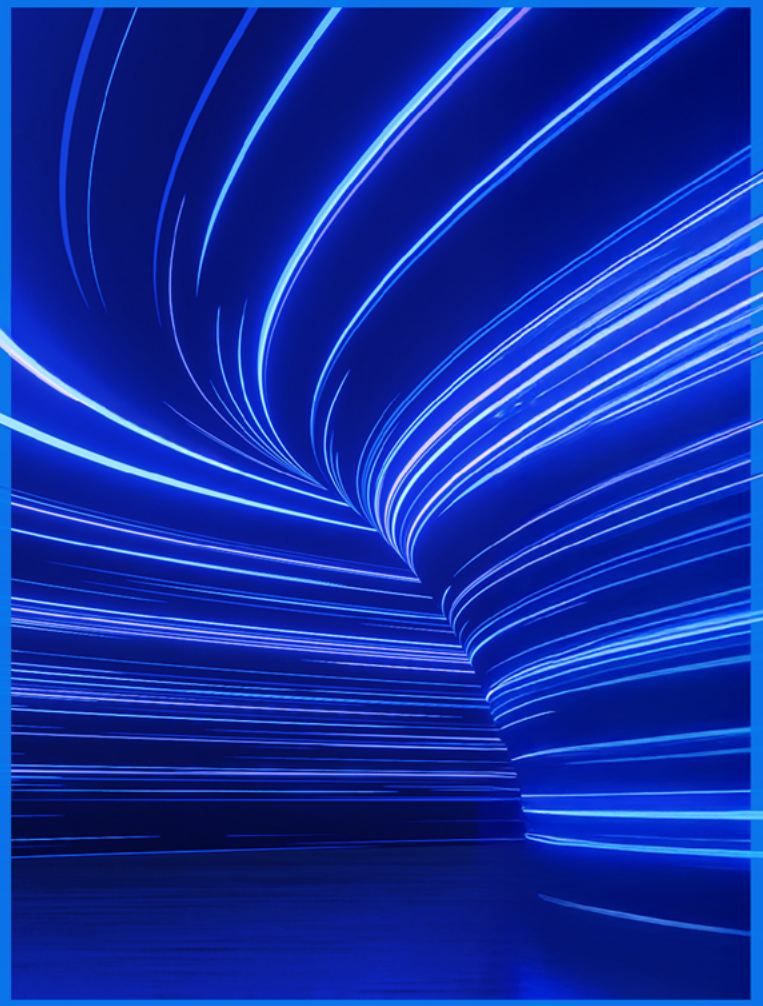
Transparency Report



2025

KPMG Oy Ab

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KPMG. Make the Difference.

Contents

KPMG Values 4

Message from our leadership 5

A system of quality management as the foundation of quality 6

Live by our Values-driven culture 8

- Fostering the right culture, starting with tone at the top 8
  - Tone at the top 8
  - Clear values and a strong Code of Conduct 9
- The KPMG multidisciplinary model 9
- Clearly articulate strategy focused on quality, consistency, trust and growth 10
  - Our business 10
  - Our strategy 10
- Defined accountabilities, roles and responsibilities related to quality and risk management 10
  - Leadership responsibilities for quality and risk management 10
- Promote robust governance structures 12
  - Our legal and governance structure 12

Applying expertise and knowledge 14

- Methodology aligned with professional standards, laws and regulations 14
  - Consistent audit and assurance methodology and tools 14
- Technology-enabled standardized methodology and guidance 15
  - Driving consistency and quality through the KPMG Delivery Network 15
- Deep technical expertise and knowledge 15
  - Access to specialists 15
  - Our commitment to audit and assurance quality by responding to significant external events and conditions 15
  - Licensing and requirements for IFRS® Accounting Standards and US GAAP engagements 16
  - ESG Assurance quality 16
- Policies on applicable requirements, standards and laws 16

Embracing digital technology 17

- KPMG Clara 17
- Intelligent, standards-driven audit and assurance workflows 18
- AI, data and evolving technologies 19
  - Client confidentiality, information security, and data privacy 19

