



Our Impact Report

Sustainability Report 2025

KPMG AG Wirtschaftsprüfungsgesellschaft



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Foreword

Dear Reader,

The transformation toward a sustainable economy continues to gain momentum. Many companies are actively shaping this change. At KPMG, we also embrace responsibility, both in our own actions and as a partner supporting our clients on this journey.

Our sustainability report, *Our Impact Report*, reflects this commitment. It demonstrates how we take responsibility for the future. We have set ourselves specific commitments in the four areas of governance, people, planet, and prosperity.

Our clients are at the heart of everything we do. With our multidisciplinary services, we support them in positioning themselves sustainably and making a positive contribution. The strength of our business model is particularly evident in challenging times: we combine expertise from different areas to build trust – the foundation for economic stability and societal progress.

Integrity, quality, and reliability guide us in this endeavor. Our processes are regularly assessed and certified against internationally recognized standards to meet the highest requirements for information security, quality, and environmental and health management. With targeted professional development opportunities, such as a comprehensive training program on the safe use of artificial intelligence, we also promote the responsible use of technology in everyday work.

The success of all our efforts is rooted in the commitment of our people. They drive transformation, bring their expertise to our clients and embody our values. In our *Home for Talents*, we create an environment that fosters learning, development and collaboration – one that provides space for diverse perspectives, inclusion and equal opportunity.

We also take responsibility when it comes to protecting our planet. We are reducing our environmental impact and investing in energy efficiency, sustainable mobility, and responsible travel. Another reflection of this commitment is our partnership with the Malizia sailing team. Under the motto "A Race We Must Win," this partnership reflects our aspiration to connect people, technology, and sustainability. Together, we have launched the *Ocean Ambassador Program*, through which our employees raise awareness among young people about protecting the oceans. In this way, we combine education with concrete environmental commitment – and set an example for responsible action across generations.

The challenges of our time are complex, but they also give us the opportunity to rethink the economy and society together. I invite you to join us on this journey, gain insights, and share your perspectives. Only together can we shape the future we wish for.

Best regards

Mattias Schmelzer
CEO, Spokesman of the Executive Board
KPMG AG Wirtschaftsprüfungsgesellschaft



About KPMG

KPMG AG Wirtschaftsprüfungsgesellschaft (hereinafter referred to as KPMG) is an organization of independent member firms with approximately 275,000 employees in 142 countries and territories. Both internationally and in Germany, KPMG is one of the leading auditing and consulting firms. In Germany, we employ approximately 14,500 people at 30 locations. Our organization offers five services: Audit, Tax, Deal Advisory, Consulting, and, since the 2025 financial year, Performance & Strategy.

- The **Audit** division comprises the independent auditing of consolidated and annual financial statements in accordance with national and international accounting standards, as well as the integrated assurance of sustainability reports.
- Within **Tax**, we provide tax advisory services and support companies in designing their tax affairs in a compliant and forward-looking manner – both nationally and internationally, while continuously considering regulatory developments.
- The **Deal Advisory, Consulting, and Performance & Strategy** divisions combine our specialist expertise in business, regulatory and transaction-related matters, with the objective of supporting companies in developing their business models, processes and strategies.

As part of the global network of independent member firms of KPMG International Limited – an English limited liability company under British law ("private company limited by guarantee") – KPMG adheres to globally uniform standards. Compliance with high standards of independence and integrity in the provision of services and all business activities is a fundamental element of how we operate.

KPMG is led by the Management Board, which is composed of a majority of certified public accountants in accordance with the provisions of the German Public Accountants Act (WPO) and is responsible for the operational management of the company. In doing so, it is guided by the applicable legal framework, the articles of association, the rules of procedure issued by the Supervisory Board, and the professional principles for auditors and auditing firms.

KPMG's strategic direction is determined by the Management Board, which is chaired by the CEO. The global sustainability program *Our Impact Plan* serves as central point of orientation in this process. The parity-based supervisory board supports this process in an advisory and monitoring function. Detailed information on the governance structure and other aspects of corporate management can be found in the current Transparency Report.



Memberships and initiatives



Awards



Certifications



Value Creation @ KPMG

We aim to create added value for our stakeholders and society through our business activities. Our value creation process shows how we identify external developments, social trends, and the expectations of our stakeholders and translate them into our strategic orientation. This enables us to create the conditions needed to generate long-term economic, social and

environmental value – for our clients, our employees and society as a whole.

The following *Value Creation Model* illustrates how we use our resources and capabilities to create value for society.



About this report

This report was prepared considering the standards of the Global Reporting Initiative (GRI), the World Economic Forum's Principles of Stakeholder Capitalism (WEF IBC Metrics), and the UN Sustainable Development Goals (SDGs). In addition, the information in *Our Impact Report 2025* is based on the European Sustainability Reporting Standards (ESRS of the European Financial Reporting Advisory Group (EFRAG)). An overview of the underlying frameworks can be found in the index of this report.

The information and data contained in the current report were compiled by our specialist departments and business units and subjected to internal quality assurance. The reporting period covers the financial year from October 1, 2024, to September 30, 2025. In addition, selected activities that extend beyond the reporting period and were documented by the editorial deadline of 31 January 2026 were also considered to ensure the most up-to-date presentation of our sustainability activities.

The information and key figures to our sustainability activities contained in this report have been subject to an independent limited assurance engagement. The auditor's report can be found at the end of the report. Prior-year information referenced in the sustainability report as well as separate corporate publications and statements to which this report refers were not included within the scope of assurance. The employee-related key figures are based on the HGB consolidated financial statements of KPMG AG Wirtschaftsprüfungsgesellschaft as of September 30, 2025, and include the three fully consolidated domestic group companies. Additional metrics and further information on the measures and activities implemented within each field of action are presented at the end of each chapter.



EcoVadis rating: Platinum

EcoVadis assesses the sustainability performance of companies in the areas of environment, labor and human rights, ethics, and sustainable procurement. The award acknowledges our commitment to acting responsibly in all our business activities.

In financial year 2025, KPMG was awarded the Platinum rating for the first time in the annual EcoVadis assessment – the highest possible rating. This places KPMG among the top 1 percent of over 150,000 companies rated worldwide.

The Management Board is responsible for the strategic direction of sustainability matters at KPMG and monitors their implementation. It provides the necessary human and financial resources at the operational level. The *Head of Our Impact Plan* regularly reports on the progress of the *Our Impact Plan* sustainability program to the Management Board, who decides on any necessary adjustments. The Supervisory Board is also regularly informed about the status of activities. The Management Board is also responsible for preparing the annual sustainability report. The operational implementation is carried out by ESG@KPMG under the leadership of *the Head of Our Impact Plan*. ESG@KPMG coordinates the collection of all relevant reporting information in a structured process together with the departments that implement ESG aspects operationally.

KPMG x Team Malizia: A Race We Must Win

KPMG has entered into a strategic partnership with offshore sailor Boris Herrmann and his Team Malizia. Team Malizia competes in the world's toughest regattas while simultaneously advocating for the protection of the oceans. Their motto is "A Race We Must Win – Climate Action Now!" Their goal is to combine sporting success with raising awareness about the consequences of climate change – and to show what is possible when cutting-edge technology, top performance and team spirit come together.

Team Malizia reflects the values that also define us as a firm: technological excellence, sustainability expertise, peak performance as a strong team and a commitment to a better future. Together, we want to achieve more.

How we compete in the race together

Our collaboration with Team Malizia underscores our ambition to apply technological excellence and sustainability expertise in a targeted manner to work with partners in order to generate new momentum for sustainable development. The partnership also enables us to strengthen our role as a responsible organization while providing clients, employees and society with new perspectives on transformation and climate action.

Three key elements of the partnership

- **We support the impact of Team Malizia**
As technology and sustainability experts, Boris Herrmann and Team Malizia promote ocean and climate protection by collecting scientific data for ocean research. As climate ambassadors, they inspire others to take an interest in the world's oceans. Through this partnership, we support them in carrying out these important tasks and create a foundation for innovation and progress.

- **We are committed to ocean education**
Team Malizia promotes ocean education and brings environmental issues into schools and into the dialogue with young people. This fits in perfectly with our commitment to education and our educational goal "10by30". Together with Team Malizia, we are therefore expanding our commitment regarding education to include the topic of oceans so that we launched the Ocean Ambassador Program at KPMG in October 2025.
- **We offer new perspectives**
As part of our partnership, we provide our clients with new inspiration for their digital and sustainable transformation, for example through thought leadership with insights into scientific collaborations or experience reports.



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Highlights of the reporting year

Governance

- KPMG was awarded the **EcoVadis Platinum rating** for the first time in financial year 2025, placing us among the top 1 percent of over 150,000 companies assessed worldwide.
- Our **management systems** are continuously certified according to the internationally recognized standards **ISO/IEC 27001** (information security management system), **ISO 9001** (quality management system), **ISO 14001** (environmental management system), **ISO 45001** (occupational health and safety management system) and **ISO 50001** (energy management system).
- As in previous years **no cases of corruption or bribery** were reported at KPMG.

People

- At the **Girls' Day 2025**, KPMG welcomed **640 schoolgirls** to 14 locations, focusing on STEM careers and sustainability.
- On the **Take Our Kids to Work Day**, 420 children at ten KPMG locations got to know their parents' workplace.
- Our commitment to equality: **Around 39 percent** of our (senior) managers are women.
- At the **Open Mind Festival 2025**, the talents of tomorrow gained practical experience and got to know KPMG as an employer.
- **Award for our TrueYOU HR concept:** In November 2025, KPMG received the **HR Excellence Award** in the category of performance and organizational management.



Highlights of the reporting year

Planet

- Our energy management system was certified for the first time in accordance with the internationally recognized **ISO 50001** standard.
- Despite continued growth in revenue and employee numbers, we were able to reduce our **carbon emissions** by 8 percent compared to the previous year and by 26 percent compared to the base year 2019.
- KPMG has been sourcing **electricity from renewable energies** since 2010. We have now increased the share of landlord-supplied renewable electricity to 88 percent.
- The new office in the 'CENTRAAL' building in MesseCity Cologne was awarded the Gold Certification for sustainable buildings by the German Sustainable Building Council (DGNB).

Prosperity

- With our new **Ocean Ambassador Program** in collaboration with Team Malizia, our employees act as ambassadors for the "My Ocean Challenge."
- We promote AI skills among schoolchildren through the **AI Education Program**, a teaching module developed by KPMG.
- We are strengthening our employees' AI skills through our new training format, **EnAblement**.
- Our **client satisfaction** rate currently stands at **98 percent** (with a result of at least satisfied).
- As part of our engagement projects, **660 employees** have actively contributed to the community.
- We have invested **EUR 3.5 million in charitable donations and sponsorships**.

Material topics

As part of our global sustainability program, *Our Impact Plan*, we identified material issues in the areas of *Governance, People, Planet, and Prosperity*. These fields of action form the strategic focus of our sustainability activities. Through targeted measures and regular reporting in *Our Impact Report*, we make our contribution to sustainable development transparent.

Our sustainability reporting is based on a regular materiality analysis. Its objective is to identify those topics that are particularly relevant to us, whether due to their impact on the environment and society or their financial significance.

First of all, the company-specific framework is defined as part of a context analysis. This includes the characteristics of our business model and consideration of the upstream and downstream value chain. This is followed by the identification of relevant sustainability matters based on internal and external sources as well as strategic priorities.

By aligning these with the results of the global materiality analysis, conducted by *KPMG International*, we ensure that strategically relevant topics that go beyond regulatory requirements and are of strategic importance for our long-term orientation are also taken into account. In preparation for future mandatory reporting under the Corporate Sustainability Reporting Directive (CSRD), we have assessed sustainability issues according to the principle of double materiality. This requires a differentiated assessment of issues in terms of their impact on the environment, people, and society (impact materiality perspective) as well as their financial relevance (financial materiality perspective).

Throughout the entire materiality analysis process, relevant stakeholders are systematically involved to ensure that different perspectives and expectations are taken into account at an early stage.

The following table provides an overview of the ongoing dialogue with our stakeholders:

Stakeholder	Category	Forms of interaction	Key interests
Clients	Affected stakeholders	Client surveys, events, regular client interactions during engagements, ESG questionnaires and ratings	Quality of service, expertise and insights, KPMG's sustainability performance
Employees (future, current, former)	Affected stakeholders	Surveys (including <i>Global People Survey</i>), dialogue with works council, feedback and development discussions, exit interviews, interviews, recruiting events	General working environment, diversity, development opportunities, sustainability, participation
NGOs/public	Affected stakeholders	Media monitoring, thought leadership, publications, partnerships	Corporate responsibility, positioning on relevant issues
Regulators, associations, chambers	Users of the sustainability report	Participation in committees, audits by external supervisory authorities, participation in conferences/roundtables/discussion panels	Compliance with regulatory requirements, audit quality
Suppliers, business partners, other KPMG member firms	Affected stakeholders	Regular supplier management, global projects, alliance management	Supplier requirements, structure and design of alliances

This year's analysis confirms the continuing importance and relevance of the existing material topics. We report on eight material topics and, on a voluntary basis, on our social engagement. An overview of our material topics, structured in line with *Our Impact Plan*, and their preliminary allocation to the European Sustainability Reporting Standards (ESRS) under the CSRD, is presented in the following table:

	Value Chain*	Impact Materiality	Financial Materiality	Material	Material topics in the Our Impact Report	Sustainable Development Goals
Environment						
E1 Climate change						
Climate change adaptation	◀ ● ▶			✓	Services for the benefit of society	
Climate mitigation	◀ ● ▶			✓	Reducing our environmental impact	
Energy				✓		
Social						
S1 Own workforce						
Working conditions	◀ ● ▶			✓	Employer attractiveness and working conditions	
					Development and career	
Equal treatment and equal opportunities	◀ ● ▶			✓	Inclusion, Diversity, and Equity	
S4 Consumers and End-Users						
Information-related impacts	◀ ● ▶			✓	Data protection	
					Services in the interest society	
Governance						
G1 Business Conduct						
Corporate culture	◀ ● ▶			✓	Integrity and quality	
Whistleblower protection	◀ ● ▶			✓		
Political engagement and lobbying				✓		
Corruption and bribery	◀ ● ▶			✓		
Supplier relationship management	◀ ● ▶			✓	Supplier management	
<i>Entity Specific: Corporate Citizenship</i>				✗	social engagement	

* Positioning in the value chain only refers to impact materiality (inside-out perspective).

Our reporting is oriented towards the GRI structure and GRI indicators. In addition, the ESRS requirements are partly reflected in metric definitions and in the design of our materiality analysis. Finally, material topics are disclosed in line with the four pillars of KPMG International's *Our Impact Plan: Governance, People, Planet, and Prosperity*. This structure enables consistent and comparable reporting within KPMG member firms worldwide.

Governance

- **Integrity, quality, and independence of our services**

We strive for the highest standards of quality and integrity in the provision of our services. Our goal is to maintain our clients' trust, our employees, and society in the long term. In doing so, we are guided by proven principles and we continuously develop our processes to promote responsible and reliable conduct.

- **Data protection and information security**

The responsible handling of client and personal data is of central importance to us. The protection of sensitive data is our highest priority. We want to ensure the confidentiality and security of sensitive information as best as possible through clear guidelines, established processes, and appropriate technical measures. All employees complete mandatory annual trainings on data protection and information security to strengthen awareness of these topics. In addition, we comply with applicable legal requirements and continuously invest in secure IT systems.

- **Responsible supplier management**

Responsible supplier management is a central component of our environmental and social responsibility. We strive to promote high environmental and social standards not only within our company, but throughout the entire supply chain. We apply transparent criteria when selecting suppliers and continuously work to strengthen sustainable practices in our collaborations.

People

- **Employer attractiveness and working conditions**

We aim to retain talented employees in the long term by offering attractive working conditions and a supportive environment. Our goal is to promote a high-performing, productive, and committed workforce – a key factor in our sustainable business success. Through targeted measures for employee involvement and development, we create conditions that strengthen motivation and accountability.

- **Development and careers of our employees**

The continuous professional development of our employees is essential to our business success. We strive to create an environment that supports continuous learning and personal growth. Employees are provided with the resources they need to expand their professional skills and realize their potential. To uphold our quality standards, we invest specifically in specialist expertise, skills and personal development.

- **Inclusion, diversity, and equity**

At KPMG, respect and appreciation for individual diversity are core values – regardless of age, origin, gender, identity, abilities, religion, or social background. The diverse perspectives of our employees enrich our organization and contribute to an open, innovative, and sustainable corporate culture.



Planet

- **Climate protection and adaptation to climate change (*Umwelt 2030*)**

As a service provider, we bear responsibility for people and the environment. We are continuously working to minimize our environmental impact – both in our own operations and along the supply chain – in order to help shape a livable future. With our ESG services, we also support our clients in making their business models, processes, and products sustainable and future-ready.

Prosperity

- **Services for the benefit of society**

Through our auditing and consulting services, we aim to contribute to the sustainable development of the economy and society. We stand for high-quality services that we continuously further develop. Our agile, multidisciplinary business model enables us to flexibly respond to change and remain capable of acting, even in challenging times. This entrepreneurial resilience forms the foundation of our long-term success.

- **Social engagement**

We as a firm take on social responsibility and promote social engagement as an integral part of our corporate culture. Our focus lies on equitable access to education and lifelong learning – actively supported by the personal commitment of our people.



Governance



Governance

Our objective as an audit and advisory firm is to combine high quality standards with responsible, future-oriented, and sustainable business practices.

To achieve this, we place great importance on clear processes, stable structures and clearly defined responsibilities. At the same time, our Values serve as binding guidance for the personal and professional conduct of our employees.

Our Values of *Integrity, Excellence, Courage, Together,* and *For Better* form the foundations of our corporate identity. They serve as guidance for our daily actions and shape our corporate culture. On this basis, we derive the importance of integrity and independence as central principles for the activities of our employees. As a multidisciplinary auditing and consulting firm, compliance with legal and professional requirements is our highest priority and sets the framework for our business activities.

Together with the member firms of the global KPMG network, we work continuously to further develop our quality standards. The foundation for this is our structured quality and risk management system, which covers both the organizational design of our business activities and the execution and completion of audit and advisory engagements. Clear responsibilities as well as comprehensive programs for aligning and monitoring risk management, compliance and quality management are integral elements of our corporate governance.

We are continuously developing our established standards in quality management and data protection in order to meet future regulatory and organizational requirements. As part of our supplier management, we aim to ensure that our partner companies meet the quality standards we set. Our central procurement department coordinates all activities related to the selection, assessment and management of suppliers.

Further information on governance can be found in the current [KPMG Transparency Report](#).



Our Values: The foundation of our corporate culture

The Values of the global KPMG network – *Integrity, Excellence, Courage, Together, and For Better* – form the basis of our shared identity at both the national and international levels. In our daily work, they serve as guidance for our personal and professional conduct. Our code of Values supports KPMG's inclusive and diverse corporate culture, shapes our collaboration, and is the cornerstone of trusting relationships with our clients.

Integrity

We do what is right.

Excellence

We never stop learning and improving.

Courage

We think and act boldly.

Together

We respect each other and draw strength from our differences.

For Better

We do what matters.



Compliance with legal requirements, regulations, and standards is a top priority for our employees. Regular, mandatory independence and compliance training raises awareness of value-oriented behavior and promotes an ethically sound corporate culture.

The company-wide *CARE* (Consider, Assess, Respond, Evolve) framework provides targeted support to employees in making responsible decisions. As a globally established model, *CARE* offers structured guidance on ethically challenging issues and complex decision-making situations. It encourages the consideration of different perspectives and the development of solutions through dialogue rather than in isolation.

We promote ongoing engagement with the Values of the KPMG network through various formats and initiatives. These include, among others:

- the company-wide Values Champion Community, which focuses on communicating and embedding our Values in everyday work,
- the annual Values Week – both at KPMG in Germany and KPMG International

"Our Values shape the way we work together and define who we are at KPMG. They provide us with orientation and stability, especially in times of change. The many ideas and high level of engagement during Values Week demonstrate how actively we live and appreciate our Values. My sincere thanks go to everyone who contributed their ideas, time and commitment."



Dr. Vera-Carina Elter
CHRO of KPMG

Integrity and quality

When providing our services, we adhere to recognized standards of quality and integrity. In doing so, we help to strengthen the trust of our clients, employees, and other stakeholders in our work.

As an audit firm, we help promote ethical behavior, compliance with professional principles and the prevention of corruption – both within KPMG and in our interactions with clients and suppliers. Clear quality objectives, values and codes shape our day-to-day work, collaboration with internal and external stakeholders, and our corporate culture. This strengthens our reputation and fosters trust-based relationships with business partners and the broader public.

