

The reputational costs of an ethics or compliance failure are higher than ever, particularly given increased fraud risk, pressures on management to meet financial targets, and growing vulnerability to cyberattacks.

The audit committee should ensure that management has systems and processes in place to comply with legal requirements. Fundamental to an effective compliance program is the right tone at the top and culture throughout the organization, including commitment to the company's stated values, ethics, and legal and regulatory compliance. This is particularly true in a complex business environment, as companies move quickly to innovate and capitalize on opportunities in new markets, leverage new technologies and data, and engage with more vendors and third parties across complex supply chains.

Tone at the top and culture throughout the organization should be monitored with a sharp focus on behaviors (not just results) and yellow flags. Is senior management sensitive to ongoing pressures on employees (both in the office and at home), employee health and safety, productivity, and employee engagement and morale? Leadership, communication, understanding, and compassion are essential. Does the company's culture make it safe for people to do the right thing? It is helpful for board members to spend time in the field meeting employees to get a better feel for the culture. The board plays a key role in ensuring that the company's regulatory compliance and monitoring programs are up to date, cover all vendors in the global supply chain, and communicate the company's expectations for high ethical standards.

Audit committees should work to create the appropriate balance between strong relationships and robust oversight. A committee that fails to understand the line between oversight and management can easily find itself in a poor relationship with executive management; and effective oversight is difficult to achieve where management sees the audit committee as nothing more than a necessary corporate governance burden. Equally, an overly close relationship is unlikely to lead to effective oversight as challenging questions are all too easily avoided in such circumstances.

How can you create a safe space to ensure people can speak up when things aren't going right? Things do go wrong – what matters is transparency and how you recover. Where organizations have huge change agendas on the go, how does the audit committee ensure they are getting sufficient visibility and that the right people are being held to account for delivering such change safely and effectively?

Finally, now is the time to focus on the effectiveness of the company's whistleblower reporting channels (including whether complaints are being submitted) and investigation processes. Does the audit committee see all whistle-blower complaints? If not, what is the process for filtering complaints that do ultimately reach the audit committee? With the radical transparency enabled by social media, the company's culture and values, commitment to integrity and legal compliance, and its brand reputation are on full display.

## Reinforce audit quality and stay abreast of the "assurance challenge"

Delivering a high-quality audit relies on effective collaboration between the auditor, management and those charged with governance (boards and their audit committees).

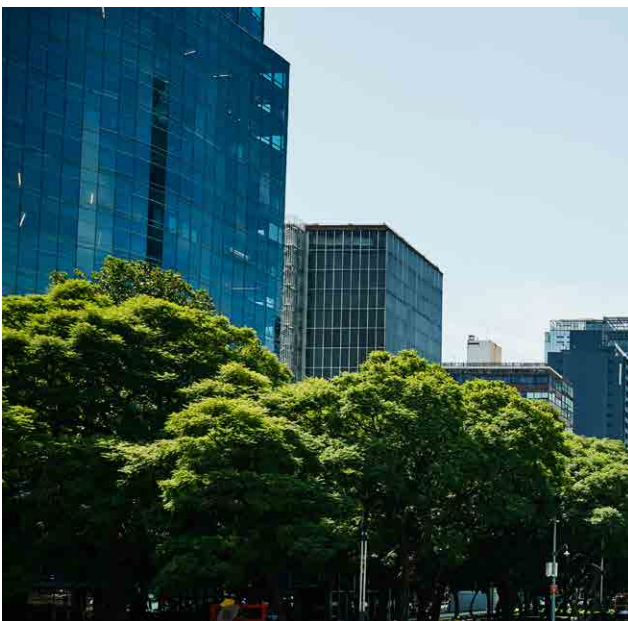
The importance of commonly understood risk assessments and audit plans should not be underestimated. An appropriate risk assessment and audit plan requires cooperation between the company and the auditor, and should factor in a common, dynamic and responsive understanding of how the company's financial reporting and related internal control risks have changed in light of the geopolitical, macroeconomic, regulatory and risk landscape, as well as changes in the business. A formal, planned and agreed escalation framework should ensure effective resolution of issues in a timely and effective manner.

It is fundamentally important that the auditor approach the audit with adequate professional skepticism and challenge. The audit committee should contribute to the enhancement of audit quality by setting a tone with management that supports open and robust challenge. Effective auditor challenge is best achieved if it is in risk assessed areas of material importance and should be evidenced by sufficient and proportionate documentation. Documentation alone will not, however, tell the "full story" of an audit – this understanding only comes from active engagement by and with all parties.

Audit committees should set clear expectations for frequent, open, candid communications between the auditor and the audit committee, beyond the required communications that include the auditor's independence as well as matters related to the planning and results of the audit.

Auditors can also enhance the audit committee's oversight by providing valuable insights and perspectives through an independent lens, particularly regarding the company's culture, tone at the top, and the quality of talent in the finance organization.

Audit committees should also probe the audit firm on the quality control systems it has in place to drive sustainable, improved audit quality – including the firm's implementation and use of new technologies such as AI to enhance audit quality. In discussions with the external auditor regarding





the firm's internal quality control systems, the audit committee should consider the results of regulatory inspections and internal inspections and efforts to address deficiencies.

Audit committees should also monitor developments such as – for US registrants – the PCAOB's proposal on non-compliance with laws and regulations (NOCLAR), which would significantly increase auditors' responsibilities in this regard. Although the proposal targets auditors, the potential effects would be wide-reaching, extending to company management and audit committees alike.