Nurture inclusive, skilled teams 20

- Recruit appropriately qualified individuals who bring diverse skills, perspectives, and experiences 20
  - Recruitment 21
  - Inclusion and access to equal opportunity 21
  - Health and well-being 21
  - Reward and promotion 21
- Assigning an appropriately qualified team 22
- Role profiles to drive quality 22
- Investing in AI and data centric skills 23
- Focused learning and development on technical expertise, professional acumen and leadership skills 23

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Commitment to technical excellence and quality service delivery 23
Lifetime learning strategy 23
Recognize quality 24
Personal development 24

Associate with the right clients and engagements 25
Global client and engagement acceptance and continuance policies 25
Accept appropriate clients and engagements 26
Client evaluation 26
Engagement evaluation 26
Continuance process 26
Withdrawal process 26
Managed portfolio of clients 26

Be independent and ethical 27
Act with integrity and living our values 27
Driving an ethical culture 28
Maintain objectivity, independence and ethical behavior 28
Personal financial independence 29
Employment relationships 29
Firm financial independence 29
Business relationships/suppliers 29
Business acquisitions, admissions and investments 30
Independence training and confirmations 30
Non-audit services 29
Fee dependency 30
Avoiding conflicts of interest 30
Independence breaches 31
Rotation of auditors and audit firm 31
Have zero tolerance of bribery and corruption 31

Perform quality engagements 32
Consult when appropriate 32
Encouraging a culture of consultation 32
Technical consultation and global resources 33
Critically assess audit evidence, using professional judgment and skepticism 33
Direct, coach, supervise and review 34
Embedding ongoing coaching, supervision and review 34
Engagement Quality Control (EQC) 34
Appropriately support and document conclusions 34
Reporting 34
Engagement documentation 34

Assess risks to quality 35
Identify and understand risks to quality and implement effective responses 35

Monitor and remediate 36
Rigorously monitor and measure quality 36
Commitment to continuous improvement 36
Internal monitoring and compliance programs 37
Obtain, evaluate and act on stakeholder feedback 38
Regulators 38
Client feedback 38
Monitoring of complaints 38
Perform root cause analysis and design and implement effective remedial actions 38

Communicating effectively 39
Provide insights, and maintain open and honest two-way communications 39
Conduct and follow-up on the Global People Survey (GPS) 40

Network arrangements 41
Legal structure 41
Responsibilities of KPMG firms 42
Governance structure 42

Appendix 1 Financial information 44

Appendix 2 Our public interest entity audit clients 45

Appendix 3 List of KPMG audit entities located in the EU & EEA 46

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

KPMG Values

KPMG is committed to quality and service excellence in all that we do, helping to bring our best to clients and earning the public's trust through our actions and behaviors both professionally and personally.

Our Values guide our behaviors day-to-day, informing how we act, the decisions we make, and how we work with each other, our clients and all of our stakeholders across the 139 countries and territories that we operate in.

Our Values are:

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.

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Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

Message from our leadership

For 99 years in Finland and 33 years in Estonia, KPMG has been a trusted leader in delivering audit and assurance services essential to the functioning of capital markets. Over time, we have grown into a reliable partner in tax and legal services and a broad range of advisory offerings.

Quality remains our top priority in every engagement. Across the organization, we are committed to serving our clients, stakeholders, and the public with the highest standards of professional excellence, ethics, and integrity.

The needs of the entities we audit are evolving rapidly — driven by technological advances such as artificial intelligence. This moment calls for new competencies and, equally, new levels of trust in disclosure and decision-making. It also demands greater transparency in governance, organizational structures, and sustainability practices, all shaped by emerging technologies, regulations, and societal expectations.

To meet these challenges, we have accelerated the integration of generative AI capabilities into KPMG's internal tools. Supported by ongoing investment, we embrace a mindset of continuous improvement. In line with regulatory requirements, KPMG operates a consistent and robust quality management system that enables stronger accountability, greater transparency, and ongoing progress. Continuous improvement also means learning from shortcomings and constantly seeking opportunities to enhance reliability and quality.

During the year, sustainability reporting requirements were scaled back for many companies. While this development marks a step back in regulatory ambition, it does not lessen the importance of sustainability; it remains a critical priority for businesses and society alike.