The quality of our audit and assurance services is essential for public confidence in the capital markets and is therefore of utmost importance to us. Non-compliance with professional standards or unethical behavior can result in legal and reputational risks. Accordingly, a strong understanding of values and an effective risk and compliance culture are essential. These form the foundation for performing our responsibilities with integrity, addressing challenges and opportunities appropriately, and preventing potential breaches of professional standards, including corruption or bribery. This helps minimize liability risks, financial losses and reputational damage, and protects our independence.

With our commitment to integrity, to preventing and combating corruption, and to complying with professional standards, we aim not only to maintain our high quality standards, but to continuously strengthen them. In this way, we seek to remain the preferred partner for our clients over the long term and to build and maintain trusting business relationships.

Quality standards for our work

In addition to professional and legal requirements, internal company guidelines and cooperation agreements within the global KPMG network form the basis of our daily work. These standards include:

Code of Conduct

The KPMG network has established an international code of conduct, the *Global Code of Conduct*. This serves as the basis for the national code of conduct of KPMG in Germany and supplements the company-wide values with binding guidelines and principles for professional conduct and behavior. All KPMG employees are required to act in accordance with both codes and to ensure compliance with legal, regulatory, and ethical standards within the scope of their role and position. The Code of Conduct is updated regularly to ensure that it remains current and relevant.

KPMG system of quality management

KPMG's quality management system provides the framework for our actions in a complex, regulated working environment. Our quality and risk management processes aim to prevent legal violations, liability risks, and economic risks, and to maintain our independence.

Our quality management system is implemented in accordance with the requirements of the International System of Quality Management Standard 1 (ISQM 1). The system creates a uniform framework for guidelines, responsibilities, and processes in quality management. ISQM 1 specifies minimum requirements for each area with regard to objectives, identified risks, and corresponding measures. KPMG International has also introduced a risk assessment process to systematically record quality objectives and relevant risks and to regularly review our quality management system.

Mandatory training for all employees

To promote legal awareness and help prevent conflicts of interest and regulatory violations, all employees regularly complete mandatory training on independence and compliance. In addition, the submission of an annual independence declaration is part of our internal processes. These measures help strengthen the integrity and quality of our services. Since financial year 2025, a new mandatory training course on artificial intelligence has also been part of the training program. It is designed to promote understanding of the responsible use of AI technologies in a professional context and to draw attention to potential risks.

United Nations Global Compact

KPMG International has been a signatory to the United Nations Global Compact since 2002, a United Nations initiative to promote a more inclusive and sustainable global economy. The Global Compact defines ten principles in the areas of human rights, labor standards, environmental protection, and anti-corruption, which participating organizations are guided by.

As part of the global KPMG network, KPMG Germany is committed to these principles and takes them into account in its company-wide governance and sustainability processes. Further information and the current progress report can be found here: [KPMG International – Our Impact Plan](#).

Quality- & Risk management policies

As a member of the global KPMG organization, KPMG is committed to adhering to high quality standards and ethical principles. To this end, we have established a comprehensive quality and risk management structure to ensure compliance with legal, regulatory, and professional requirements.

This structure includes binding guidelines and internal regulations designed to ensure that KPMG and all its employees comply with applicable professional standards, meet regulatory and legal requirements, and protect the integrity, brand, and reputation of KPMG.

These include, among other things:

- the (Global) Code of Conduct,
- the Anti-Bribery and Corruption Policy,
- the Money Laundering Prevention Policy, and
- the Gifts and Invitations Policy.

These policies reflect our principles on the following topics:

- corruption and bribery,
- conflicts of interest,
- fraud,
- money laundering,
- anti-competitive behavior, and
- security risks in information processing.

Our mandatory training

Our training courses cover the following key areas and are mandatory for all new employees and annually for all existing employees:

- Data protection/information security
- Independence
- Combating money laundering and terrorist financing
- Acting with integrity
- Occupational safety training
- Artificial intelligence

We rely on various measures to ensure the quality of our services. Below, we present some key aspects:

Prevention of corruption and bribery

KPMG maintains a binding, system-supported internal approval and control process for donations, sponsorships, partnerships, and memberships. To avoid corruption and the appearance of undue influence, clear company-wide guidelines apply to the offering and acceptance of benefits – especially when it comes to invitations and gifts. These guidelines are firmly integrated into our internal processes and are part of mandatory training for all employees.

Certifications

Our management systems are certified according to international and industry-specific standards and thus meet the corresponding requirements of business partners and customers. These include the quality management system in accordance with DIN EN ISO 9001, the information security management system in accordance with ISO/IEC 27001, the environmental management system in accordance with DIN EN ISO 14001, the energy management system in accordance with DIN EN ISO 50001, and the occupational health and safety management system in accordance with DIN EN ISO 45001.

Whistleblowing-Hotline

Reports of potentially illegal or unethical behavior can be submitted confidentially and anonymously via our Whistleblowing Hotline. This service is available to employees, customers, subcontractors, suppliers, and external third parties. Every report received is handled in accordance with legal requirements, in particular § 17 HGSchG [German Whistleblower Protection Act] and Sections 8 and 9 of the German Supply Chain Act. Further details can be found on our external website: [Whistleblowing Hotline/Reporting Centers for Whistleblowers - KPMG in Germany](#).



Audits of clients and suppliers

KPMG has established structured acceptance and due diligence processes to ensure compliance with legal requirements and to prevent corruption and bribery by third parties. These are an integral part of the audit of client and supplier relationships.

Clients are audited on the basis of individual risk profiles, which also include an assessment of the company management, governing bodies, and owners. The aim is to identify potential risks at an early stage and make informed decisions about entering into or continuing business relationships. In addition, aspects such as potential conflicts of interest, independence risks, the intended use of the results, and ethical issues are taken into account for each engagement.

In procurement, we systematically assess the overall risk of each supplier relationship as part of our *"Know-your-Supplier"* process. Before concluding a contract and at regular intervals, a comprehensive company analysis is carried out, which includes, among other things, the company structure, sanctions lists, and publicly available information – for example, through media screening. Any anomalies identified are taken into account in our purchasing decisions and contract evaluations.

Our progress in the financial year 2025

- In financial year 2025, no cases of corruption or bribery were reported at KPMG.
- All employees were required to participate in anti-corruption training again in financial year 2025, including the courses *"Doing the right thing: Integrity at KPMG"* and *"Combating money laundering and terrorist financing."* Participation is recorded and monitored by the system.
- Our internal annual assessment reconfirmed the effectiveness of KPMG's quality management system as of September 30, 2025.



Data protection and information security

The protection of sensitive information and personal data is of the highest importance to KPMG – particularly in the context of our work as an audit firm.

In addition to the stringent requirements of the EU General Data Protection Regulation (GDPR), we are bound by professional and criminal law obligations that require us to safeguard confidentiality.

The responsible handling of client and personal data is essential to our business activities. Data loss or security breaches can have significant consequences, such as fines, reputational risks, or a loss of trust among stakeholders. Such consequences could have a long-term negative impact on our business activities.

Within this context we have implemented comprehensive measures to protect sensitive information relating to clients, service providers, cooperation partners and employees. Our systems and processes are being refined continuously to meet evolving technological and regulatory requirements and to enable the responsible handling of information in the future.

Integration of data protection and information security

The responsible handling of personal data is firmly anchored in our quality and risk management. Core elements include binding internal requirements, such as our internal information security brochure and our certified information security management system in accordance with ISO/IEC 27001, which we are continuously developing. Key measures include:

- **Data protection officer**

Our Group Data Protection Officer acts independently in accordance with the GDPR and reports directly to the Managing Board. Together with his team, the data protection officer acts as a central point of contact for all data protection issues at KPMG. The Data Protection Officer is also actively involved in cross-departmental processes that are relevant for data protection, such as supplier onboarding. All KPMG employees are instructed to report any (suspected) cases of data loss directly to the KPMG Group Data Protection Officer.

- **Data protection training**

All new employees are required to complete our data protection training which must be repeated annually by all employees. Employees in particularly data-sensitive roles are provided with additional, specific training.

- **Professional confidentiality**

All employees are contractually obliged to comply with professional and data protection confidentiality requirements. In addition, binding information security requirements apply, which are documented in our internal information security brochure.



- **Risk-adequate structures**

As part of our internal control system, we have established organizational, contractual, and technical measures as well as control processes that serve to protect personal data. These are based, among other things, on the global KPMG data protection policy and the data protection agreements within the international KPMG network.

- **Cooperation with service providers**

When external service providers are involved, our high data protection standards apply equally to these providers through binding contractual requirements. Contract data processing under Article 28 GDPR is governed by legally standardized contracts, and service providers undergo an IT security assessment in advance.

- **Certified information security**

Our information security management system is certified according to ISO/IEC 27001 and forms the basis of KPMG's technical and organizational measures in accordance with Art. 32 GDPR. The system is subject to ongoing development and regular review in accordance with certification requirements.

Our progress in the financial year 2025

- In financial year 2025, KPMG continued to maintain the governance structure it had established to comply with data protection laws and measures to safeguard professional confidentiality. Data protection incidents were investigated with the involvement of our data protection officer. There were no violations that needed to be reported to the relevant authorities during the reporting period.
- All employees were required to complete the annual data protection training. Participation was recorded and monitored by the system.



Responsible Supplier management

Taking environmental and social standards into account in our business activities and along our supply chain is a central component of our corporate responsibility.

We consider our suppliers as an integral part of our value chain and are committed to integrating sustainability into our procurement processes in order to systematically reduce environmental impact, comply with human rights standards, and promote long-term, responsible partnerships with our suppliers.

By setting clear requirements for our partners, we aim to promote responsible behavior and lay the foundation for long-term cooperation. Within the framework of our supplier relationships, we analyze the impact on the environment and society, identify potential for improvement, and develop targeted measures based on this analysis. In doing so, we rely on trust-based, long-term partnerships and shared development goals.

Sustainable supplier management

Our supply chain contributes significantly to our carbon footprint and is therefore a key lever for achieving our climate targets (see *Planet*). To promote environmental and social standards along the entire value chain, our suppliers are subject to binding requirements set out in the KPMG *Supplier Code of Conduct (SCoC)*. The sustainable procurement of goods and services is regulated in the new Procurement Policy, which updates and integrates our previous purchasing policy.

KPMG also bases its business activities on the UN Guiding Principles on Business and Human Rights and takes into account the requirements of the German Supply Chain Act [Lieferkettensorgfaltspflichtengesetz: LkSG], which has been in force since January 2023. Our [policy statement on respect for human rights and the environment](#) forms the binding basis for responsible action in the supply chain.

Sustainability-oriented supplier qualification

In order to identify and avoid ecological and social risks in our supply chain at an early stage, we define specific sustainability requirements in tenders for new suppliers. We subject existing and potential suppliers to a systematic assessment based on self-disclosures, database analyzes, and publicly available information. Existing suppliers are reevaluated at fixed intervals. The assessment focuses on, among other things:

- existing management systems for avoiding human rights and environmental risks,
- indications of possible violations of environmental or social standards, and
- the collection of emissions data.



Supplemented by information on commercial and reputation-related risks, the assessment forms the basis for our supplier selection. In our procurement activities, we value transparent, diligence, and independent decision-making – supported by clear control and evaluation mechanisms.

Risk assessment in accordance with the German Supply Chain Act

We regularly carry out high-level risk analyzes in accordance with legal requirements. These analyzes take into account country, industry, and volume risks in relation to the suppliers' annual turnover. Previous classifications have been in the low to medium risk range; no high overall risk has been identified.

For medium-risk suppliers, we also check whether appropriate preventive measures have been implemented. Based on these assessments, we have implemented targeted measures, including updating our *Supplier Code of Conduct* (SCoC) in 2023, incorporating it as an integral part of contract templates, and regularly qualifying our suppliers on the basis of mandatory self-disclosures, database analysis, and publicly available information. In addition, our purchasing teams are provided with regular training, including on the requirements of the LkSG.

Cooperation with the Carbon Disclosure Project (CDP)

In cooperation with the CDP – an international non-profit organization for the disclosure of environmental impacts – KPMG is committed to greater transparency regarding the carbon emissions of our top-selling suppliers. The aim is to continuously improve the database and thus enable targeted climate protection measures along the supply chain.

Our progress in the financial year 2025

- As part of the risk analysis in accordance with the German Supply Chain Act, none of our direct contractual partners were classified as high risk. This is, among other things, due to the fact that 84.5 percent of our suppliers in the 2025 reporting period are based in Germany, which has a correspondingly low country risk, and we consistently implement preventive measures such as the *Supplier Code of Conduct* (SCoC) and supplier qualification. Indirect suppliers are checked separately in the event of specific irregularities.
- All employees in purchasing also took part in targeted training courses on human rights and environmental risks in 2025. The training courses are an integral part of our LkSG management system and are updated and conducted annually, supplemented by ad hoc information formats during the year.
- As part of our collaboration with the Carbon Disclosure Project (CDP), the majority of the suppliers we contacted in financial year 2025 once again disclosed their carbon emissions data – this is an important step towards greater transparency in the supply chain.
- The revised *Supplier Code of Conduct* (SCoC) remains a binding part of our contract templates and forms the basis for new and updated procurement contracts.
- In the 2025 reporting year, no violations of our *Supplier Code of Conduct* (SCoC) were reported.

Respect for human rights

The global KPMG organization is committed to the UN Guiding Principles on Business and Human Rights. This commitment is publicly documented in our Business and Human Rights Statement and builds on our long-standing support for the *UN Global Compact*, which we joined in 2002.

As German KPMG member firm, we are also committed to respecting internationally recognized human rights – both in our own business operations and throughout the entire value chain. This commitment is embedded in our corporate guidelines and management systems, including:

- **KPMG Code of Conduct:** Our binding code of conduct defines clear expectations for ethical behavior in everyday work and in corporate culture – both nationally and internationally.
- **Supplier Code of Conduct:** This sets binding standards for our suppliers – particularly with regard to social, ethical, and environmental responsibility.
- **Quality Management System:** This forms the framework for legally compliant, professionally sound, and socially responsible conduct.

We expect our business partners to respect these principles and implement appropriate processes to protect human rights.

Further information on this can be found in the chapter on *responsible supplier management*.

Whistleblower system and complaint mechanisms

An effective complaints procedure is a central component of our human rights due diligence obligations. Our *Whistleblowing hotline* provides a low-threshold, confidential reporting system that is open to both internal and external whistleblowers – including for human rights-related concerns.

Implementation of the German Supply Chain Act

Since January 1, 2023, KPMG has been subject to the requirements of the LkSG. We have established comprehensive measures to implement our legal obligations, both within our own business and with regard to our direct suppliers. These include risk analyzes, preventive measures, and the further development of our whistleblower system. Details are documented in our *policy statement on respect for human rights and the environment*.



People



People

Our employees are key to our lasting success. As an employer, we aim to create a working environment that enables individuals to unlock their full potential while fostering both personal and professional development. That is our definition of a *home for talent*.

Our goal is to identify, develop, and retain excellent professionals, providing them with a workplace shaped by diversity, inclusion, mutual respect and excellent development opportunities. This culture can not only have a positive effect on the satisfaction of our employees, but also strengthen our reputation among clients and business partners.

We also rely on a diverse workforce, as we are convinced that different perspectives and experiences enrich our cross-functional way of working. Diversity can promote innovation, improve decision-making processes, and increase the resilience and performance of our company in the long term. Inclusion and diversity are just as integral to our HR strategy as a holistic approach to health management aimed at strengthening the physical and mental health of our employees.

To address the increasing competition for qualified specialists in a changing world of work, we have established working conditions that focus on flexibility, digital infrastructure, and continuous development. These include mobile working arrangements, individual working time models, and targeted training opportunities.

Our goals for a future-oriented working environment

- **Attract and retain talent**

We want to attract the best specialists and managers to KPMG and retain them in the long term – through a strong employer profile, targeted engagement, and an appreciative working environment.

- **Support individual development**

We create the conditions for continuous, individual learning. Our development promise includes a variety of learning formats, personal support, and access to innovative training opportunities.

- **Shape career paths**

Our employees benefit from transparent, diverse, and individually suitable career paths. We support them in achieving their professional goals in line with their strengths and interests.

- **Recognizing performance and ensuring fair compensation**

We stand for performance-related, transparent remuneration and a recognition system that makes individual contributions visible and valued.

- **Live value-based leadership and collaboration**

Our corporate culture is based on mutual respect, integrity, and diversity. At KPMG, leadership means providing guidance, fostering potential and shaping an inclusive working environment.

- **Combine well-being and performance**

We are committed to ensuring that our employees remain healthy, motivated, and productive. To this end, we offer flexible working models, comprehensive health services, and a culture of mindfulness and support.



Beyond fair remuneration, the purpose of work is becoming increasingly important. Through a value-based corporate culture, we want to provide our employees with guidance and highlight the societal contribution our work can make – both as a team and individually.

Actively incorporating the interests and needs of our employees is a central element of our corporate culture. As part of our listening strategy, we have established a variety of formats that promote dialogue and exchange. The annual *Global People Survey* provides valuable insights into the sentiment and expectations of our workforce. This is supplemented by other event-related surveys, open communication formats such as all-hands calls, and direct feedback channels and points of contact.

A trusting cooperation with the various employee representative bodies is also essential for us. Through regular exchange with committees and working groups, we aim to ensure that the interests of our employees are heard and integrated into decision-making processes.

The Human Relations department is responsible for the strategic direction and implementation of our human resources measures. Our activities are based on legal requirements, internal guidelines, and our *Code of Conduct*. These include regulations on employee development, equality, working conditions, compensation, and work-life balance. Our actions are guided by internationally recognized human rights principles and the principles of corporate responsibility.

Employer attractiveness and working conditions

To attract qualified professionals and retain them in the long term, we aim to create attractive conditions and a working environment in which our employees can develop both professionally and personally.

Committed and motivated employees are an important prerequisite for our business success, and attracting qualified professionals is a key factor for the sustainable growth of KPMG. Therefore, we want to create working conditions that are aligned with the expectations and needs of our employees and future talent – and continuously develop these further. Against the backdrop of a labor market characterized by a shortage of skilled workers and demographic change, we are focusing on targeted measures to strengthen our attractiveness as an employer and to promote a diverse and inclusive work culture.

As an employer, KPMG bears direct responsibility for shaping the working conditions of its employees. This includes performance-based and transparent remuneration, promoting work-life balance, and comprehensive protection of physical and mental health. A safe and supportive working environment can have a positive effect on motivation, productivity, and the reduction of absenteeism due to illness – and thus also on our competitiveness. At the same time, we are aware that our business model is heavily dependent on the timely delivery of our services. To better cushion labor-intensive phases, we rely on flexible working time models that take into account both operational requirements and the individual needs of our employees.

Our measures are based not only on legal requirements such as the Occupational Safety and Health Act, but also on company-wide agreements and internal guidelines – including our *workplace health and safety policy*. In addition, we apply a structured occupational health and safety management system in accordance with ISO 45001, which defines clear processes and standards for occupational safety and health protection and supports their continuous improvement. Our [policy statement on respect for human rights and the environment](#) also provides the binding basis for the implementation of human rights standards at KPMG.

Ongoing dialogue between our employees and KPMG as an employer is an important element for effectively putting our measures for an attractive and safe working environment into practice.

Attracting talent: digital and target group-oriented

Through targeted employer branding activities, we present young talent with the variety of our job profiles and career paths via different channels. At the same time, we offer authentic insights into our corporate culture and everyday working life at KPMG.

Candidate-first and digital recruiting and onboarding strategy

In recruiting, we continue to follow the principle of "candidate first." We regularly analyze the expectations and needs of our target groups in order to make the application process as simple, transparent, and user-friendly as possible.

Our HR marketing is primarily aimed at candidates from the fields of economics and law, STEM subjects, and commercial professions. At the same time, we are consciously opening up to other disciplines, as interdisciplinary expertise enriches our teams. To reach a broad range of applicants, we follow a modern, digital recruiting strategy with location-independent reach. In addition, we have further developed our pre- and onboarding processes: a new digital tool within our human resources management platform enables a structured and interactive onboarding process. The aim is to involve new employees even before their first day at work and to make joining KPMG as intuitive as possible.

University marketing

The early engagement of potential young professionals during their studies is a key component of our nationwide university marketing concept. We focus on 51 selected universities that offer the greatest qualitative and quantitative potential in relation to our recruiting needs.