### **Make sure internal audit is focused on the company's critical risks – beyond financial reporting and compliance – and is a valuable resource for the audit committee**

At a time when audit committees are wrestling with heavy agendas and issues like GenAI, ESG, supply chain disruptions, cybersecurity and data governance, and global compliance is putting risk management to the test, internal audit should be a valuable resource for the audit committee and a crucial voice on risk and control matters. This means focusing not just on financial reporting and compliance risks, but on critical operational, GenAI and other technology risks and related controls, as well as ESG risks.

ESG-related risks include human capital management (from diversity to talent, leadership, and corporate culture) as well as climate, cybersecurity, data governance and data privacy, as well as risks associated with ESG disclosures.

Controls and procedures should be a key area of internal audit focus. It is important to clarify internal audit's role in connection with ESG risks and enterprise risk management more generally. Internal audit is there not to manage risk, but to provide added assurance regarding the adequacy of risk management processes. Does the finance organization have the talent it needs? Do management teams have the necessary resources and skillsets to execute new climate and other ESG initiatives? Internal audit is not immune to talent pressures.

Given the evolving geopolitical, macroeconomic, and risk landscape, it is a good time to reassess whether the internal audit plan is risk-based and flexible enough to adjust to changing business and risk conditions. Going forward, the audit committee should work with the head of internal audit and chief risk officer to help identify the risks that pose the greatest threat to the company's reputation, strategy, and

operations, and to help ensure that internal audit is focused on these key risks and related controls.

These may include industry-specific, mission-critical, and regulatory risks, economic and geopolitical risks, the impact of climate change on the business, cybersecurity and data privacy, risks posed by GenAI and digital technologies, talent management and retention, hybrid work and organizational culture, supply chain and third-party risks, and the adequacy of business continuity and crisis management plans.

Internal audit's broadening mandate will likely require upskilling the function. Audit committees should set clear expectations and help ensure that internal audit has the talent, resources, skills, and expertise to succeed – and help the chief audit executive think through the impact of digital technologies on internal audit.

### **Stay apprised of tax legislative developments**

Tax is high on the agenda, whether due to increasing complexities in global tax policies – including the tax rules proposed by the OECD's Base Erosion and Profit Shifting initiative – or national governments introducing new taxes, such as those related to funding a green transition. Also, the ongoing attention to ESG comes with an increased focus on tax governance.

Tax strategy is generally a matter for the whole board, but given both the risk management and financial reporting consequences of taxation, there is a natural role for the audit committee – one that is set to become more onerous given expectations that, in the coming years, tax audits will become more intense, information requests from authorities more thorough, and disclosure requirements more detailed.

With businesses keen to manage costs, audit committees should be mindful of the risks associated with cutting costs too dramatically and dampening hiring in key areas of the finance, risk, and assurance functions.

Switzerland, of course, doesn't operate in isolation and global events can and do impact the Swiss economy. Success may depend not on Swiss domestic matters, but what happens beyond our shores. As we write this, Donald Trump has just been voted the next President of the United States. It may take many months for the US tax policy to take shape under the country's new President. Nevertheless, audit committees will want to closely monitor management's preparations for any changes.

## Take a fresh look at the audit committee's composition and skillsets

The continued expansion of the audit committee's oversight responsibilities beyond its core oversight responsibilities (financial reporting and related internal controls, and internal and external auditors) has heightened concerns about the committee's bandwidth, composition, and skillsets.

Boards should assess whether the committee has the time and the right composition and skillsets to oversee the major risks on its plate. This may be part of an overall reassessment of issues assigned to each of the board's standing committees.

We recommend four areas to probe as part of the audit committee's annual self-evaluation:

- Does the committee have the bandwidth and members with the experience and skillsets necessary to oversee areas of risk beyond the core responsibilities assigned to it? For example, do cyber and data security, AI and GenAI, ESG (including climate), or mission-critical risks such as safety, as well as supply chain issues and geopolitical risk, require more attention at the full board level or perhaps the focus of a separate board committee?
- How many committee members spent their careers working on financial accounting, reporting, and control issues? Is the committee relying only on one or two members to do the "heavy lifting" in the oversight of financial reporting and controls?
- As the committee's workload expands to include oversight of disclosures on non-financial information (including cybersecurity, climate, GenAI, and environmental and social issues) as well as related

controls and procedures, does it have the necessary financial reporting and internal control expertise to carry out these responsibilities effectively alongside its core oversight responsibilities? Does the committee need to hire experts in order to discharge its oversight duties?

- Has the board identified categories of risk for which the audit committee and another board committee have oversight responsibilities? Have these responsibilities been clearly delineated (as discussed in *On the 2025 board agenda*)? For example, in the oversight of climate and other ESG risks, the sustainability committee, remuneration committee, audit committees and even nomination committee likely each have some oversight responsibilities. And where cybersecurity and AI oversight resides in a technology (or other) committee, the audit committee may also have a role to play.

For smaller boards, the challenge of securing the "right" balance of skills and experience is particularly acute. In such cases, consideration should be given to increasing the size of the board/audit committee.

With investors and regulators focusing on audit committee composition and skillsets – as well as audit committee agenda overload – the composition of the audit committee is an important issue.

### Discover more:

- [On the 2025 board agenda](#)
- [On the 2025 ESG committee agenda](#)

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