KPMG carries responsibilities to businesses, institutions, and society worldwide, and we remain dedicated to the highest standards of ethical behavior.

Our audit teams secured several new mandates this year, reinforcing our position as the leading audit partner for Finnish clients. Our Tax & Legal and Advisory businesses continued to develop favourably, reflecting steady progress and resilience in a changing market.

Year 2026 marks the 100th anniversary of KPMG Finland. We invite you to read this report to see how we are building an organization that we can be proud of — and that our clients, stakeholders, and communities can continue to trust.

Tom Nyman
Senior partner and CEO

Toni Aaltonen
Chair of the Board

[1] Throughout this document, "KPMG", "we", "our" and "us" refers to KPMG Finland.

Any references to the KPMG global organization mean the member firms of KPMG International Limited, each of which is a separate legal entity. KPMG International Limited is a private English company limited by guarantee and does not provide services to clients.

No member firm has any authority to obligate or bind KPMG International Limited or any other member firm vis-à-vis third parties, nor does KPMG International Limited have any such authority to obligate or bind any member firm.

KPMG International means KPMG International Limited unless the context requires the reference to mean KPMG International Services Ltd (which provides services, products and support to, or for the benefit of, member firms or KPMG International Limited but not services, products or support to clients) or KPMG International Cooperative (which owns and licenses the KPMG brand)

Throughout this document, references to "Firm", "KPMG firm", "member firm" and "KPMG member firm" refer to firms which are either: members of KPMG International Limited; sublicensee firms of KPMG International Limited; or entities that are wholly or dominantly owned and controlled by an entity that is a member or a sublicensee. The overall governance structure of KPMG International Limited is provided in the About Us page of kpmg.com.

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Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

A system of quality management as the foundation of quality

Consistent and strong controls within our firm's system of quality management (SoQM) help reduce quality issues, drive operational efficiencies, and enhance transparency and accountability. We are committed to continually strengthening the consistency and robustness of our SoQM.

Across the global organization, KPMG firms have strengthened the consistency and robustness of their system of quality management (SoQM) to meet the requirements of the International Standard on Quality Management (ISQM) 1, issued by the International Auditing and Assurance Standards Board (IAASB).

KPMG International's global approach to SoQM

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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The globally consistent approach to SoQM is used by all KPMG firms across the global organization to consistency, robustness and accountability of responses to risks within KPMG firms' processes.