Our campus recruiters represent KPMG directly on site and are available to students and graduates as personal contacts. This presence enables early and direct exchange about career paths at KPMG. In addition to direct entry for graduates, we offer students a wide range of opportunities to gain practical experience – for example, through internships or working student positions alongside their studies.

Our flagship recruiting event: The Open Mind Festival 2025

In 2025, the Open Mind Festival continued to set professional accents as KPMG's central recruiting event, promoting personal encounters and offering practical experience. The aim was to give students and graduates of STEM, business and law who were about to graduate an authentic and tangible insight into the diverse career paths available at KPMG.

The event offered a varied program that not only provided insights into KPMG's corporate culture and working methods, but also gave participants the opportunity to test their own strengths and engage in targeted discussions with specialists and managers.

The event kicked off with a special keynote speech by CHRO Dr. Vera-Carina Elter, who first appeared as an AI-generated avatar and then in person, about her career path and the special features of KPMG as an employer. Additional presentations addressed current topics – from the partnership with Team Malizia to the use of artificial intelligence and the importance of diversity and inclusion.

Under the motto "Explore your skills. Succeed together," participants took part in various challenges where they could demonstrate their skills, including a bouldering duel, the activity wall, a quiz, a jet ski simulator, and a sailboat from Team Malizia. The career market enabled targeted discussions with colleagues from all departments, while KPMG Networking BINGO promoted new contacts in a playful way. The Future Café also provided space for in-depth dialogues on individual development opportunities and career perspectives.

"The event made the decisive difference and convinced me to apply to KPMG."

Participant (anonymous)



Talent community *KPMGnext*

With our talent community KPMGnext, we want to specifically promote the talents of tomorrow. It enables exclusive networking with KPMG employees and serves as a strategic talent pool for the targeted development and recruitment of qualified candidates.

Employee benefits

To strengthen our attractiveness as an employer, we offer our employees a variety of additional benefits designed to promote health, well-being, and individual quality of life. These include fitness programs and the corporate benefits program, which offers exclusive discounts at numerous partner companies. The following overview shows a selection of the benefits currently offered.



A selection of our employee benefits¹

- KPMG fleXwork including home working, mobile working from abroad, or sabbaticals
- Location-based sports facilities and discounted fitness offers
- Various health services
- Modern technical equipment
- Mobile phones for private use
- Bicycle leasing as part of salary conversion
- Participation in the corporate benefits program
- Lunch allowance
- Tax-free subsidy for the Deutschlandticket Job
- Offer of elements of the company pension scheme
- KPMG supports and encourages employees who wish to take exams or obtain equivalent additional qualifications

Our company health management program

Our company health management program takes a holistic approach to promoting physical and mental health. The measures include legally required services such as occupational medicine and occupational safety, as well as additional health promotion offerings.

¹ Benefits may vary depending on the group and/or length of service of the employee.

Occupational health and safety management in accordance with ISO 45001

In December 2024, KPMG received certification of its occupational health and safety management system in accordance with DIN EN ISO 45001 for the first time. The standard defines requirements for a structured system to promote safety and health in the workplace. Our occupational health and safety measures are integrated into all company processes. This leads to a holistic approach to safety and health that encompasses all aspects of our business activities. Implementation takes place across all locations and is accompanied by regular risk assessments, annual occupational safety training, and ongoing training measures, among other things. The aim is to continuously review existing structures and improve them on the basis of clearly defined goals. This enables us to evolve continuously and respond dynamically to changing requirements and challenges.

To coordinate these efforts, an Occupational Health and Safety Steering Committee was established in 2025 to plan and evaluate measures and initiatives for health promotion and the management system.

"We believe that true health begins when people feel seen and supported. As points of contact for corporate wellbeing, we want to create spaces where work and private life are in harmony – and where well-being is not the exception, but the rule."



Johanna Merten & Susanne Groß
KPMG Corporate Wellbeing

Information and training offerings

To strengthen the mental health and resilience of our employees, we regularly provide information and training formats. These serve to raise awareness of potential stress factors and risks and provide options for a health-conscious approach to everyday work. The offering includes lectures, newsletters, and training courses on task management, time management, and stress management strategies.

Counseling services

Our employees have access to a wide range of support services, both internally and through external partners. These include confidential counseling sessions with internal coaches and company doctors, as well as life and social counseling through our external partner *famPLUS*. These services are designed to provide early guidance and individual support in challenging situations.

Health and fitness services

We have set up special fitness areas equipped with high-quality equipment at several locations. A wide range of endurance, strength, and flexibility training options help employees balance their daily office routines. We also offer annual health and prevention programs that change each year. These include various offerings over the years, such as *Bike Days*.

Flu vaccinations

At almost all locations, our employees can get their annual flu vaccination on site.

Lease bikes

Since 2019, employees have been able to use bicycles via a leasing program. Since the 2022 financial year, they have also been able to lease an additional bike.

Work-life balance

Balancing professional and personal commitments is very important to our employees. We have therefore established various measures and offerings to support family-friendly working arrangements that are adapted to different stages of life.

fleXwork

Flexibility is a central component of our work culture at KPMG. Under the umbrella label "*KPMG fleXwork – A working environment that suits you,*" we bundle all programs that enable individual and needs-based organization of working hours and work locations. These include mobile working options at home and abroad (including working from home, various working time models, time accounts, sabbaticals, and rotation programs).

Fokus.Familie

The *Focus.Familie* program supports parents after the birth of a child with financial benefits and offers flexible working models in terms of location and time for two years. The aim is to make it easier to return to work, enable a better balance between work and family life, and promote equal career opportunities.

Psychosocial counseling, parental counseling, and support for the care of relatives

Through external partners, our employees have access to anonymous and free counseling and seminars on topics such as health, family life, caring for relatives, and social issues. Where necessary, employees are referred to further support services, especially in the context of caregiving responsibilities or acute crisis situations.

As part of our certification by the "audit berufundfamilie" (work and family audit), we regularly evaluate existing measures for work-life balance and use established feedback formats such as company-wide surveys and the *Global People Survey* to identify specific areas for further development.



Take our Kids to Work Day

As part of World Children's Day, KPMG in Germany organized a "Take our Kids to Work Day" at ten locations. A total of 420 children aged between seven and twelve took part.

The intention of the event was to give children the opportunity to experience their parents' or grandparents' workplace first-hand and develop a basic understanding of professional contexts. Age-appropriate formats such as workshops, hands-on stations, and thematic sessions on digitalization and environmental awareness encouraged curiosity and enthusiasm for learning. Birte Lorenzen-Herrmann

from Team Malizia was personally present at our Hamburg office and explained how the sailing team is committed to protecting the oceans. In all other offices, a specially produced video was shown in which Birte presented the topics of ocean protection and climate change in a child-friendly way.

The day supports the reconciliation of work and family life, encourages young people to get involved, and underscores KPMG's commitment to a responsible and future-oriented corporate culture. The event was made possible by the voluntary participation of more than 100 employees.



"It is wonderful to see the curiosity and enthusiasm with which the children immerse themselves in the KPMG world during the 'Take Our Kids to Work Day'. As a family-friendly company, supporting the balance between work and family life is especially important to us – through flexible working models and shared experiences that connect us. Events like this vividly show how well this can work."



Dr. Vera-Carina Elter
CHRO of KPMG

Adequate remuneration

We want to be a convincing employer by offering a fair, transparent, and comprehensible remuneration system. We are therefore committed to the principles of *fair share* and *equal pay*, and we regularly review and adjust our remuneration structures.

Our starting salaries are always above the statutory minimum wage. The basic annual salary of our employees is based on their respective tasks and responsibilities as well as their individual value contribution. The fixed remuneration is supplemented by a performance- and results-related variable component. Depending on the respective grade, overtime can either be compensated with time off during the same month or credited to time accounts and, if not used, paid out.

We have established structured processes to comply with the principle of equal pay. Salaries are determined in so-called general conferences by disciplinary managers on the basis of uniform, transparent criteria. The aim is to align different perceptions and ensure fair development and remuneration opportunities.

In addition, we promote transparency through clearly defined communication channels. Besides individual salary communication, employees have access to comparison options, depending on their grade, to track salary development within comparable roles and development paths.

Social dialogue and freedom of association

Active social dialogue is a central component of our corporate culture and contributes to the ongoing development of our working environment. We gather the opinions and sentiments of our employees through regular surveys and interactive feedback formats. These findings are incorporated into the design of our working conditions with the aim of promoting continuous improvement and achieving a high level of satisfaction among the workforce.

Transparent communication and participation are further strengthened by formats such as digital town hall meetings. These provide a forum for open exchange with senior management and enable employees to address questions and concerns directly.

The involvement of elected employee representatives is carried out in accordance with the legal requirements for co-determination in the workplace, while respecting freedom of association. In particular for measures affecting working conditions, the relevant committees are involved in decision-making processes in a structured manner. This includes, among other things, hearings, votes, and participation procedures in accordance with the Works Constitution Act. The general youth and trainee representative body represents the interests of trainees, dual students, interns, and employees under the age of 18.

Furthermore, we strive for constructive and continuous cooperation with employee representatives that goes beyond the minimum legal requirements. The aim is to incorporate the perspectives of employees into the further development of our working environment at an early stage. Currently, 90.1 percent of employees are co-determined and thus represented by employee representatives.

Equal pay

Through regular analyses of our remuneration structures, we ensure that our employees are remunerated fairly and regardless of gender, in line with their qualifications and performance.

Fair share

We firmly believe that potential is not tied to gender. We therefore aim to promote our diverse talents in an appropriate manner to ensure a balanced gender distribution in all positions.

Our progress in the financial year 2025

In the area of employer attractiveness and working conditions

- We have taken on 38.6 percent of our interns and working students in permanent positions at KPMG (previous year: 42.0 percent)
- Our turnover rate for the 2025 financial year is 11.2 percent (previous year: 12.4 percent).²
- We organized around 150 regional and national university marketing events.
- As in the previous year, our talent community KPMGnext has almost 3,000 active participants.
- In 2026, we received the kununu Top Company award for the fourth time in a row – based on employee ratings. Only around 5 percent of companies in Germany on kununu qualify for this award.

In the area of health and well-being

- 1,469 employees currently use a lease bike (previous year: 1,160)
- Around 1,400 flu vaccinations were administered to our employees in-house in financial year 2025 (previous year: 1,250).

In the area of work-life balance

- 17.6 percent of KPMG employees took advantage of the offer of an individualized working time model (previous year: 17.0 percent).
- KPMG was awarded the "audit berufundfamilie" certificate for the seventh time – proof of our strategically oriented, family- and life-stage-conscious human resources policy and our long-standing commitment to supporting work-life balance.

Awards and initiatives in the area of own workforce



audit berufundfamilie



"It is important to me that our employees have the flexibility they need in every phase of their lives. That is why we have been consistently expanding our range of services to promote work-life balance for years. It is all the more gratifying that this commitment has also been recognized by an independent body."



Marie-Claire Tietze
 CHRO Culture, Diversity and Leadership Coaching at KPMG

² The rate indicates the proportion of a group that leaves within a given period (both on the employee and employer side). Unlike the previous year, the population for this key figure now includes non-technical employees. For this reason, the key figures shown in this report for the 2024 financial year may differ from those published in previous year's report.



Girls' Day 2025: Record participation for greater equality

In 2025, KPMG once again took part in the nationwide Girls' Day, opening the doors of fourteen offices to schoolgirls in grades 5 to 13. The aim of the campaign day is to get young women interested at an early age in career fields in which few women are currently represented, such as STEM disciplines.

Guided by the theme "Fashion for Future – Experience how you can shape your future and design fashion sustainable, we raised awareness among the 640 participants to responsible consumption and introduced a sustainable approach to clothing in a creative upcycling workshop. The program was complemented by exchanges with female role models from ESG and STEM professions at KPMG, who provided insights into their career paths and supported the participants in their career orientation.

With this format, we aim to contribute to the promotion of equal opportunities and strengthening diversity and participation. We would particularly like to encourage young girls to consider male-dominated fields and to approach their future careers with confidence.



Development and career

We aim to actively support the continuous development of our employees and thereby contribute to their long-term commitment to KPMG. Guided by the principle of lifelong learning, we want to create an environment in which continuous learning and personal as well as professional development are firmly embedded in everyday work.

To meet this goal, we continuously invest in the expansion of specialist knowledge, skills, and personal development. With our diverse learning and development offerings – from practical training to digital learning platforms to structured feedback processes – we want to promote individual career paths and thus increase the satisfaction of our employees. Through our learning and development measures, we also offer numerous opportunities for further development through practical

assignments on client projects or in internal projects. In this way, we are responding to changing employee expectations as well as to the transformation of the learning culture as a whole. We integrate new technologies in a targeted manner in order to embed learning opportunities flexibly and seamlessly into everyday work.

With the *TrueYOU* personnel concept introduced in financial year 2024, we have further enhanced transparency and direction in development. It defines our understanding of leadership and development as a shared responsibility and includes, among other elements, a goal-setting system, individual development plans and regular performance reviews. The annual *OURConference* serves to systematically assess contributions, potential, and development perspectives. The results are incorporated into concrete measures.

Employee representatives are closely involved to ensure the transparent and fair development of our employees. The underlying regulations are anchored in Group-wide works agreements, for example on career paths, target agreements and achievement, and promotions. In this way, we create a structured and comprehensible basis for individual development.

Development and career: targeted support

Our continuing education offerings include various programs and formats tailored to different target groups and career levels:

Structured onboarding: Pre-boarding and onboarding

Even before they officially start, new employees gain insights into their future role at KPMG as part of the pre-boarding process. Digital tools and personal support from onboarding buddies are designed to ease their transition and promote integration into the team.

Learning and development formats

Our offerings range from vocational training and dual study programs to part-time master's programs, professional exams, and additional qualifications. Target group-specific programs, such as the *Emerging Leader Program*, specifically promote our top talents and prepare them for more advanced roles.



Feedback as a development tool

A respectful feedback culture is essential for the personal and professional development of our employees. With TrueYOU, we strengthen continuous dialogue – in person, virtually, or in writing – across all grades, both bottom-up and top-down, between employees and managers on projects and tasks, anchor regular feedback in everyday life, and supplement this with informal development discussions. For managers, we also offer structured formats such as *360° feedback*, which enables anonymous feedback from employees at all levels and a comparison of self-perception and external perception.

Mentoring programs

Experienced mentors support junior employees on their development path. Programs such as *Power Mentoring* specifically support senior managers in preparing for a partnership, strengthen resilience, and promote strategic networking.

Diverse continuing education platforms

Modern learning technologies and the *Degreed* learning platform enable our employees to engage individually and according to their needs. In addition, learning elements consisting of face-to-face training, digital content, and coaching create flexible learning environments that integrate easily into everyday work.

Rotation and secondment abroad

The "Discover KPMG" program enables our employees to take on cross-functional assignments of at least three months in other services or teams. International assignments as part of our secondment program further expand intercultural competence and bring new perspectives back to our teams.

To assess the effectiveness of our development measures, we regularly evaluate our training offerings. In addition to structured feedback forms on our training courses and the Global People Survey, we use other anonymous feedback mechanisms and direct communication channels such as the HR mailbox. The insights gained are continuously incorporated into the further development of our programs.

Employee feedback as driver: the Global People Survey

A central component of our established feedback culture is the active involvement of our employees in the further development of KPMG as an employer. The annual *Global People Survey* provides us with a structured format that enables our employees to share their experiences, expectations, and suggestions for improvement anonymously and openly. The results provide valuable insights into the perceptions and needs of our workforce.

In 2025, our employee survey achieved a participation rate of 75 percent, exceeding the previous year's rate (72 percent). The engagement index remains at an all-time high of 82 percent and continues to reflect the satisfaction, motivation, and commitment of our workforce. We are particularly proud that 88 percent of our employees would recommend KPMG as a good employer. Our communication and exchange formats have enabled employees to gain a much better understanding of their own contribution to the implementation of KPMG's strategy (+5 percent).

Our progress in the financial year 2025

Newly designed onboarding program for new managers

Since financial year 2025, KPMG has been supporting new managers with an adapted and newly structured onboarding program as they take on their leadership role. The aim is to provide targeted support for the transition to leadership responsibilities, promote the development of a network within the respective cohort, and enable reflection on one's own role as a leader. The program provides practical content on leading teams, strengthening an entrepreneurial mindset, and developing personal presence and organizational skills. It offers a framework in which new managers are provided with both professional and personal new momentum for their development and are purposefully prepared for their leadership responsibilities.

- In financial year 2025, our employees completed an average of around 57 training hours (previous year: 63).³
- 255 top talents participated in our Emerging Leader Program this year (previous year: 325).
- 73 employees completed a secondment abroad in financial year 2025 (previous year: 76).

Gewinner HR Excellence Award

In November 2025, KPMG received the HR Excellence Award in the category of performance and organizational management. Our TrueYOU personnel concept consistently focuses on feedback and connects central HR processes – from employee development to promotion and compensation to performance and potential – into a holistic, integrated system.



³ Unlike other people metrics, the basis for the exact calculation of the average training hours per employee is the annual average of employees in FTE (full-time equivalent) over 12 months. Compared to the total population of the total employees key figure, working students and temporary employees are excluded. In contrast to the previous year, the total population of this key figure now also includes non-technical employees. Therefore, the key figures shown in this report for the 2024 financial year may differ from the figures in the previous year's report.

Inclusion, diversity, and equity

The diverse perspectives and experiences of our employees are an important resource for KPMG. We strive to create a working environment that encourages individuality and authenticity and is characterised by mutual respect – regardless of age, abilities, religion, background, gender or sexual identity.

As an employer, we therefore implement specific frameworks that promote diversity and equal opportunities. With our commitment to inclusion, diversity, and equity, we want to strengthen satisfaction within our teams and attract new talent. A diverse workforce can also provide valuable drivers for innovation, performance, and competitiveness.

We underscored our commitment to promoting Inclusion, Diversity and Equity back in 2007 by signing the Charta der Vielfalt. The values and diversity dimensions of this charter have been firmly embedded in our corporate culture ever since.



Our goals for women in leadership

Promoting women in leadership positions is a central priority for KPMG in Germany. We are actively committed to sustainably increasing the proportion of female leaders. We have significantly exceeded our goal of having at least 18.5 percent women in the first management level (partners and directors) and at least 35 percent in the second level (senior) managers) by January 1, 2026. As new target values for January 1, 2031, we have defined 25 percent women at the first management level and 40 percent at the second level. These targets are based, among other factors, on the legal requirements of the Second Management Positions Act (FüPoG II), which sets binding regulations for gender quotas in leadership positions in Germany. To achieve these goals, we are implementing targeted support programs, transparent career paths and structural measures to promote equality.

Further strengthening Inclusion, Diversity and Equity (IDE)

To further develop our commitment to inclusion, diversity, and equity in a targeted manner, we are implementing a series of concrete measures and offerings, which are presented below.

Networks at KPMG

Our internal networks at KPMG offer employees the opportunity to exchange ideas on specific topics and to network within certain interest groups. They promote dialogue on relevant issues and support cross-departmental cooperation.

Dimensions of diversity

- Physical and mental abilities
- Cultural diversity
- Sexual orientation and identity
- Social background
- Generational diversity
- Gender diversity

A selection of networks at KPMG

Women's networks

Opportunities for exchange and further development of soft skills and competencies for women

Parent networks at various locations

Mutual support and exchange among parents on topics related to family and children

Cosmopolitans

Exchange on topics such as internationality, cultural diversity, and pluralism

PriDE@KPMG & Friends

Exchange and safe space for the LGBTIQ+ community and all interested colleagues

Grenzen?Los! network

Exchange on topics such as inclusion, disability, and chronic illness for employees with and without disabilities

Diversity throughout the year

Every year, we dedicate themed months to various dimensions of diversity. Formats such as seminars, networking events and collaborations with external partners and guest speakers are aimed at strengthening awareness of IDE-related topics among our employees.

Awareness training

Through various formats – such as training courses, awareness campaigns, and interactive dialogue formats – our employees gain valuable insights into key topics such as diversity, equality, discrimination, sexual harassment, unconscious bias, and inclusive behavior and leadership in the workplace. The aim is to raise awareness of these issues and support our employees in acting confidently and thoughtfully, even in challenging situations. One of the key components of these awareness-raising measures is training on the General Equal Treatment Act, which is mandatory for all new employees at KPMG. In addition, internal information platforms with practical guidance are available.

Speak-up culture

Our speak-up formats aim to further develop our employees' ability to deal with challenging situations. They address competencies such as reflection, assertiveness, and constructive communication, and support value-oriented cooperation within the company and beyond.

Inclusion of people with disabilities

KPMG supports the inclusion of people with severe disabilities and persons of equivalent status through an inclusion team. The Teilhabekompass (*Participation Guide*) on the intranet also provides a structured overview of internal offerings and information on participation in the work environment.

Equal opportunities in the recruiting process

Our recruiting approach includes various measures aimed at promoting equal opportunities in the application process. These include gender-neutral and inclusive wording across HR marketing channels, such as job advertisements, the career page, and social media. In addition, we deliberately refrain from requesting application photos. Our hiring managers also have access to training on topics such as unconscious bias, which helps them to recognize and reduce unconscious prejudices in the selection process. For applicants with severe disabilities or equivalent status, the representative for severely disabled employees is involved in the entire application process, provided the applicants agree.

Support programs specifically for women: Power Mentoring

The Power Mentoring program is aimed at senior female managers and provides them with targeted support in preparing for demanding positions as partners or directors. During the course of the program, key skills such as resilience, stakeholder management, and strategic networking are systematically developed.

Rooms of silence

At four locations, employees have access to designated rooms of silence. These spaces offer the opportunity to withdraw, rest, meditate or pray – regardless of religious or spiritual belief.

Anti-harassment, discrimination, and bullying policy

With our anti-harassment, discrimination, and bullying policy, we are sending a clear signal in favor of a culture of mutual appreciation and respect. The policy makes it clear that all employees – regardless of their role or management responsibility – are expected to actively oppose discrimination, harassment, and bullying. It also emphasizes the special responsibility of managers and provides all employees with counseling and reporting centers so that potential incidents can be dealt with effectively.

The effectiveness of our IDE measures is reviewed regularly – including through the *Global People Survey*, the "audit berufundfamilie" (work and family audit) and internal dialogue formats. Employees can also submit suggestions and ideas directly to the IDE team at any time via a central email inbox.

Our progress in the financial year 2025

• Expansion of power mentoring

With the Power Mentoring program, we specifically support senior managers on their path to becoming partners or directors. Since this year, the program has been accompanying participants not only in the preparation phase, but also in their first year in their new role.

• Information platform on intercultural cooperation

To promote a culturally diverse working environment, we have developed a central information platform on the topic of intercultural cooperation, which our employees can use to strengthen their intercultural skills, such as intercultural communication and agility, with the help of learning videos, articles, and reflection tasks. The platform also brings together practical information, including an overview of English-speaking teams within KPMG, to provide guidance and promote cross-location networking and active contact.

• New Degreed learning paths for intercultural onboarding and anti-racism awareness

To strengthen an inclusive work environment, two new learning paths have been introduced on the Degreed platform. The first learning path provides international employees with practical information on social norms and business customs for entering German work culture. The second learning path promotes anti-racism awareness, sensitizes participants to structural and everyday forms of racism, and encourages critical reflection on their own thought patterns. Both offerings aim to strengthen cultural understanding and promote respectful, non-discriminatory interaction in the work context.

• Accessibility-compliant career website

In financial year 2025, the KPMG career site was comprehensively redesigned and made accessible in accordance with the requirements of the European Accessibility Act (EAA) and the German Accessibility Strengthening Act (BFSG).

• KPMG at CSD Cologne

On July 6, 2025, we once again took part in Christopher Street Day in Cologne with 150 colleagues. Under the motto "FOR QUEER RIGHTS – Many. Together. Strong!", we advocated for an open environment that promotes individuality and equality.

• We are a PROUT EMPLOYER

As a PROUT EMPLOYER, we are part of the PROUT AT WORK initiative. This initiative helps both employers and employees to network and support each other on issues related to sexual orientation and identity.

Inclusion, diversity, and equity at KPMG in numbers

- 25.0 percent of women in management positions at the board level (previous year: 25.0 percent).
- 20.4 percent women in management positions at the first level below the Executive Board (previous year: 19.1 percent).⁴
- 39.3 percent of women in management positions at the second level below the Executive Board (previous year: 39.1 percent).⁵
- As in the previous year, 6 of the 16 members of the Supervisory Board are women, which corresponds to a proportion of approximately 37.5 percent.
- People of 105 different nationalities work at KPMG (previous year: 109 nationalities).

- In the financial year 2025, KPMG employed 269 people with severe disabilities or equivalent status (previous year: 250). This means we fall short of the legally prescribed minimum quota of 5 percent. To increase this proportion, we are working on specific measures, such as raising awareness of inclusion, improving (digital) accessibility in the workplace, and empowering people with disabilities in the recruiting process.



⁴ In contrast to the previous year, the calculation is based on a different logic: a) exclusion of employees in partial retirement during their leave of absence, b) inclusion of KPMG ITS and BTG and employees on parental leave, and c) adjustment of the survey period in accordance with the German Commercial Code (HGB) (four quarterly reporting dates) instead of considering a reporting date at the end of the financial year. For this reason, the key figures shown in this report for the 2024 financial year may differ from the figures in the previous year's report.

⁵ In contrast to the previous year, the calculation is based on a different logic. The average value in accordance with HGB (four quarterly reporting dates) is considered instead of the reporting date at the end of the financial year. For this reason, the key figures shown in this report for the 2024 financial year may differ from the figures in the previous year's report.

Experiencing Diversity – a change of perspective at the sitting volleyball event

Diversity is not only reflected in different backgrounds, experiences, and perspectives, but also in the openness to actively embrace new perspectives. A special example of this was a sitting volleyball event to which Paralympics participant and KPMG colleague Lukas Schiwy invited our HR department and our CHROs.

The aim of the initiative was to make diversity and inclusion tangible in practice. During the joint game, participants experienced people with and without disabilities working together as equals – independent of individual circumstances.



It became clear how different perspectives can enrich teamwork and mutual understanding.

The event showed that diversity must go beyond formal programs and becomes particularly tangible when familiar perspectives are abandoned, new points of view are adopted, and challenges are overcome together.

"For me, it was special to see how initial hesitation turned into genuine enthusiasm. Moments like these show how valuable it is to make diversity visible and share new perspectives."



Lukas Schiwy
Assistant Manager, Digital Process Compliance

People – Additional metrics

Employees ⁶	<div style="display: flex; justify-content: space-between; font-size: 0.8em; font-weight: normal;"> GRI 2-7 ESRS S1-6 </div>								
	Total			Percentage of women			Percentage of men		
	2025	2024	▲ PY ⁷	2025	2024	▲ PY	2025	2024	▲ PY
Total number of employees	14,647	14,427	1.5 %	46.4 %	46.2 %	0.4 %	53.6 %	53.8 %	-0.4 %
Thereof specialist staff ⁸	11,256	11,133	1.1 %	40.2 %	40.0 %	0.5 %	59.8 %	60.0 %	-0.3 %
Thereof non-specialist staff ⁹	3,391	3,294	2.9 %	67.3 %	67.4 %	-0.1 %	32.7 %	32.6 %	0.3 %
Thereof employees with fixed-term contracts ¹⁰	1,143	1,253	-8.8 %	45.8 %	47.0 %	-2.6 %	54.2 %	53.0 %	2.3 %
Thereof employees with permanent contracts	13,504	13,174	2.5 %	46.5 %	46.2 %	0.7 %	53.5 %	53.8 %	-0.6 %
Thereof employees with individualized working time models	2,576	2,458	4.8 %	76.0 %	75.9 %	0.1 %	24.0 %	24.1 %	-0.4 %

Leadership ¹¹	<div style="display: flex; justify-content: space-between; font-size: 0.8em; font-weight: normal;"> GRI 2-7 ESRS S1-6 </div>								
	Total			Percentage of women			Percentage of men		
	2025	2024	▲ PY	2025	2024	▲ PY	2025	2024	▲ PY
Executive Board	8	8	0.0 %	25.0 %	25.0 %	0.0 %	75.0 %	75.0 %	0.0 %
Partners and directors (including division heads)	882	834	5.8 %	20.4 %	19.1 %	6.8 %	79.6 %	80.9 %	-1.6 %
(Senior) managers (including department heads and senior experts)	3,646	3,538	3.1 %	39.3 %	39.1 %	0.5 %	60.7 %	60.9 %	-0.3 %

Age structure	Total number of employees		
	2025	2024	▲ PY
	<30 years	5,438	5,626
30 – 39 years	4,970	4,712	5.5 %
40 – 49 years	2,307	2,178	5.9 %
>50 years	1,932	1,911	1.1 %
Total	14,647	14,427	1.5 %

⁶ The average number of employees over the four quarterly reporting dates of the respective financial year (December 31, March 31, June 30, and September 30) is shown. The population includes all employees in the KPMG Group. Employees of KPMG Law RAG mbH, members of the Executive Board, interns, trainees, employees on parental leave or partial retirement, external staff, overseas staff, inbound staff without salary, and contractually inactive employees are excluded. Various individuals are included in the absolute employee numbers. However, due to the small size of the comparison group, they are excluded from the gender

⁷ Previous year

⁸ Persons who are directly involved in client relationships.

⁹ Persons who are not directly involved in client relationships or based in the central units.

¹⁰ Mainly working students and temporary staff.

¹¹ In contrast to the previous year, the calculation is based on a different logic: a) exclusion of employees in partial retirement during their leave of absence, b) inclusion of KPMG ITS and BTG and employees on parental leave, and c) adjustment of the survey period in accordance with the German Commercial Code (HGB) (four quarterly reporting dates) instead of considering a reporting date at the end of the financial year. For this reason, the key figures shown in this report for the 2024 financial year may differ from the figures in the previous year's report.

GRI 404 ESRS S1-13

Employee development			
	2025	2024	▲ PY
Average hours of training and continuing education per specialist employee ¹²	57	63	-9.5 %

GRI 405-1 ESRS S1-6

Nationalities			
	2025	2024	▲ PY
Employees of non-German nationality	1,518	1,575	-3.6 %
Number of different countries	105	109	-3.7 %

GRI 401 1-3 ESRS S1-15

Employees on parental leave			
	2025	2024	▲ PY
Employees on parental leave¹³	810	798	1.5 %
Thereof women	572	558	2.5 %
Thereof men	238	240	-0.8 %
Return rate ¹⁴	94.3 %	93.0 %	1.4 %

¹² Unlike other people metrics, the basis for the exact calculation of the average training hours per employee is the annual average number of employees in FTE (full-time equivalent) over 12 months. Compared to the total population of the total employees key figure, working students and temporary staff are excluded. In contrast to the previous year, the total population of this key figure now also includes non-technical employees. Therefore, the key figures shown in this report for the 2024 financial year may differ from the figures in the previous year's report.

¹³ The key figure is accumulated over the entire financial year. Only contractually inactive employees, external staff, overseas staff, and employees of KPMG Law RAG mbH are excluded.

¹⁴ In contrast to the previous year, the calculation is based on a different logic. Only employees who have ended their parental leave during the financial year are considered. These are accumulated over the entire financial year. Only contractually inactive employees, external staff, overseas staff, and employees of KPMG Law RAG mbH are excluded. For this reason, the key figures shown in this report for the 2024 financial year may differ from the figures in the previous year's report.

Individualized Working time models	GRI 2-7 ESRS S1-6								
	Total			Percentage of women			Percentage of men		
	2025	2024	▲ PY	2025	2024	▲ PY	2025	2024	▲ PY
Number	2,576	2,458	4.8 %	76.0 %	75.9 %	0.1 %	24.0 %	24.1 %	-0.4 %
Thereof percentage of employees with up to 50 percent employment	25.0 %	26.0 %	-3.8 %	75.8 %	74.4 %	1.9 %	24.2 %	25.6 %	-5.7 %
Thereof percentage of employees with 51- 80 percent employment rate	58.8 %	58.6 %	0.4 %	74.9 %	74.9 %	0.1 %	25.1 %	25.1 %	-0.2 %
Thereof, percentage of employees with more than 80 percent and less than 100 percent employment	16.2 %	15.4 %	5.0 %	80.0 %	82.0 %	-2.6 %	20.0 %	18.0 %	11.7 %
Thereof average employment rate	68.1 %	67.6 %	0.7 %						

Sick leave and occupational accidents	GRI 403-9-10 ESRS S1-14		
	2025	2024	▲ PY
Absences due to illness – sick leave rate	4.0 %	4.0 %	0.0 %
Days of absence due to reportable accidents at work	408	357	14.3 %
Reportable accidents at work and commuting accidents ¹⁵	37	25	48.0 %

¹⁵ The key figure is accumulated over the entire financial year. Outbounds with and without salaries and employees on unpaid leave are also excluded from the population. Members of the Executive Board, inbounds without salaries, trainees, interns, and employees on parental leave are no longer excluded.



Planet



Planet

We see climate protection as part of our corporate responsibility. Mitigating climate change and dealing with its consequences requires decisive, transparent, and effective action. Through our strategic partnership with the Malizia sailing team, we therefore want to raise awareness of climate change and ocean protection.

KPMG is taking responsibility for a sustainable future and is actively committed to continuously reducing the environmental impact of its own business operations and along its supply chain.

ESG is an integral part of our corporate strategy: as an auditing and consulting firm, we see our greatest influence in supporting our clients in making their business models, products, and services sustainable. We want to lead by example and establish ESG as an integral

part of our own actions. To this end, we launched Our Impact Plan as a global sustainability program. This enables the systematic and measurable integration of environmental, social, and governance aspects in order to make a sustainable contribution to the transformation of the economy and society.

Our significant environmental impacts result from greenhouse gas emissions in three areas:

- Scope 1: Direct emissions from our own sources, e.g., from heating systems or company-owned vehicles
- Scope 2: Indirect emissions from purchased energy, in particular electricity and heat
- Scope 3: Emissions along the upstream¹⁶ value chain, e.g., from business travel, employee commuting, and the procurement of goods and services

ESG advisory: Sustainability as a strategic success factor

As an auditing and advisory firm, KPMG is not only responsible for its own business operations, but also for the impact of our services. With our ESG services, we support clients in making their business models, products, and sustainable processes.

Our consulting services aim to systematically integrate environmental, social, and governance aspects into business decisions.

This includes, among other things:

- Developing holistic ESG strategies that address climate risks, strengthen resilience, and meet regulatory requirements

- Promoting technological innovations that enable sustainable value creation, and
- Supporting transformation to embed sustainability as an integral part of corporate strategy.

Our goal is to work with our clients to design solutions that are not only economically viable but also make a positive contribution to the environment and society. In this way, we want to actively contribute to securing the basis for current and future generations.

¹⁶ Emissions from the downstream value chain are not material for us as a service provider and are therefore not reported.



KPMG International joined the Science Based Targets Initiative (SBTi) in 2020 and adopted a validated short-term reduction target: to reduce absolute carbon emissions¹⁷ by 50 percent by 2030 compared to the base year 2019. This target is aligned with the 1.5-degree pathway of the Paris Climate Agreement. In addition, KPMG International has committed to a long-term net-zero target. By 2050, absolute emissions in Scopes 1, 2, and 3 are to be reduced by 90 percent compared to 2019. The remaining emissions (maximum 10 percent) will be offset by verified carbon removal methods to achieve climate neutrality.

Embedded in this global objective, KPMG AG is pursuing its own short-term reduction target: We aim to reduce greenhouse gas emissions across all three scopes by 50 percent by 2030 compared to the base year 2019.

In order to specify the global climate targets and create a clear framework for their implementation, management, and reporting, KPMG International also adopted a *Climate Transition Plan* and the *Environment Statement* in the reporting year.

KPMG in Germany is putting this global commitment into practice with its national environmental program "*Umwelt 2030*". The program combines measures to reduce emissions in four key areas of action:

- *Mobility*: Reduction of emissions through sustainable business travel and promotion of climate-friendly mobility alternatives.
- *Supplier management*: Integration of ecological criteria in the selection of and cooperation with business partners.
- *Energy and resource consumption*: Optimizing energy use and promoting efficient resource utilization in our office locations.
- *Commuting behavior*: Supporting sustainable commuting behavior through flexible working models and mobility options.

¹⁷ Where carbon emissions are mentioned in the context of this report, CO₂equivalents (CO₂e) are meant. CO₂equivalents are a unit of measurement used to standardize the climate impact of different greenhouse gases. In addition to carbon dioxide, the most important greenhouse gas produced by humans, there are other greenhouse gases, such as methane and nitrous oxide.

Global Leaders 2050: A community for tomorrow's managers with sustainability

The ambition of the Leaders 2050 concept can be described as "growing together": Leaders 2050 aims to create more opportunities to actively integrate young people's perspectives on ESG into our work with our clients, but also into the further development of our own company, thereby enabling us to act in an even more future oriented manner. This also benefits young talents, as it allows them to deepen their ESG competencies, leadership skills, and client relationships. The aim is to jointly pave the way for a responsible, diverse, fair, and innovative economy of the future.

Leaders 2050 not only operates in Germany, but is a globally organized initiative that is already active in more than 30 countries in the KPMG network. Networking events, client workshops, and the development of thought leadership are at the heart of its activities and aim to create and promote a new ESG mindset.

"Our goal is to support ambitious young talents and enable them to build skills, networks, and knowledge to shape the transition to a sustainable future. With Leaders 2050, we want to create a community of tomorrow's "managers with sustainability" – because sustainability is a growth and value driver for us and our clients today and in the future."



Angelika Huber-Straßer
Regional Director South and sponsor of Leaders 2050

Umwelt 2030 Program

We see climate change as one of the central challenges of our time – and at the same time as a significant opportunity to drive innovation.

As a service provider, our business activities have an impact on both people and the environment. A key approach to reducing our environmental impact lies in the greenhouse gas emissions generated in the upstream value chain – particularly through the procurement and provision of goods and services. Emissions from our own business activities, such as business travel, also contribute to global climate change.

For KPMG, this means that we are first focusing on our own carbon footprint. We systematically analyze the areas under our direct control, where we can make an impact in cooperation with partners and stakeholders, and where we need to continuously monitor and improve our indirect influence. With our *Umwelt 2030* program, we are pursuing the goal of significantly reducing our ecological footprint and making an effective contribution to climate protection. In this way, we are not only contributing to the achievement of global climate goals, but also strengthening the future resilience of our business model and that of our clients.

The program is a central component of our climate transition plan and bundles our most important decarbonization measures (decarbonization levers) into four focus areas: business travel, purchased goods and services, energy and resource consumption, and commuting. In these areas, we are implementing targeted measures to reduce our emissions. In addition, we attach great importance to raising awareness among our employees: through training courses, lectures, and initiatives, we promote environmental awareness among our employees and aim to strengthen their commitment to sustainable transformation.

Our emission reduction targets

Overall target by 2030 (vs. 2019) -50% CO₂e

with the following sub-targets

Business travel	-55 % CO ₂ e
Purchased goods & services	-50 % CO ₂ e
Energy & resource consumption	-30 % CO ₂ e
Commuting	-50 % CO ₂ e

Environmental management system according to ISO 14001

In 2010, we introduced an environmental management system in accordance with ISO 14001, which has since helped us to continuously monitor the environmental impact of our business processes and adjust them as necessary. The effectiveness of our measures is regularly reviewed through internal and external audits, and defined key performance indicators help us to keep track of our progress. Clear principles, such as our commitment to reducing carbon emissions and integrating sustainability criteria into our business processes, form the basis of our environmental program. Further information can be found in our publicly available environmental policy.

In June 2025, our energy management system was certified for the first time in accordance with DIN EN ISO 50001. With the help of energy management, we want to continuously increase our energy efficiency and promote renewable energies. For more information, see page 60.

The Environmental Management Team (EM Team) is responsible, together with other internal departments, for implementing, adapting, and continuously improving our initiatives under the 2030 Environmental Program, as well as for maintaining our environmental management system. The Executive Board reviews the progress of the environmental program, the degree to which targets have been achieved, and the need for further measures on an annual basis. Accordingly, the Energy Management Team (EnM Team) is responsible for the further development and maintenance of the energy management system.

We use various dialogue formats and feedback channels to incorporate our stakeholders' perspectives into our environmental activities. These include our annual *Global People Survey*, regular commuter surveys, and exchange rounds. These platforms enable us to incorporate suggestions and assessments from within the company into the further development of our environmental strategy.

In addition, we promote the exchange of best practices and innovative solutions both within our organization and with external partners and stakeholders. The aim of this collaboration is to find joint solutions to global challenges and reduce our environmental impact.

Climate risks and opportunities at KPMG

In 2024, KPMG International published a comprehensive climate risk analysis to identify the potential impacts of climate change on business models at an early stage and, based on this, derive strategic measures to strengthen resilience, competitiveness, and long-term corporate success. The analysis is based on quantitative scenario modeling and takes into account development paths with a global temperature increase of both 1.5 degrees and 4 degrees in order to map different climate scenarios and their effects ([Climate Risk Report](#)). Based on these results, KPMG in Germany conducted its own analysis for the first time in financial year 2025. This shows that both physical and transitional risks exist, but are currently not considered significant. A key reason for this is that KPMG is only a tenant in all of the buildings it uses, which significantly reduces potential physical risks. The relevant transition risks and opportunities arise primarily from the expected changes in the industries in which we provide services. Due to our multidisciplinary business model and our broad geographical and sectoral positioning, we currently assume that these developments will not significantly impact our business model and our revenue targets.

In order to gain an even deeper understanding of our specific climate risks, we plan to conduct our own detailed risk analysis in the coming years. These findings will be specifically incorporated into our business strategy and decarbonization measures.

Promoting sustainable business travel

Business travel is an integral part of our business model – both in direct exchange with our customers and in the context of internal collaboration and development. At the same time, it accounts for a significant proportion of our carbon emissions. Business travel currently accounts for 27.1 percent of our total emissions. To promote sustainable change in travel behavior, we focus on targeted awareness-raising and motivation. A bundle of measures and incentives creates the basis for responsible and climate-conscious travel:

Internal carbon price

In financial year 2023, we introduced an internal carbon price in management reporting in order to make activities with high greenhouse gas emissions more expensive. This measure is intended to raise awareness among our project managers of climate-harmful activities and create transparency in their day-to-day decisions in engagement management. Currently, the internal carbon price of 50 euros per ton of carbon equivalents applies to emissions from business travel and energy consumption in our buildings, covering 40.6 percent of our total emissions. We invest the funds allocated through the internal carbon price in climate and environmental protection projects.

Travel expense policy

In order to integrate environmental aspects more strongly into our travel activities, we revised our travel expense policy in financial year 2024. A newly introduced information process for domestic flights is designed to make our employees aware of more sustainable travel options before they book.

Lease Cars and Lease Bikes

More and more employees who use a leased vehicle are opting for alternative drive systems. Around two-thirds of our lease cars are now electric and plug-in hybrid vehicles – with average carbon emissions of 73 g/km. We are actively promoting this development by expanding the charging infrastructure at our locations and through our *Umwelt-Plus program*, which creates financial incentives for choosing lower-emission cars – even if they have higher purchase costs. In addition, we have been offering a bicycle leasing program since 2019, which now also allows the use of a second bike.

Individual carbon dashboard

Our employees have access to a carbon dashboard at all times, which provides transparency regarding their personal carbon footprint from business travel by plane, train, or car. The information provided is intended to raise awareness of the need to choose the most environmentally friendly means of transport for future business trips.

Raising awareness when booking business trips

In the past financial year, we integrated more information into our booking platform to make employees aware of the environmental impact of their business trips. The aim is to raise awareness of their own ecological footprint and encourage responsible travel behavior. In particular, we point out the option of traveling within Germany by train instead of by plane.

"Of course, we know that there are situations in business where air travel is simply unavoidable. But this is precisely where we can make a difference together – as a firm and as employees: we consciously check whether air travel is really necessary. Every flight has an impact on our ecological footprint. That's why it's our shared responsibility to keep this impact as low as possible."



Michael Münnich

Head of Procurement, Travel, Expenses & Accounts Payables at KPMG

Our Procurement measures

For us, responsible purchasing means consistently taking environmental criteria into account in both our supply chain and internal procurement. Since a large proportion of our emissions – currently 50.4 percent – result from the purchase of goods and services, this area is a key lever for reducing our environmental impact.

Supply chain and external procurement

Environmental aspects are incorporated into our purchasing decisions and are becoming increasingly important. One challenge here is the availability of reliable primary data from our suppliers. In order to nevertheless create a reliable basis for calculating our Scope 3.1 emissions (purchased goods and services), we are working with an independent economic research institute that performs an input-output analysis¹⁸. At the same time, we are expanding our use of supplier-specific data – in particular via the CDP Supply Chain Program. The majority of the suppliers we have requested information from already provide information on their actual emissions via CDP. This means that we can currently map 23.4 percent of the emissions recorded in this category with specific supplier data. In addition, we have begun to use the share of Scope 3.1 emissions from suppliers with SBTs as a metric for climate protection in our supply chain.

Internal procurement and resource conservation

Sustainability in purchasing does not end with supplier selection, but also encompasses the products and services we use in our everyday work. We are implementing a wide range of measures at our locations:

Thanks to digitization initiatives, we have been able to reduce our paper consumption by around 81 percent since 2019. When paper is used, we have been using exclusively recycled paper with the "Blue Angel" eco-label in our offices since 2020. Only in exceptional cases – such as for certain print publications – do we use FSC-certified virgin fiber paper.

We also focus on the sustainable use of resources in our office equipment. Used IT hardware and furniture are offered to our employees at attractive conditions in order to specifically strengthen the internal circular economy. In addition, a company-wide bulletin board for the exchange of items has been available since 2023.

Sustainable catering: reusable, organic, and plant-based alternatives

In our cafeterias, we are increasingly focusing on environmentally friendly solutions. A deposit system for reusable packaging and to-go coffee cups has already been established at many locations. In addition, we offer organic and fair trade coffee across the board. Our tea range is also currently being converted to organic and fair trade products. In addition to cow's milk, oat milk is also available to our employees as a climate-friendly alternative.

Sustainable events

To make our corporate events more sustainable, we have developed an internal sustainability checklist. This serves as a practical guide for planning and implementing resource-efficient events – from the choice of catering to the use of materials and mobility.

¹⁸ An input-output model is a macroeconomic economic model that maps the production and trade links between economic sectors and countries. In combination with land sector-specific emission intensities, it enables the calculation of greenhouse gas emissions along global value chains.

Energy- and resource-efficient working

Sustainable energy management

Energy consumption currently accounts for 13.1 percent of KPMG's total greenhouse gas emissions in Germany. As all office space is leased, there is only limited direct influence on building technology.

Nevertheless, we pursue the goal of further developing energy-related performance within the scope of existing possibilities and initiating corresponding improvements. At our locations, we continuously review potential savings and identify measures to increase energy efficiency. These activities are carried out in close coordination with management, the relevant departments, local employees, property owners' representatives, and external service providers.

One focus for increasing energy efficiency is on the ventilation and cooling systems at KPMG's major locations. By the end of 2026, electricity consumption in this area is to be reduced by 10 percent compared to the reference year 2022 through operational optimization measures.

When selecting new office space, we ensure that the buildings meet the highest possible sustainability standards – preferably with platinum certification from the German Sustainable Building Council (DGNB). Since 2010, we have been exclusively using green electricity at all our locations. Together with our landlords, we are currently working on switching the electricity for common areas and cooling and ventilation in multi-tenant buildings to renewable energies as well. Currently, the share of green electricity in the electricity supplied by landlords is 87.9 percent.

Another focus is on raising awareness among employees who are particularly involved in energy-related issues. Back in fall 2022, we launched an energy-saving program that goes beyond legal requirements and aims to identify and leverage long-term savings potentials. This includes adjusting the target temperatures for heating, cooling, and ventilation, as well as extending weekend and night-time temperature reductions, where technically feasible.



Sustainable office concept "WoW25"

With our "World of Work 2025" office concept, we are pursuing the goal of combining a modern working environment with clear sustainability principles. The gradual introduction at all KPMG locations includes the use of energy-efficient technology, floor coverings made from recycled materials, and the targeted selection of sustainable furniture – for example, with "Blue Angel" or "Greenguard" certification. The reuse and upcycling of existing furniture from our nationwide inventory are also integral parts of the concept.

Another contribution to resource conservation results from the elimination of permanently assigned workstations. In combination with a digital booking system, space utilization is made significantly more efficient. The concept has already been implemented in the Berlin, Munich, Dresden, Cologne, Hamburg, Hanover, Jena, Karlsruhe, Nuremberg, Bielefeld, Mannheim, Münster, and Ulm offices.

New KPMG location in Cologne: a visible commitment to the region



© manuel frauendorf fotografie

By further developing our locations, we are not only investing in modern working environments, but also specifically in sustainability, client proximity, and regional presence. In March 2025, our Cologne colleagues moved into the new "CENTRAAL" in MesseCity – with a view of the Rhine and in the immediate vicinity of the Deutz ICE train station. The new location stands for a modern, energy-efficient working environment with excellent transport links. The DGNB Gold-certified building offers 210 bicycle parking spaces and 16 charging stations for e-bikes. There are also 21 charging stations for electric cars. Inside, we have opted for an open-plan office concept (WoW25) that impresses with its use of environmentally friendly materials. The standard workstations are equipped with furniture certified with the Blue Angel eco-label. Carpets and upholstery fabrics are also made from recycled materials.

**Our energy management system:
First-Time Certification to ISO 50001**

The efficient and responsible use of energy is a central component of our understanding of the environment and sustainability. In order to transparently record, evaluate, and specifically improve our energy consumption, we introduced an energy management system in accordance with DIN EN ISO 50001 in 2024. The effectiveness of the associated measures is regularly monitored by internal and external audits, as is the case with our environmental management system.

The goal is to increase energy efficiency at our locations in the long term. This is based on structured consumption analyzes, the identification of relevant energy flows, and measures to increase efficiency based on these findings.

In addition, we invest in modern, energy-saving technologies and regularly raise awareness among our employees about the responsible use of energy. Particular attention is given to those KPMG locations that account for at least 2.5 percent of our total energy consumption.

There, we implement targeted measures – such as optimized lighting, time-controlled building technology, and the reduction of idle times for technical equipment.

"With the implementation of the management system and ISO certification, we have laid the foundations. Now our work is really getting started: Our goal is to continuously improve energy efficiency at all locations and reduce carbon emissions and other environmental impacts by reducing energy consumption. We are paying particular attention to the very energy-intensive locations of KPMG AG."



Haro Schuller
Energy Management
at KPMG

Promoting sustainable commuting

9.0 percent of our emissions are generated by our employees' daily commute. To reduce this share, we consciously promote environmentally friendly mobility behavior – through targeted incentives and attractive offers that focus on sustainable modes of transport.

Public transport subsidies and job tickets

Since October 2024, we have been offering all professional employees the KPMG-supported "Deutschland-Ticket Job," which makes it easier to use public transportation in urban and regional areas. Employees in our Central Services have been benefiting from a KPMG-financed job ticket for many years.

Innovative mobility solutions

Our goal is to promote the switch from carbon intensive modes of transport to more sustainable alternatives. At our Berlin location, we introduced a mobility concept for this purpose in the summer of 2022: Revenue from parking space rentals is used specifically to financially support the use of public transport and environmentally friendly options such as lease bikes.

Charging infrastructure for electric and hybrid vehicles

To promote electric mobility, KPMG provides charging infrastructure for electric and hybrid vehicles at numerous locations. In financial year 2025, employees were able to use around 203 charging points at 18 locations – a further contribution to reducing traffic-related emissions.



Working together for climate, water, and biodiversity: Our partnership with WWF

Since October 2023, KPMG in Germany has been working with WWF Germany to protect global common goods. With funds from our internal carbon price, we are supporting two nature conservation projects in particularly sensitive regions: the cross-border joint project "Unganisha" in East Africa and the Cerrado in Brazil. Both areas are biodiversity hotspots and at the same time severely threatened by climate change.

Why we are taking action

The climate crisis and the growing financing gap in global climate protection require decisive action. As a firm, we bear responsibility – not only by reducing our own emissions, but also through contributions that go beyond our value chain. Through the WWF partnership, we are making an additional financial contribution in line with our *Our Impact Plan*, which goes where it can do the most good. The impact of the funded projects is regularly reviewed using clearly defined key performance indicators.

Our impact in the project regions

- Cerrado Project – Brazil:** This savanna region is one of the most species-rich areas on earth and at the same time severely threatened by agricultural expansion. With our support, the WWF is involved in restoring forest landscapes in the Pantanal's headwaters. The aim is to restore degraded pastureland and riparian forests, improve ecosystem services, preserve biodiversity, and promote sustainable development – with the goal of increasing the income and well-being of local communities and strengthening a local, forest-based economy. Reforestation is financed directly by KPMG. Other activities are also being implemented with funds from the investment pool for the headwaters, which is financed by contributions from companies and international WWF offices.

Planting – 2023

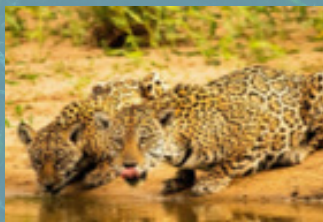
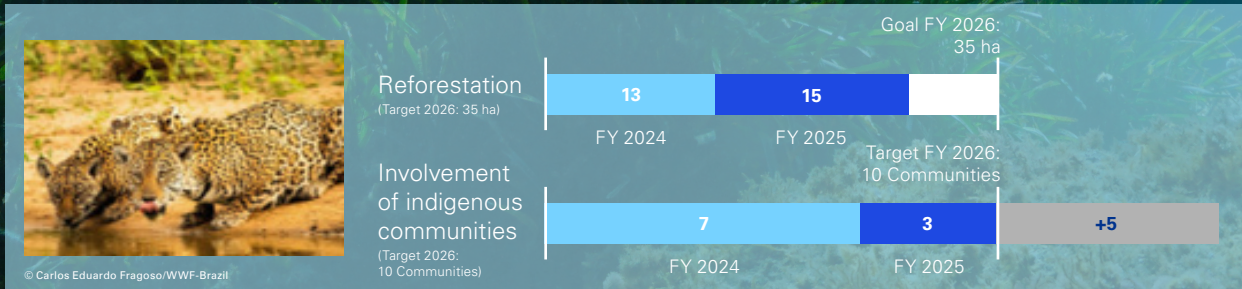


© Lais Cunha/WWF-Brazil

Planting – 2024



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© Carlos Eduardo Fragoso/WWF-Brazil

Unganisha Project – East Africa: A large-scale, cross-border network of protected areas is to be created in this project region. Together with other partners, we are investing in an existing and ongoing WWF project that brings together conservationists, governments, and people from the region. Together, we support the protection of large-scale natural biomes that provide habitat for numerous

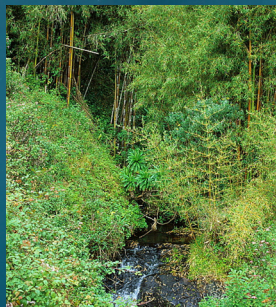
endangered species. Together with local communities, we are developing integrated solutions for the conservation of ecosystems and the sustainable use of resources. After only a short project period, important areas have already been secured and measures to restore biodiversity have been implemented.

Degraded Mara tributary 2019



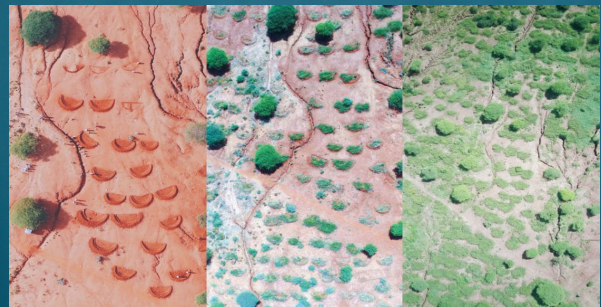
© WWF-Kenya

Restored Mara tributary 2024



© WWF-Kenya

Initial situation After one year Projection after two years



© JustDiggIt



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Planting of indigenous tree species
 (Target for 2026: 41,250 trees)



Ecosystem protection
 (Target for 2026: 3,750 hectares)



CO₂ avoidance
 (Target for 2026: 2,142 t CO₂)



Our progress in the financial year 2025

Our carbon footprint

As part of our sustainability strategy, we systematically track our carbon footprint in accordance with the requirements of the Science Based Targets initiative (SBTi). We take into account all relevant emissions along our value chain¹⁹ – in particular indirect greenhouse gas emissions from Scope 3, such as emissions from our suppliers and our employees' commuting behavior.

The data collected is submitted annually to KPMG International and incorporated into the KPMG organization's global emissions reporting. This reporting forms the basis for assessing our progress toward the SBTi targets and supports transparent communication of our climate protection measures.

In financial year 2025, we reduced our greenhouse gas emissions by 26.3 percent compared to the base year 2019. This means that emissions remain well below the level before the start of the COVID-19 pandemic. Compared to the previous year 2024, a reduction of 7.6 percent was achieved. This decline is mainly attributable to lower travel activity in relation to employee capacity and updated DEFRA emission factors for air travel.²⁰ Despite sustained revenue growth, continuous expansion of rental space, and rising employee numbers, we were able to achieve an absolute reduction in total emissions.

Particularly noteworthy is the development of emissions per employee capacity: Compared to the previous year, a significant decrease of 9.8 percent was recorded, and compared to the base year 2019, there was a reduction of 39.3 percent.

KPMG in Germany and KPMG International jointly report annually to the CDP on their global environmental performance and the management of climate-related risks. The CDP evaluates the reported information using a standardized scoring system from D (Disclosure) to A (Leadership).

This external assessment helps us to track our emissions even more accurately and, on this basis, to make informed decisions and derive targeted measures for reducing emissions, particularly along the supply chain. KPMG International currently holds a B rating.



¹⁹ Downstream Scope 3 emissions, which include the transport, distribution, use, and disposal of goods and services sold, as well as rented or leased property, plant, and equipment franchises, and investments, are not considered here, as they have been assessed as insignificant for our business model.

²⁰ In July 2025, DEFRA (UK Department for Environment, Food and Rural Affairs) published new emission factors for air travel, which show significantly lower values per kilometer compared to 2024 – with reductions of up to 41%. This reversed the pandemic-related adjustment from the COVID-19 period (due to lower aircraft utilization).

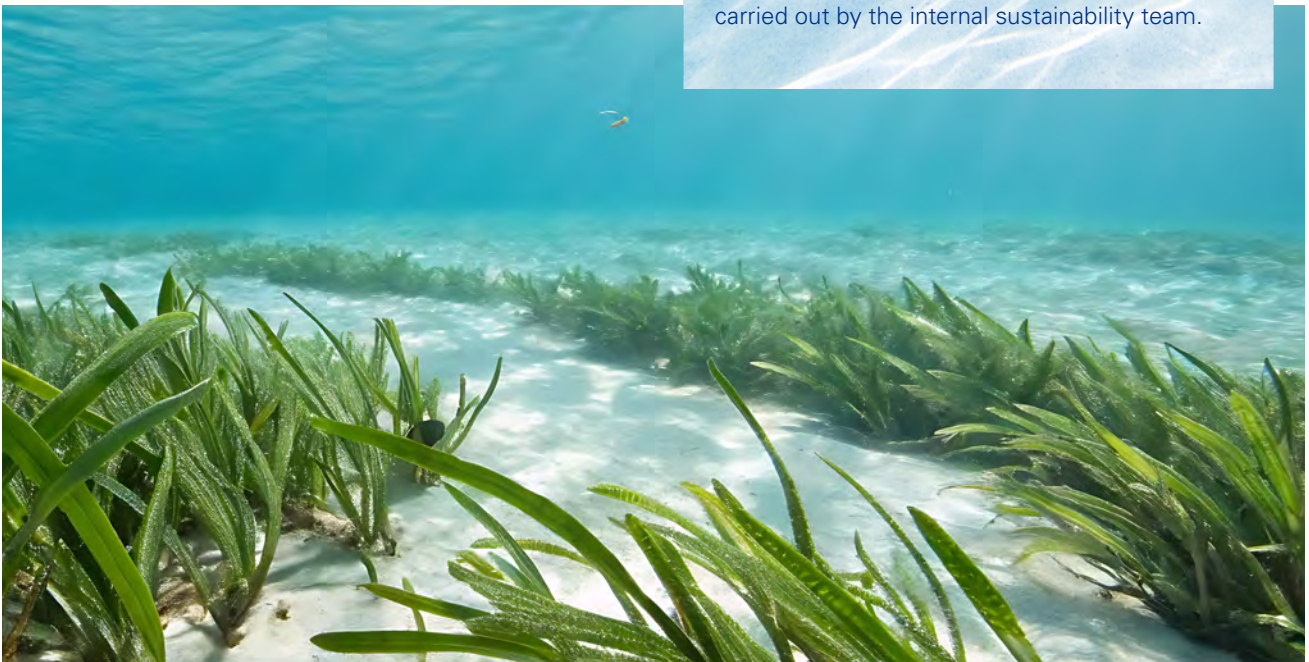
Re-baselining 2025: Updating our emissions data

As part of our international climate target, KPMG in Germany has conducted a comprehensive review and update of the underlying emissions data in the current financial year. The re-baselining is intended to ensure that our progress can be measured on a consistent and reliable data basis.

The need for adjustment arises from methodological developments, new findings, and retroactive corrections that improve comparability over time. The review focused in particular on the Scope 3 category "Purchased goods and services" (Scope 3.1), which accounts for a significant proportion of our total emissions. In particular, the use of a new database (Emission Database for Global Atmospheric Research) enables improved emissions estimation by the WifOR Institute due to an improved and continuously updated database. This leads to significant reductions in annual Scope 3.1 emissions in some cases, including in the base year.²¹

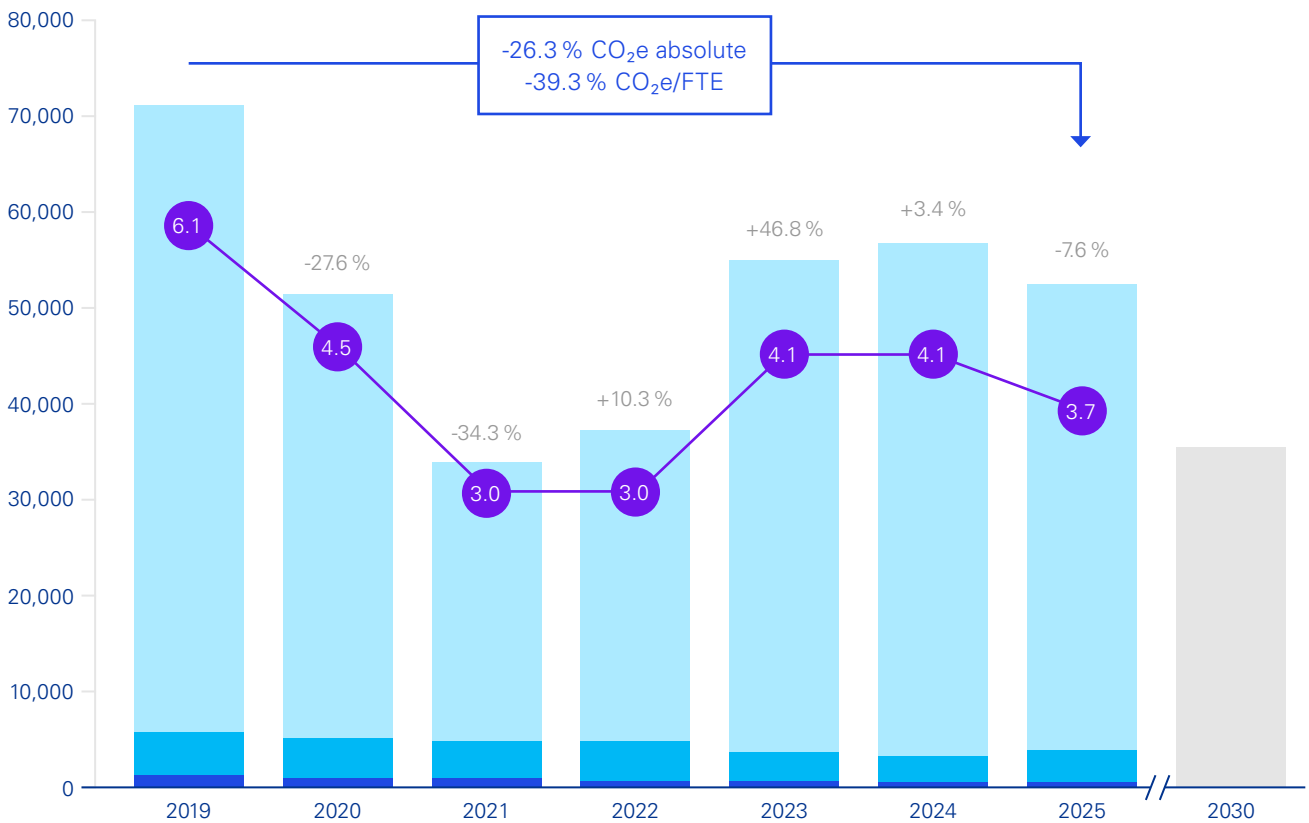
The updated data forms the basis for the renewed validation of KPMG International's climate target by the Science-Based Targets Initiative (SBTi) – a key milestone on our path to decarbonization and transparent reporting on our progress.

We use the Greenhouse Gas Protocol – the internationally recognized framework for corporate climate accounting – as a guide for recording and evaluating our greenhouse gas emissions. It defines the scope of emissions (Scopes 1, 2, and 3) and forms the methodological basis for our reporting. For detailed information on Scope 3 emissions – in particular on the individual subcategories – we apply the "Corporate Value Chain (Scope 3) Accounting and Reporting Standard" of the Greenhouse Gas Protocol. In addition, we use a data collection guide provided by KPMG International, which supports consistent reporting within KPMG member firms. The collection, evaluation, and quality assurance of all environmental data is carried out by the internal sustainability team.



²¹ For this reason, the key figures shown in this report may differ from the figures in the previous year's report.

Our carbon footprint in financial year 2025 (in tons of CO₂e)



- Scope 1 – Direct emissions from own sources
- Scope 2 – Indirect emissions, e.g., from purchased electricity; here, market-based Scope 2 emissions are reported
- Scope 3 – Indirect emissions in the upstream and downstream supply chain
- Emissions per FTE (full-time equivalent)

A detailed list of our greenhouse gas emissions can be found at the end of the *Planet* chapter.

Source: KPMG, Germany, 2025

Planet – Additional metrics

GRI 305 1-5 ESRSE1-3 E1-7

Greenhouse gas emissions in t CO ₂ e ²²					
	2025	2024	2019	▲ PY	▲ BY ²³
Scope 1	675	683	1,177	-1.2 %	-42.7 %
Scope 2 (market based)	3,425	3,304	4,874	3.7 %	-29.7 %
Scope 2 (location based)	9,854	9,599	11,202	2.7 %	-12.0 %
Scope 3	48,402	52,815	65,215	-8.4 %	-25.8 %
3.1 Purchased goods and services	26,474	25,644	26,377	3.2 %	0.4 %
3.1 Purchased goods and services (intercompany)	22,232	20,800	25,101	6.9 %	-11.4 %
3.3a), 3.3b), 3.3c) Fuel and energy-related emissions (not included in Scope 1 or 2)	2,611	2,605	2,512	0.2 %	3.9 %
3.6 Business travel	14,248	19,133	28,506	-25.5 %	-50.0 %
3.7 Employee commuting	4,730	4,864	7,350	-2.8 %	-35.7 %
3.8 Upstream leased assets	340	569	470	-40.2 %	-27.7 %
Total emissions (location based)	58,931	63,097	77,594	-6.6 %	-24.1 %
Total emissions (market based)	52,502	56,802	71,266	-7.6 %	-26.3 %
Total emissions (market-based) per FTE²⁴	3.7	4.1	6.1	-9.8 %	-39.3 %
Emissions per sales revenue (t CO ₂ e/EUR 1 million in sales revenue)	20.3	22.9	39.7	-11.4 %	-48.9 %

²² As part of the re-baselining in financial year 2025, all historical data from the base year 2019 onwards was updated. In particular, "Purchased goods & services" (Scope 3.1) and all energy data (Scope 1, 2, 3.3 & 3.8) were recalculated using improved data. Therefore, the key figures shown in this report may differ from the figures in the previous year's report.

²³ Base year

²⁴ The basis for calculating carbon emissions (net) is the annual average number of employees in FTE (full-time equivalent), including interns, temporary staff, and working students, excluding external staff and contractually inactive employees.

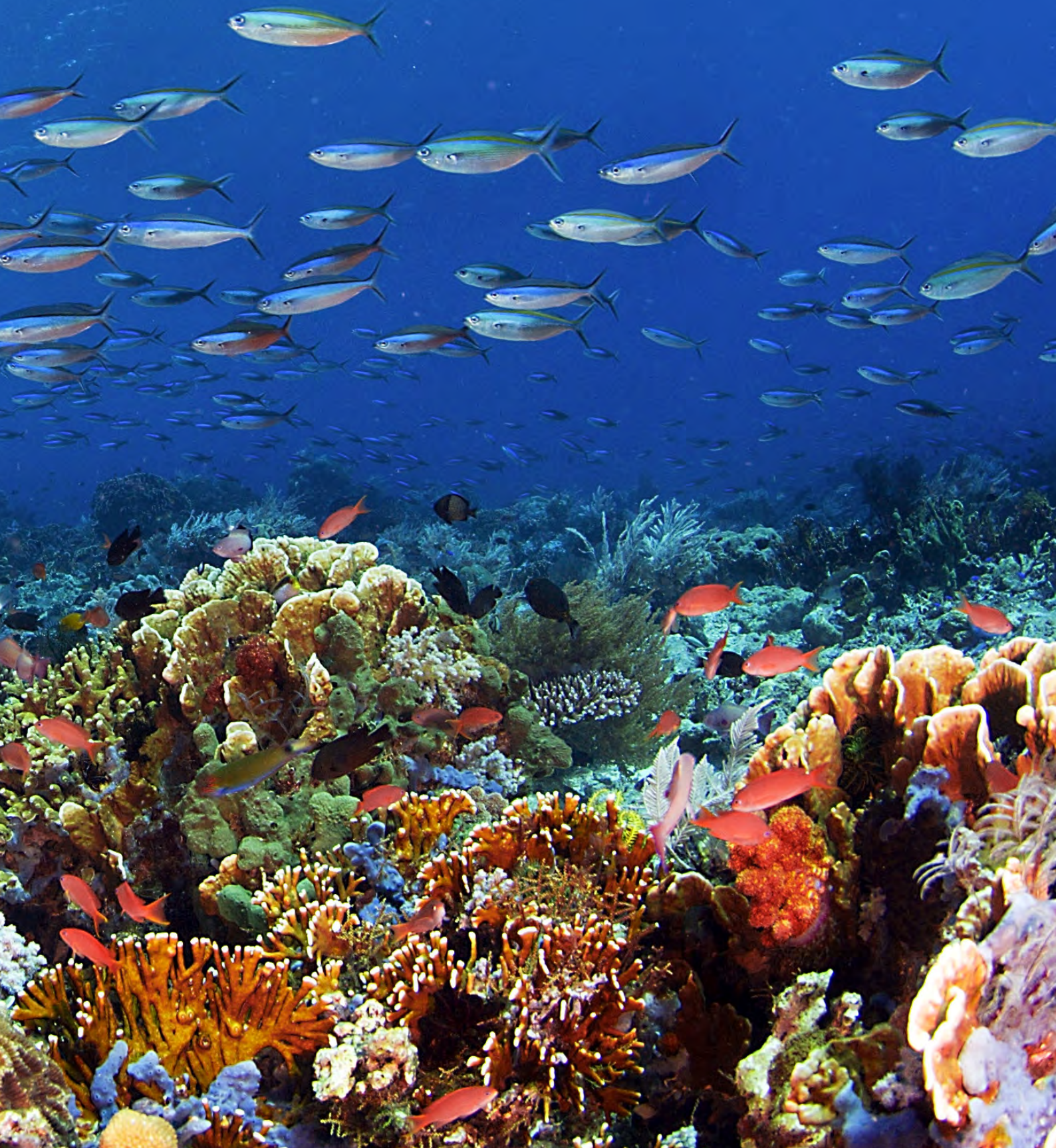
	GRI 305 1-5		ESRS		E1-6
Greenhouse gas emissions in t CO ₂ e in mobility					
	2025	2024	2019	▲ PY	▲ BY
Flight	10,851	14,979	17,913	-27.6 %	-39.4 %
Train	-	-	-	-	-
Passenger car	1,742	1,669	5,055	4.4 %	-65.5 %
Rental cars	314	308	501	1.9 %	-37.3 %
Taxi	155	133	401	16.5 %	-61.3 %
Public transport	34	47	85	-27.7 %	-60.0 %
Hotel	1,304	2,152	5,037	-39.4 %	-74.1 %
Total emissions	14,400	19,288	28,992	-25.3 %	-50.3 %
Total emissions per FTE	1.0	1.4	2.5	-28.6 %	-60.0 %

	GRI 305 1-5		ESRS		E1-6
Energy consumption in MWh at KPMG locations ²⁵					
	2025	2024	2019	▲ PY	▲ BY
Purchased electricity	12,138	12,638	12,425	-4.0 %	-2.3 %
Share from renewable sources	100.0 %	100.0 %	100.0 %	0.0 %	0.0 %
Electricity received from landlords	12,053	12,267	13,123	-1.7 %	-8.2 %
Share from renewable sources	87.9 %	80.4 %	52.3 %	9.3 %	68.1 %
Natural gas	3,138	3,082	3,964	1.8 %	-20.8 %
District heating	14,703	13,790	13,106	6.6 %	12.2 %
Total	42,032	41,777	42,618	0.6 %	-1.4 %

²⁵ Im Rahmen des Re-Baselining im Geschäftsjahr 2025 wurden alle historischen Daten ab Basisjahr 2019 aktualisiert. So konnten alle Energieverbräuche durch aktuellere Daten neu berechnet werden. Daher können die in diesem Bericht gezeigten Kennzahlen von den Zahlen aus dem Vorjahresbericht abweichen.



Prosperity



Prosperity

Our Values form the foundation of our business activities and shape the quality of our services. In line with our Purpose, "Inspire Confidence. Empower Change," we want to build trust and support organizations in their transformation. We see ourselves as active contributors to a more equitable and sustainable society.

As social and economic challenges intensify, our work to promote transparency and sustainable development is becoming even more important. We are committed to promoting innovative solutions that create both social and economic added value. By combining our multidisciplinary capabilities, we help organizations establish the conditions for responsible growth and strengthen resilience to external influences. Our international presence and consulting services help to implement technological and sustainability-related innovations in a structured manner and anchor their impact in the long term.

We also take responsibility as an employer: through our commitment to education, development, and responsible business practices, we want to actively contribute to positive development in society.



Services for the benefit of society

As a multidisciplinary auditing and advisory firm, we are committed to delivering first class services to our clients across all relevant topics. The continuous enhancement of our services forms the foundation for our long-term success and our impact on society.

We want to be the leading auditor and advisor for the major transformation issues of our time. To this end, we combine our regulatory expertise with a clear focus on digitalization and sustainability. Our goal is to help our clients advance their transformation projects holistically and across all services. As a *purpose-driven transformation partner*, we also want to set the pace for the major issues of the future – from ESG and digital innovations to new regulatory requirements.

We see our services as our greatest contribution to sustainable development in society. With our ESG services, we support companies in aligning their business and operating models for the future, addressing social requirements, and complying with regulatory ESG requirements and disclosure requirements. Our audit services promote transparency and trust – an essential prerequisite for a functioning economic system and stable capital markets.

We pursue a consistent client focus and make targeted use of technology and data. We are expanding our global reach and our portfolio of solutions through our strategic alliances and partnerships. In this way, we support our customers in overcoming complex challenges and implementing sustainability-related strategies. Our culture of innovation also promotes a creative and motivating work environment in which our employees can actively participate in the further development of our services. With this holistic approach, we can also contribute to our own corporate success and further improve our reputation. Continuous dialogue with our clients is central to this. The *KPMG Zukunftsgipfel* our flagship client event, our appearances at digital trade fairs such as OMR and Digital X, and our established *Client Connect program* provide us with valuable insights into our collaboration and enable us to identify specific areas for improvement and further optimize our services.

Revenue

In financial year 2025, KPMG generated revenues of EUR 2.58 billion, representing an increase of 4.1 percent over the previous year. This once again underscores our sustained and profitable growth trajectory in recent years. Further financial information on the reporting year can be found in KPMG's consolidated financial statements as of September 30, 2025, and the combined management report, which are published in the company register.

EUR 823 million in Audit	EUR 592 million in Tax	EUR 1,100 million in Advisory
EUR 2,581 million Revenue from all services ²⁶		

²⁶ Revenue from the Financial Services segment is reported in the Audit, Tax, and Advisory business segments. This also includes income from non-assignment-related services (EUR 66 million).

Our services – expertise for sustainable corporate development

KPMG in Germany offers a comprehensive portfolio of audit and advisory services that are specifically tailored to the challenges and opportunities of a changing economy. With our services, we aim to support companies in achieving sustainable growth, meeting regulatory requirements, and developing future-proof business models.

Audit

As auditors and audit-related advisors, we create trust and security – both in financial reporting and in the areas of sustainability and digital and AI-based systems. Our audit services are based on high quality standards and are supported by the use of modern technologies. With integrated audit approaches and a global network of experts, we support our clients in implementing regulatory requirements and designing sustainable corporate governance.

Tax

In the dynamic environment of globalization, digitization, and increasing regulation, we support our clients with in-depth tax expertise. We analyze national and international developments, anticipate tax law trends, and develop legally compliant, future-oriented solutions. We draw on the expertise of our international network to support companies in a dynamic environment. In doing so, we are guided by our internationally applicable principles of responsible tax consulting, which emphasize legally sound and ethically reflective action as well as consideration of public interests and long-term reputational effects.

Consulting

Our consulting services provide companies with comprehensive support throughout transformation processes – from strategy development to operational implementation. We combine technological expertise, industry knowledge, and an established network of partners and alliances to help organizations increase their resilience and future viability.

Deal Advisory

In an increasingly complex market environment, we support our clients in strategic transaction decisions. Our goal is to preserve and increase corporate value through sound analysis, structured processes, and tailor-made solutions throughout the entire merger and acquisition cycle.

Performance & Strategy

Since financial year 2025, we have been pooling our expertise in sustainable performance improvement in the *Performance & Strategy* service area. The aim is to develop integrated solutions for optimizing profitability, efficiency, and business models. Our focus lies on the strategic development of organizations, taking into account economic, environmental, and social requirements.

Financial Services

With our industry knowledge and global experience, we advise banks, insurance companies, asset managers, and other financial market players. Our services range from strategic realignment and regulatory consulting to digital transformation. We rely on modern technologies and support our clients in developing sustainable, legally compliant business models.

"Our ambition is clear: we want to stand for the big transformational issues. As a purpose-driven transformation partner, we make the economy more sustainable, more digital, and more future-proof."



Christian Sailer

Chief Audit Executive at KPMG

Strategically align partnerships – strengthen our technology expertise

Our technology alliance partners – in particular SAP, Microsoft, and ServiceNow – are key components of our digital transformation. They support us in working with our customers to address complex technological challenges and tap into new development potential. We aim to promote efficiency and innovation through targeted investments in cloud and AI-supported services. Our alliance partnerships are divided into three main categories, each with different focuses and objectives:

- **Strategic alliances:** We are working to establish a consistent market presence through our global platforms – SAP, Microsoft, and ServiceNow. Together with these alliance partners, we are investing in market access, training initiatives, and the development of joint technological solutions.
- **Growth alliances:** With selected alliance partners, we address key future topics such as artificial intelligence, cloud transformation, data & analytics, cyber security, and ESG. These partners have a broad solution portfolio and are internationally established.
- **Unique Alliances:** These partnerships focus on specialized technologies and specifically address the requirements of individual services, sectors, or regional markets. They contribute to the differentiated market development of our member companies.

We already use technological solutions in a targeted manner in our business areas:

- **Audit:** With our global audit platform *KPMG Clara*, we combine modern technologies such as data analytics and AI with our audit teams to continuously improve audit quality and make processes even more efficient.
- **Tax:** With *Digital Gateway*, we enable integrated tax data management and the use of generative AI.

- **Advisory:** AI-supported platforms such as Azure OpenAI support the development of individual client solutions and optimize internal processes.
- **ESG Services:** Tools such as the *Circularity Tracker* and the *CBAM Trade Data Checker* are designed to help companies improve their sustainability performance based on data.
- **Internal use:** Copilot Chat and other AI assistants offer data protection-compliant AI applications for various tasks – from ESG to central services to quotation preparation. Other technologies used include SAP SuccessFactors for HR processes and ServiceNow for workflow and service management.

Digital innovation for sustainable transformation: award for CBAM tool

As part of the KPMG Global ESG Award 2025, the German tax team was honored for developing a digital tool for implementing the Carbon Border Adjustment Mechanism (CBAM). The Trade Data Check CBAM Tool, developed within the *Digital Gateway* platform, helps companies implement the complex requirements of the EU mechanism efficiently and in compliance with regulations.

CBAM is a central element of the European climate strategy and requires importers of energy-intensive goods to disclose the greenhouse gas emissions contained in their products.

The tool automates key processes, enables transparent collaboration between importers and suppliers, and facilitates data pre-filling based on customs tariff numbers. In addition, it offers companies the opportunity to analyze emissions along the supply chain and prepare for the certificate trading planned for 2026.

AI in everything we do

Technology and AI are key drivers of productivity and sustainable growth – for our clients and for us. In financial year 2025, we significantly expanded our AI activities and strategically anchored them:

A major milestone was the start of our collaboration with Merantix, a European group of companies focusing on AI technologies. The aim of the collaboration is to jointly develop practical AI applications that expand our service offerings and support our customers in their digital transformation. The partnership comprises three key components:

- A stake in the AI fund of Merantix Capital,
- Collaboration with Merantix Momentum in the field of AI consulting, and
- Access to platforms for exchange and knowledge transfer, including the Merantix AI Campus in Berlin and the Merantix AI House in Davos.

Through joint activities – including client workshops, market initiatives, and the development of AI-based solutions – we are working to further strengthen our position as a technology-oriented consulting partner. The cooperation supports our goal of responsibly driving innovation in the field of artificial intelligence and further developing our role as a *technology & data embedded partner* for our customers.

"Technology and AI are key to creating added value for our customers and positioning ourselves for the future. Therefore, we invest not only in tools, but always in solutions and the empowerment of our colleagues."



Boris Schroer
COO of KPMG, Germany

We have also made further progress in the area of AI:

- Our *CTO organization* brings our technology expertise to the market and to client discussions in a targeted manner and systematically integrates technology and AI into our offerings. By restructuring our alliance partner portfolio – with a focus on SAP, Microsoft, and ServiceNow – we want to become visible as a technology-oriented consulting partner.
- We have also expanded our global **Trusted AI Framework** to include new audit and advisory services for artificial intelligence. The goal is to help companies use AI systems reliably, legally, and responsibly. The seven pillars of the framework include fairness, data protection, data integrity, and social responsibility.
- Technologically, we offer our employees the opportunity to use AI in their individual day-to-day work. To this end, we have created a comprehensive range of technologies – from the integration of AI into our platforms (including KPMG Clara and Digital Gateway), our AI assistants, to the use of standard software (including M365 Copilot/Copilot Chat).
- With the new mandatory training course "Using AI safely in everyday life at KPMG," we are responding to current regulatory requirements. At the same time, we are pursuing the goal of promoting a uniform understanding of how to deal with AI and supporting our employees in its responsible use in their everyday work. We want to promote the internal AI competence of our employees and have launched the *EnAblement* initiative for this purpose. It offers practical training formats that provide employees with a sound understanding of AI technologies and their application in everyday work. In interactive live sessions, target group-specific training courses, and prepared video recordings, employees learn how AI applications can be integrated into their work in concrete terms – from cross-departmental ideas to service-specific application examples.

Targeted promotion of innovation as a driver of transformation

We take a structured and proactive approach to new technologies and drive them forward through our CTO organization in order to strengthen the innovative strength and future readiness of our business model. Generative AI is a clear focus and is being gradually being integrated into all business areas.

With a vibrant culture of innovation, we also want to encourage the active participation of our employees. Employee involvement leads to creative and structured processes that are supported all the way to market readiness. In addition, client feedback is incorporated into the further development of our innovation strategy through initiatives such as the *Connect* client feedback program.

With the *KPMG Ignition Centers* and the *Insights Center Frankfurt*, we create spaces for collaborative innovation processes. Here, modern methods such as design thinking and digital technologies are used to develop and test new solutions together with clients.

In addition, we regularly publish studies and analyses in collaboration with experts and analyst firms. With these publications, we aim to contribute to the public discussion on key issues for the future.

ESG Services as a contribution to sustainable transformation

With our ESG services, we support companies in developing sustainable business models and complying with regulatory requirements. Our consulting services are cross-functional and cover key topics such as climate and nature, ESG strategy, regulatory reporting, the use of technology, partnerships, governance, and organizational development.

In addition, we offer audit services in the area of ESG reporting, which contribute to promoting transparency and compliance with legal disclosure requirements.

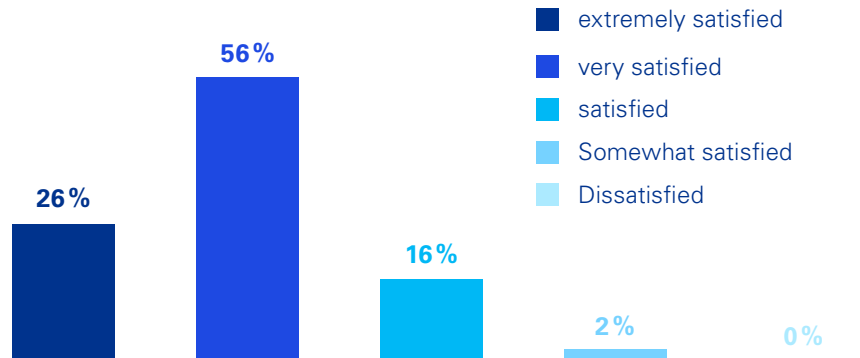
In order to communicate current developments in ESG reporting in a practical manner, we also hold regular webcasts for our clients – for example, on the changes in the Omnibus Package and the planned adjustments to the ESRS standards.

Our progress in the financial year 2025

- With the introduction of the Technology Services division within the CTO organization, we have systematically integrated our technology expertise into our service offerings, market development, and direct client dialogue.
- The restructuring of our alliance partner portfolio – with a focus on SAP, Microsoft, and ServiceNow – strengthens our positioning as a technology-oriented consulting partner.
- In total, around 100 Klardenker articles and over 220 specialist publications were published in the 2025 financial year, highlighting current developments and perspectives on ESG, digitalization, and transformation.
- The *KPMG Zukunftsgipfel 2025* attracted 14,000 registrations. Topics such as climate risks, digital transformation, and artificial intelligence were discussed in 42 sessions with over 100 speakers.
- With over 1,000 ESG-related client projects completed in financial year 2025, the high relevance and demand for our sustainability-oriented services is evident.

Results of the 2025 client satisfaction survey

98%
 of our clients were
 at least satisfied



A total of 2,810 participants, including 2,664 via online surveys and 146 via interviews.
 Source: KPMG, Germany, 2025

"The collaboration with KPMG was outstanding throughout – characterized by a high level of expertise, reliability, and a deep understanding of our individual requirements."

"The team impresses not only with its professional and interpersonal skills, but also with its outstanding integrity and a keen sense of performance and flexibility!"

"With KPMG at our side, complexity suddenly feels simple. The combination of expertise and reliability impresses us every time."

Awards

KPMG received numerous awards in the 2025 financial year. Some of these honors are listed below.



Social engagement

As a firm, we take responsibility for social interaction and make an active contribution. Social engagement is part of our corporate culture and is reflected in our support for a wide range of social and community-oriented initiatives.

As part of our social engagement, we focus on promoting equal opportunities and high-quality education, as well as programs that support lifelong learning. As a firm with technical expertise, we participate in initiatives that promote the transfer of knowledge to society and support young people in their personal and professional



International goal: 10by30

Together with all KPMG member firms, we are pursuing the goal of economically empowering ten million disadvantaged young people worldwide by 2030 through measures in the areas of education, employment, and entrepreneurship. The focus lies on programs and partnerships that promote access to education, career entry opportunities, and entrepreneurial independence. The approach is based on the principle of lifelong learning as a prerequisite for social participation and individual development.

We at KPMG in Germany also support this international goal through our established social engagement programs, which are focused on promoting education and equal opportunities.

development. Our employees are particularly involved in skill-based volunteering. This form of engagement enables them to apply their professional skills in a targeted way and make a contribution that is socially relevant and that extends well beyond their immediate working environment. The activities are guided by our corporate Value *"For Better – We do what really matters."*

Structured programs and individual participation

Our social engagement includes a wide range of corporate volunteering programs, pro bono activities, and donations. The personal commitment of our employees forms a central basis for this and is supported through the option to take time off work.

This is based on a company-wide guideline on social engagement, which is supplemented by a practical guide for so-called "Social Days." This offers employees concrete support in planning and implementing charitable team events and promotes the implementation of social responsibility in a team context.

In 2025, we have focused our corporate citizenship strategy specifically on the topics of sustainability, social participation, and technological progress. In doing so, we want to strengthen the impact of existing initiatives and open up new opportunities for our employees to actively participate. The programs are bundled under the motto *"For Better. In Action."* – our guiding principle for responsible action and social impact. Their ongoing development is aligned with the strategic objectives of KPMG International and regularly evaluated to continuously review their social relevance and effectiveness.

For Better. In Action.

Our focus areas reflect our identity as a firm



Sustainability



Technological Progress



Social Participation

High-impact programs:

Education is our solution. Our knowledge and skills are our contribution.

Education

KPMG employees visit schools to share their knowledge about economics, AI, climate change, and ocean protection.



FIT FÜR DIE WIRTSCHAFT

Mentoring

In one-on-one coaching sessions, KPMG employees strengthen young people's professional perspectives and future skills.



Pro-bono

KPMG supports non-profit school organizations pro bono with professional expertise in current challenges.

**PHI
NEO**

Social Days for team engagement:

Team-based social engagement that fosters unity, cohesion and purpose.



Pro bono consulting

- As part of our pro bono consulting services, employees use their specialist expertise to help non-profit organizations overcome current challenges. The organizations are selected in collaboration with the non-profit analysis and consulting firm PHINEO. The aim is to support only those organizations that have a proven high social impact.
- One example of our long-term pro bono commitment is the annual audit of JOBLINGE gAG, which KPMG has been conducting in its entirety since the initiative was founded. With this service, we support the organization in professionalizing its structures and contribute to financial transparency vis-à-vis sponsors and partners.

Mentoring initiatives

- As part of the **JOBLINGE** program, our employees support young people in challenging life situations through individual mentoring, practical training, and webinars on topics such as artificial intelligence and career orientation.
- Through the **Volunteer Vision** digital platform, employees serve as online mentors for refugees and disadvantaged young people worldwide. They support them with job applications and career orientation, improving their language skills, self-organization in their studies, and tech skills.
- **The Enactus student network** combines entrepreneurial thinking with social impact. Students from various disciplines contribute their knowledge to socially relevant projects in order to provide them with "help for self-help" for an economically viable foundation. KPMG employees are involved as business advisors and support the student teams with advice and expertise.

Educational opportunities

- In the **Fit for Business** program run by IW JUNIOR gGmbH, our employees teach economic basics to students in grades 8 to 10. The aim is to promote economic understanding and entrepreneurial thinking at an early age.
- The **AI Education Program** is a 90-minute lesson developed by KPMG that is specifically aimed at students in grade 7 and above. It is designed to give them a better understanding of AI technology and make them more confident in using it.
- As part of our partnership with ocean sailor Boris Herrmann and his Team Malizia, we are expanding our educational commitment to include the topic of ocean and climate protection. With KPMG's **Ocean Ambassador Program**, our employees act as multipliers for the "My Ocean Challenge": Through a teaching unit in schools, they sensitize young people to the importance of the oceans for our climate and our life on earth.



This commitment is complemented by further initiatives:

- Career Talks:** In cooperation with IW JUNIOR and JOBLINGE, we hold an annual online event aimed at students in grades 8 to 11 and young people preparing for vocational training. The exchange with trainees and skilled workers offers practical insights into the professional world at KPMG.
- KPMG Rest-Cent Initiative:** Employees can voluntarily donate the cents from their net salary. KPMG doubles the amount collected and donates it to charitable organizations at the end of the year. Employees can vote on the distribution of funds.
- Team-oriented Social Days:** The concept of a Social Day for team engagement was further developed this year to promote collaborative action even more strongly and support low-threshold opportunities for charitable engagement as a team. In interdisciplinary teams, our employees get involved in social institutions and projects – directly on site and with a tangible impact.

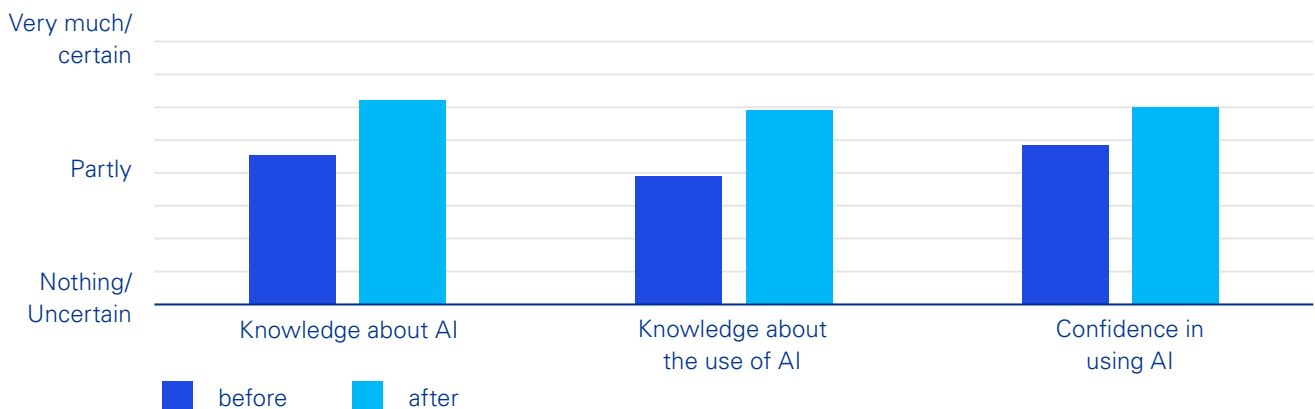
We are continuously developing our social engagement programs to effectively address current social challenges. Currently, a particular focus on integrating future-oriented

topics such as artificial intelligence and cybersecurity in order to make our initiatives even more relevant and sustainable. A central component of our approach is continuous dialogue with our employees.

We receive valuable feedback via internal communication channels, including company-wide surveys, events, and a feedback mailbox. These suggestions help us to further develop our measures and tailor our programs to meet needs and maximize impact.

Our progress in the financial year 2025

- As part of our new corporate citizenship strategy, we successfully introduced two new educational initiatives to strengthen students' knowledge and awareness of artificial intelligence and ocean conservation.
- An initial evaluation of the *AI Education Program* shows a significant increase in knowledge about artificial intelligence, a deeper understanding of its application, and greater confidence in using AI. The evaluation thus highlights our contribution to digital education and to empowering the next generation for the demands of an increasingly technology-based world of work.



Source: KPMG 2025; n=41

Donations, charitable sponsorships, and memberships in millions of EUR			
	2025	2024	▲ PY
Money donations	0.4	0.5	-17.1 %
Time donations	1.0	1.2	-16.4 %
Sponsorships and memberships (non-profit)	2.1	1.3	58.8 %

Hours worked ²⁷			
	2025	2024	▲ PY
in engagement projects	7,291	8,285	-12.0 %
in pro bono and secondment projects	2,985	4,592	-35.0 %

Number of volunteers ²⁸			
	2025	2024	▲ PY
in engagement projects	660	649	1.7 %
as part of pro bono work and secondments ²⁹	124	212	-41.5 %

Ocean Ambassador Program: Waves of Change for the Climate

The *Ocean Ambassador Program* combines our "10by30" education goal with the topic of ocean protection. Together with our partner Boris Herrmann and his Team Malizia, we want to inspire schoolchildren to protect the oceans and raise their awareness of climate protection.

As Ocean Ambassadors, KPMG employees teach a lesson on ocean conservation at schools in their local area and encourage teachers to participate in the long term in the My Ocean Challenge, Team Malizia's existing educational program. It combines scientific facts with the adventures of the Malizia sailing team in exciting lessons.

"We must protect what is valuable to our planet and future generations. This is exactly where the Ocean Ambassador Program comes in: we show children how important the oceans are and that each and every one of us can do something for them."



Dr. Vera-Carina Elter
CHRO of KPMG and Ocean Ambassador

²⁷ The number of hours is taken into account in the evaluation of time donations, some of which are not subject to the same periodization.

²⁸ May include double counting

²⁹ In this context, this refers to secondments to civil society organizations.



Strengthening digital responsibility: cyber security and AI skills for young people

As digitalization progresses, knowledge in the areas of cyber security and artificial intelligence (AI) is becoming increasingly important—especially for young people who are preparing for a technology-driven working and living environment. Against this backdrop, KPMG is committed to strengthening digital education and security skills as part of its social responsibility efforts.

Two initiatives are at the heart of this effort: Global Cyber Day and the AI Education Program. Both programs aim to raise awareness of internet risks and promote the responsible use of AI technologies. The measures are aimed at students, teachers, and parents and are implemented in practical educational formats such as instructional videos, webinars, and teaching units.

As part of International Cyber Security Awareness Month, KPMG cyber security experts around the world participated in teaching basic security aspects in the digital space. Age-appropriate content on topics such as data protection, social media, online gaming, and smartphone use was provided via a video-on-demand service. The Global Cyber Initiative contributes to raising awareness of digital risks

through freely accessible learning materials. The initiative also includes a series of webinars for students, teachers, and non-profit organizations.



In addition, the AI Education Program brings the basics of AI directly into the classroom. Developed by KPMG International and adapted for the German education system in collaboration with IW JUNIOR, it has been adapted for the German education sector and is aimed at students from grade 7 onwards. In 90 minutes, key questions about how AI works and how it is used in everyday life and in a professional context are addressed. The content was designed in consultation with the Global Cyber Team and is based on current technological developments.

"It is certain that AI will have to be given a place in the classroom in the future. Development is incredibly rapid, and this poses particular challenges for teachers: they have a duty to support students in the competent and responsible use of digital media and new technical applications – but they are not sufficiently trained in this area. That is why the support of external experts is so valuable."

Jessica Steinhoff
Senior Education Manager,
IW JUNIOR gGmbH

GRI-Index

This document provides structured tables outlining how KPMG AG Wirtschaftsprüfungsgesellschaft (KPMG Germany) reports with reference to the Global Reporting Initiative (GRI) Standards and the Stakeholder Capitalism Metrics developed by the World Economic Forum's International Business Council (WEF IBC). The disclosures address material sustainability topics identified by KPMG Germany and are supported by references to relevant sections in *Our Impact Report*, the *Our Impact Plan* published by KPMG International, our *Transparency Report*, and the *consolidated financial statements of KPMG AG Wirtschaftsprüfungsgesellschaft*.

In preparation for future reporting requirements under the Corporate Sustainability Reporting Directive (CSRD), this index also includes a preliminary mapping of selected disclosures to the European Sustainability Reporting Standards (ESRS). This mapping is based on the [GRI-ESRS Interoperability Index](#) and is intended to support the ongoing alignment of our reporting practices with evolving regulatory expectations.

Statement of use: KPMG AG Wirtschaftsprüfungsgesellschaft has reported the information presented in this GRI Content Index for the reporting period from 1 October 2024 to 30 September 2025 with reference to the GRI Standards (unless otherwise stated).

GRI used: GRI1: Foundation 2021

Applicable GRI Standard(s): No sector guidance applies

Abbreviations:

OIR INT: Our Impact Report Plan Update (KPMG International 2024/2025)

TR: Transparency Report for 2025 (KPMG AG 2026)

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Indices and explanations – General Disclosures and Material topics

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
GRI 2: General Disclosures 2021			
GRI 2-1: Organizational detail	–	–	OIR: About this report; About KPMG
GRI 2-2: Entities included in the organization's sustainability reporting	–	ESRS 1 5.1 ESRS 2 BP-1	OIR: About this report
GRI 2-3: Reporting period, frequency and contact point	–	ESRS 1	OIR: About this report; Legal/Contacts
GRI 2-4: Restatements of information	–	ESRS 2 BP-2	KPMG continues to enhance the quality and scope of its ESG data. In the course of this development, methodological adjustments or changes in data boundaries may occur, which can lead to comparative restatements. Where applicable, explanatory notes are provided to clarify such changes.
GRI 2-5: External assurance	–	–	This report has been externally audited (KPMG Our Impact Report 2025 – German version)
GRI 2-6: Activities, value chain and other business relationships	–	ESRS 2 SBM-1	OIR: About KPMG (Value Creation@KPMG); Governance (Supplier Management); Prosperity (Services for the benefit of society)
GRI 2-7: Employees	Absolute number and rate of employment	ESRS 2 SBM-1 ESRS S1-6	OIR: People (Additional metrics)
GRI 2-9: Governance structure and composition	Governance body composition	ESRS 2 GOV-1 ESRS G1	OIR: About KPMG; Governance (Integrity and Quality); People (Additional metrics) TR: Our values, our firm
GRI 2-10: Nomination and selection of the highest governance body	–	–	TR: Our values, our firm
GRI 2-11: Chair of the highest governance body	–	–	OIR: About KPMG

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
GRI 2: General Disclosures 2021			
GRI 2-12: Role of highest governance body in overseeing the management of impacts	Setting purpose	ESRS 2 GOV-1 ESRS 2 GOV-2 ESRS 2 SBM-2 ESRS G1	OIR: About KPMG TR: Our values, our firm
GRI 2-13: Delegation of responsibility for managing impacts	–	ESRS GOV-1 ESRS 2 GOV-2 ESRS G1-3	OIR: About KPMG
GRI 2-14: Role of the highest governance body in sustainability reporting	–	ESRS 2 GOV-1 ESRS 2 IRO-1	OIR: About KPMG
GRI 2-15: Conflicts of interest	–	–	OIR: Governance (Integrity and quality) TR: Integrity and ethical behavior. Data protection
GRI 2-16: Communication of critical concerns	–	ESRS 2 GOV-2 ESRS G1-1 ESRS G1-3	OIR: Governance (Integrity and quality) TR: Our values, our firm
GRI 2-17: Collective knowledge of the highest governance body	–	ESRS 2 GOV-1	ESG-related trainings are accessible to all employees including all partners and directors as well as the members of the Board.
GRI 2-18: Evaluation of the performance of the highest governance body	–	–	TR: Our values, our firm
GRI 2-19: Remuneration policies	–	ESRS 2 GOV-3 ESRS E1	TR: Remuneration of partners
GRI 2-20: Process to determine remuneration	–	ESRS 2 GOV-3	TR: Remuneration of partners
GRI 2-22: Statement on sustainable development strategy	–	ESRS 2 SBM-1	OIR: Foreword; About this report; Material topics
GRI 2-23: Policy commitments	–	ESRS 2 GOV-4 ESRS S1-1 ESRS S2-1 ESRS S3-1 ESRS S4-1 ESRS G1-1	OIR: About KPMG; Governance; People; Planet; Prosperity; Respect for human rights TR: Our values, our firm; Quality management system; Integrity and ethical behavior. Data protection; Selected topics to ensure the quality of our audits; Targeted client and contract selection; Human relations at KPMG

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
GRI 2: General Disclosures 2021			
GRI 2-24: Embedding policy commitments	–	ESRS 2 GOV-2 ESRS S1-4 ESRS S2-4 ESRS S3-4 ESRS S4-4 ESRS G1-1	OIR: Governance; People; Planet; Prosperity TR: Our values, our firm; Quality management system; Integrity and ethical behavior. Data protection; Selected topics to ensure the quality of our audits; Targeted client and contract selection; Human relations at KPMG
GRI 2-25: Processes to remediate negative impacts	–	ESRS S1-1, S1-3 ESRS S2-1, S2-3, S2-4 ESRS S3-1, S3-3, S3-4 ESRS S4-1, S4-3, S4-4	OIR: Governance; People; Planet; Prosperity TR: Our values, our firm; Integrity and ethical behavior. Data protection; Selected topics to ensure the quality of our audits
GRI 2-26: Mechanisms for seeking advice and raising concerns	Protected ethics advice and reporting mechanisms	ESRS S1-3 ESRS S2-3 ESRS S3-3 ESRS S4-3 ESRS G1-3	OIR: Governance TR: Our values, our firm
GRI 2-27: Compliance with laws and regulations	–	ESRS 2 SBM-3 ESRS E2-4 ESRS S1-17 ESRS G1-4	OIR: Governance TR: Our values, our firm; Selected topics to ensure the quality of our audits
GRI 2-28: Membership associations	–	–	OIR: About KPMG
GRI 2-29: Approach to stakeholder engagement	Material issues impacting stakeholders	ESRS 2 SBM-2 ESRS S1-1, S1-2 ESRS S2-1, S2-2 ESRS S3-1, S3-2 ESRS S4-1, S4-2	OIR: Material topics OIR INT: Materiality
GRI 2-30: Collective bargaining agreements	–	ESRS S1-8	KPMG Germany is not subject to any collective bargaining agreements.
GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
GRI 3: Material Topics 2021			
GRI 3-1: Process to determine material topics	Material issues impacting stakeholders	ESRS 2 BP-1, IRO-1	OIR: Material topics
GRI 3-2: List of material topics	–	ESRS 2 SBM-3, BP-2	OIR: Material topics
GRI 3-3: Management of material topics	–	ESRS 2 SBM-1, SBM-3 More references listed in GRI interoperability index	OIR: Material topics; Governance; People; Planet; Prosperity

Indices and explanations – Governance

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Quality management system			
GRI 3-3 2021: Management of material topics	–	ESRS G1-1, G1-3, G1-4	OIR: Material topics; Governance
GRI 2016 205-1: Operations assessed for risks related to corruption	Ethical behaviour: Anti-corruption	ESRS G1-3	OIR: Governance (Integrity and quality) All of our operating sites (100 percent) fall within the scope of the internal audit department, which reviews processes with potential exposure to corruption risks either on an ad hoc basis or as part of the annual audit plan.
GRI 2016 205-2: Communication and training about anti-corruption policies and procedures	Ethical behaviour: Anti-corruption	ESRS G1-3	OIR: Governance (Integrity and quality)
GRI 2016 205-3: Confirmed incidents of corruption and actions taken	Ethical behaviour: Anti-corruption	ESRS G1-4	OIR: Governance (Integrity and quality)
GRI 2016 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	–	This topic is not covered by the list of sustainability matters in ESRS 1 AR §16.	In the financial year 2025, no legal proceedings were initiated against KPMG AG Wirtschaftsprüfungsgesellschaft in connection with anti-competitive behavior, anti-trust violations or monopoly practices.
GRI 2016 415-1 Political contributions		ESRS G1-5	OIR: Governance (Integrity and quality) Donations to politicians, political parties, or party-affiliated organizations are strictly prohibited at KPMG.
Data protection and information security			
GRI 2021 3-3: Management of material topics	–	ESRS S4-1, S4-2, S4-4, S4-5	OIR: Material topics; Governance
GRI 2016 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	–	ESRS S4-3, S4-4	OIR: Governance (Data protection and information security)

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Supplier management			
GRI 2021 3-3: Management of material topics	–	ESRS G1-2	OIR: Material topics; Governance
GRI 2021 204-1: Proportion of spending on local suppliers	–	'Communities' economic, social and cultural rights' is a sustainability matter for S3 covered by ESRS 1 §AR 16.	OIR: Governance (Supplier Management) The majority (84.5 percent) of our suppliers are based in Germany.
GRI 2016 308-1: New suppliers that were screened using environmental criteria	–	ESRS G1-2	OIR: Governance (Supplier Management) All of our new key suppliers (100 percent) are required to fill out a questionnaire containing environmental/social criteria.
GRI 2016 308-2: Negative environmental impacts in the supply chain and actions taken	–	ESRS 2 SBM-3	OIR: Governance (Supplier Management)
GRI 2016 408-1: Operations and suppliers at significant risk for incidents of child labor	–	ESRS S1-1 ESRS S2-1	OIR: Governance (Supplier Management; Respecting human rights); Refer to Policy statement on human rights and the environment. OIR INT: Respecting Human Rights; Appendix (UN Global Compact)
GRI 2016 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	–	ESRS S1-1 ESRS S2-1	Refer to Policy statement on human rights and the environment.
GRI 2016 414-1: New suppliers that were screened using social criteria	–	ESRS G1-2	OIR: Governance (Supplier Management) All of our new key suppliers (100 percent) are required to fill out a questionnaire containing environmental/social criteria.
GRI 2016 414-2: Negative social impacts in the supply chain and actions taken	–	ESRS 2 SBM-3	OIR: Governance (Supplier Management)

Indices and explanations – People

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Employer attractiveness and working conditions			
GRI 2021 3-3: Management of material topics	–	ESRS S1-1, S1-2, S1-4, S1-5, S1-17	OIR: Material topics; People
GRI 2016 401-1: New employee hires and employee turnover	Employment and wealth generation: Absolute number and rate of employment	ESRS S1-6	OIR: People (Employer attractiveness and working conditions)
GRI 2016 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	New employee hires and employee turnover Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESRS S1-11	OIR: People (Employer attractiveness and working conditions)
GRI 2016 401-3: Parental leave	employees Parental Leave	ESRS S1-15	OIR: People (Employer attractiveness and working conditions; Additional key figures)
GRI 2018 403-1: Occupational health and safety management system	–	ESRS S1-1	OIR: People (Employer attractiveness and working conditions)
GRI 2018 403-2: Hazard identification, risk assessment, and incident investigation	–	ESRS S1-3	OIR: People (Employer attractiveness and working conditions; Additional key figures) For all of our operational sites (100 percent) a health and safety risk analysis has been carried out.
GRI 2018 403-3: Occupational health services	–	ESRS S1-1	OIR: People (Employer attractiveness and working conditions) An occupational health and safety committee covers 100 percent of our workforce, who are also represented by officially elected employee representatives.
GRI 2018 403-4: Worker participation, consultation, and communication on occupational health and safety	–	‘Health and safety’ and ‘Training and skills development’ are sustainability matters for S1 covered by ESRS 1\$AR16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T and/or as an entity-specific metric to be disclosed according to ESRS §11 and pursuant to MDR-M.	OIR: People (Employer attractiveness and working conditions)
GRI 2018 403-5: Worker training on occupational health and safety	–		Our workforce (100 percent) is covered by occupational health and safety training.

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Employer attractiveness and working conditions			
GRI 2018 403-6: Promotion of worker health	Health and well-being: Employee well-being Health and safety (percent)	'Social protection' is a sustainability matter for S1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-P, MDR-A, MDR-T, and/or as an entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	OIR: People (Employer attractiveness and working conditions)
GRI 2018 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	–	ESRS S2 S2-4 §32 (a)	OIR: People (Employer attractiveness and working conditions)
GRI 2018 403-8: Workers covered by an occupational health and safety management system	–	ESRS S1-14	OIR: People (Employer attractiveness and working conditions) All employees are covered by our occupational health and safety management system in accordance with ISO 45001.
GRI 2018 403-9: Work-related injuries	Recordable work-related injury or ill health	ESRS S1-4, S1-14	OIR: People (Additional key figures)
GRI 2018 403-10: Work-related ill health		ESRS S1-4, S1-14	OIR: People (Additional key figures)
Skills for the future			
GRI 2021 3-3: Management of material topics	–	ESRS S1-1, S1-2, S1-4, S1-5, S1-17	OIR: Material topics; People
GRI 2016 404-1: Average hours of training per year per employee	Skills for the future: Training provided (#, \$)	ESRS S1-13	OIR: People (Development and career); Additional key figures)
GRI 2016 404-2: Programs for upgrading employee skills and transition assistance programs	Skills for the future: Training provided (#, \$)	ESRS S1-1	OIR: People (Development and career)
GRI 2016 404-3: Percentage of employees receiving regular performance and career development reviews	Skills for the future: Training provided (#, \$)	ESRS S1-13	OIR: People (Development and career) All employees (100 percent) have access to regular performance and career development reviews, in line with internal HR processes and applicable frameworks.

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Inclusion, Diversity and Equity			
GRI 2016 202-1: Ratios of standard entry level wage by gender compared to local minimum wage	Dignity and equality: Wage level	ESRS S1-10	OIR: People (Employer attractiveness and working conditions)
GRI 2016 405-1: Diversity of governance bodies and employees	Quality of governing body: Governance body composition	ESRS 2 GOV-1 ESRS S1-6, S1-9, S1-12	OIR: People (Inclusion, Diversity and Equity); Additional key figures)
GRI 2016 405-2: Ratio of basic salary and remuneration of women to men	Dignity and equality: Diversity and inclusion (percent) Dignity and equality: Pay Equality	ESRS S1-16	OIR: People (Inclusion, Diversity and Equity)
GRI 2016 406-1: Incidents of discrimination and corrective actions taken	–	ESRS S1-17	OIR: People (Inclusion, Diversity and Equity); Governance (Respecting human rights)

Indices and explanations – Planet

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Reducing our environmental impact			
GRI 2021 3-3: Management of material topics	–	ESRS E1-2, E1-3, E1-4	OIR: Material topics; Planet
GRI 2016 302-1: Energy consumption within the organization	Energy consumption within the organization Reduction of energy consumption	ESRS E1-5	OIR: Planet; Planet (Additional key figures)
GRI 2016 302-4: Reduction of energy consumption	–	'Energy' is a sustainability matter for E1 covered by ESRS 1 §AR 16. Hence this GRI disclosure is covered by MDR-T, and/or as an Entity-specific metric to be disclosed according to ESRS 1 §11 and pursuant to MDR-M.	
GRI 2016 305-1: Direct (Scope 1) GHG Emissions	Climate change: Greenhouse gas (GHG) emissions	ESRS E1-4, E1-6	OIR: Planet; Planet (Additional key figures)
GRI 2016 305-2: Energy indirect (Scope 2) GHG emissions		ESRS E1-4, E1-6	
GRI 2016 305-3: Other indirect (Scope 3) GHG emissions		ESRS E1-4, E1-6	
GRI 2016 305-4: GHG emissions intensity		ESRS E1-6	
GRI 2016 305-5: Reduction of GHG emissions		ESRS E1-3, E1-5, E1-7	

Indices and explanations – Prosperity

GRI Standards	WEF IBC core metrics	ESRS reference	Location and explanation
Services for the benefit of society			
GRI 2021 3-3: Management of material topics	–	ESRS S4	OIR: Material topics; Prosperity
GRI 2016 201-1: Direct Economic Value Generated and Distributed (EVG&D)	Employment and wealth generation: Economic contribution	ESRS 2 SBM-1	OIR: Prosperity (Services for the benefit of society) Refer to the annual consolidated financial statements of KPMG AG Wirtschaftsprüfungsgesellschaft 2025.
GRI 2016 201-2: Financial implications and other risks and opportunities due to climate change	–	ESRS 2 SBM-3 ESRS E1-3, E1-9	OIR: Prosperity; Planet
Social engagement			
GRI 2021 3-3: Management of material topics	–	Entity-specific disclosure	OIR: Material topics; Prosperity
GRI 2016 203-1: Infrastructure investments and services supported	Employment and wealth generation: Infrastructure investments and services supported	ESRS S3-4	OIR: Prosperity; People
GRI 2016 203-2: Significant indirect economic impacts	Employment and wealth generation: Significant indirect economic impacts	ESRS S1-4, ESRS S2-4, ESRS S3-4, ESRS S4-4	OIR: Prosperity; People

Auditor's Report

Courtesy Translation: Independent German Public Auditor's Report on a Limited Assurance Engagement on a Sustainability Report

Forvis Mazars GmbH & Co. KG Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft has performed a limited assurance engagement on the German version of the sustainability report and issued an independent German public auditor's report in German language. The following text is a non-binding translation of the original German independent German public auditor's report.

To KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin

Assurance Conclusion

We have performed a limited assurance engagement on the Sustainability Report of KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin (hereinafter: "Company") and its subsidiaries for the fiscal year from October 1, 2024 to September 30, 2025 (hereinafter: "Sustainability Report").

Our assurance engagement relates to the qualitative and quantitative information for the period from October 1, 2024 to September 30, 2025 as well as the metrics for greenhouse gas emissions (scope 1, 2 and 3) for the base year from October 1, 2018 to September 30, 2019. Not subject to our assurance engagement are the prior year's disclosures included in the Sustainability Report and the separate company publications/declarations referred to in the Sustainability Report.

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Sustainability Report for the period from October 1, 2024 to September 30, 2025 is not prepared, in all material respects, with reference to the principles and standard disclosures stated in the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) as well as in accordance with the specifying criteria presented by the executive directors and the Principles of Stakeholder Capitalism of the World Economic Forum (WEF IBC Metrics).

We do not express an assurance opinion on the prior year's disclosures included in the Sustainability Report and the separate company publications/declarations referred to in the Sustainability Report.

Basis for the Assurance Conclusion

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures performed in a limited assurance engagement vary in nature, timing and extent from those of a reasonable assurance engagement and are less extensive. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the section "German public auditor's responsibility for the limited assurance engagement related to the Sustainability Report".

We are independent of the Company in accordance with the requirements of European law as well as the German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements of the quality management system in accordance with the IDW Quality Management Standard 'IDW QMS 1 (09.2022) – Requirements for Quality Management in the Audit Practice' issued by the Institute of Public Auditors in Germany (IDW), as well as the International Standard on Quality Management (ISQM) 1 issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Responsibility of the executive directors for the Sustainability Report

The executive directors are responsible for preparing the Sustainability Report with reference to the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative as well as the specifying criteria presented by the executive directors and the Principles of Stakeholder Capitalism of the World Economic Forum (WEF IBC Metrics) (hereinafter: "reporting criteria"). They are also responsible for

designing, implementing and maintaining such internal control that they consider necessary to enable the preparation of a Sustainability Report that is free from material misstatement, whether due to fraud (e.g. manipulation of the Sustainability Report) or error.

This responsibility of the executive directors includes selecting and applying appropriate methods for preparing the Sustainability Report as well as making assumptions and estimates and determining forward looking information for individual sustainability related disclosures.

German public auditor's responsibility for the limited assurance engagement related to the Sustainability Report

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Sustainability Report has not been prepared, in all material respects, with reference to the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative as well as in accordance with the specifying criteria presented by the executive directors and the Principles of Stakeholder Capitalism of the World Economic Forum (WEF IBC Metrics).

As part of our limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgement and maintain professional skepticism. Furthermore,

- we obtain an understanding of the process used in preparing the Sustainability Report.
- we identify disclosures for which the risk of material misstatement, whether due to fraud or error, is likely to arise, and we design and perform procedures to address those disclosures and obtain limited assurance to support our assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, falsification, intentional omissions, misleading representations, or the override of internal controls.

- we consider the forward looking information, including the appropriateness of the underlying assumptions. There remains an inherent and unavoidable risk that future events may differ materially from the forward looking information.

Summary of the procedures performed by the German public auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the procedures selected are matters of our professional judgement.

In conducting our limited assurance engagement, we have:

- evaluated the suitability of the specifying criteria disclosed by the executive directors in the Sustainability Report,
- inquired the relevant staff to obtain an understanding of the processes for determining the material topics to be included in the Sustainability Report and the reporting boundaries of the Company,
- inquired the relevant staff involved in preparing the Sustainability Report about the preparation process, about the internal controls relating to that process as well as the disclosures in the Sustainability Report,
- evaluated the reasonableness of the estimates and the related disclosures provided by the executive directors,
- inspected the relevant documentation relating to the systems and processes for collecting, aggregating and validating data from the relevant business units during the reporting period as well as the metrics for greenhouse gas emissions (scope 1, 2 and 3) for the base year from October 1, 2018 to September 30, 2019,
- performed analytical procedures and inquiries regarding selected information within the Sustainability Report, and
- considered the presentation of the information in the Sustainability Report.

Restriction of use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the results of the assurance engagement. Consequently, it is not suitable for any other purpose than the aforementioned. Thus, the report is not intended to be used by third parties to make (financial) decisions based on it. Our responsibility is to the Company alone. We do not accept any responsibility towards third parties.

General Engagement Terms and Liability

The General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms] dated 1 January 2024 (<https://www.forvismazars.com/de/de/services/audit-assurance/auftragsbedingungen>) apply to this engagement, including in relation to third parties. In addition, please refer to the liability provisions contained in no. 9 and to the exclusion of liability to third parties. We do not accept any responsibility, liability or other obligations towards third parties, unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We expressly state that we will not update this assurance report to reflect events or circumstances arising after it was issued, unless required to do so by law. It is the sole responsibility of anyone taking note of the summarized result of our work contained in this report to decide whether and in what way this information is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Frankfurt am Main, February 25, 2026

Forvis Mazars GmbH & Co. KG
Wirtschaftsprüfungsgesellschaft
Steuerberatungsgesellschaft

Hendrik Jung	Yvonne Meyer
Wirtschaftsprüfer	Wirtschaftsprüferin
(German Public Auditor)	(German Public Auditor)

Legal/Contact

KPMG AG Wirtschaftsprüfungsgesellschaft

Heidestraße 58
10557 Berlin

ESG@KPMG

Thomas Löhmer

Head of Our Impact Plan
T +49 69 9587-4444
tloehmer@kpmg.com

Mara Zimen

ESG@KPMG | Sustainability Officer
T +49 30 2068-4604
mzimen@kpmg.com

Rita Schwabe

ESG@KPMG | Senior Expert
T +49 30 2068-2480
rschwabe@kpmg.com

Publication date: March 2026

www.kpmg.de

www.kpmg.de/socialmedia



The information contained herein is of a general nature and is not intended to address the circumstances of any particular individual or entity. Although we endeavor to provide accurate and timely information, there can be no guarantee that such information is accurate as of the date it is received or that it will continue to be accurate in the future. No one should act on such information without appropriate professional advice after a thorough examination of the particular situation.

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