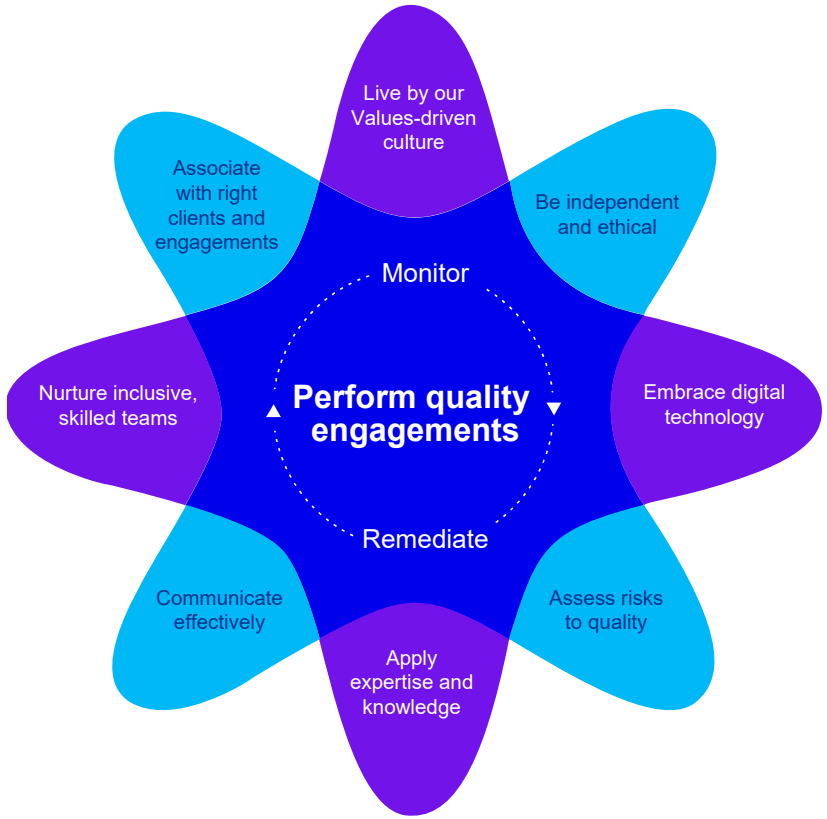
KPMG Global Quality Framework

To provide more transparency on what drives KPMG audit and assurance quality, this report is structured around the KPMG Global Quality Framework. For KPMG, the Global Quality Framework outlines how we deliver quality and how every KPMG professional contribute to its delivery. The drivers outlined in the Global Quality Framework align with the 10 components of KPMG firms' SoQM and ISQM 1.

At the center of the framework is the performance of high-quality engagements, supported by ongoing monitoring and remediation. Driving continual improvement of KPMG firms' SoQM, integrated monitoring and remediation programs help enable firms to identify deficiencies, perform root cause analyses, and implement targeted remediation plans, both at the engagement level and across the broader SoQM

This Transparency Report describes how we operate each driver in the Global Quality Framework, aligned with the SoQM components. Combined with our firm's SoQM Statement of Effectiveness, this Transparency Report summarizes how our SoQM effectively supports the consistent performance of quality engagements. This report may also be useful for stakeholders interested in KPMG firms' tax & legal and advisory services, as certain aspects of our firm's SoQM are cross-functional and apply equally as the foundation of quality for all services offered.

Quality Framework



Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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Statement on the effectiveness of the System of Quality Management of KPMG Oy Ab as of 30 September 2025

As required by the International Auditing and Assurance Standards Board (IAASB)'s, International Standard on Quality Management (ISQM1) and KPMG International Limited Policy, KPMG Oy Ab (the "Firm") has responsibility to design, implement and operate a System of Quality Management for audits or reviews of financial statements, or other assurance or related services engagements performed by the Firm. The objectives of the System of Quality Management are to provide the Firm with reasonable assurance that:

a) The Firm and its personnel fulfill their responsibilities in accordance with professional standards and applicable legal and regulatory requirements, and conduct engagements in accordance with such standards and requirements; and

b) Engagement reports issued by the Firm or engagement partners are appropriate in the circumstances.

The Firm outlines how its System of Quality Management supports the consistent performance of quality engagements in the 2025 Transparency Report. Integrated quality monitoring and compliance programs enable the Firm to identify and respond to findings and quality deficiencies both in respect of individual engagements and the overall System of Quality Management.

If deficiencies are identified when the Firm performs its annual evaluation of the System of Quality Management, the Firm evaluates the severity and pervasiveness of the identified deficiencies by investigating the root causes, and by evaluating the effect of the identified deficiencies individually and in the aggregate, on the System of Quality Management, with consideration of remedial actions taken as of the date of the evaluation.

Based on the annual evaluation of the Firm's System of Quality Management as of 30 September 2025, the System of Quality Management provides the Firm with reasonable assurance that the objectives of the System of Quality Management are being achieved.

Helsinki, 12.12.2025

Tom Nyman
Senior partner and CEO

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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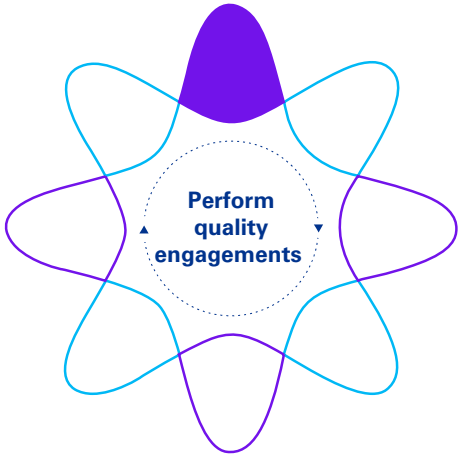

Live by our values-driven culture

- **Fostering the right culture, starting with tone at the top**
- **Clearly articulate strategy focused on quality, consistency, trust and growth**
- **Define accountabilities, roles and responsibilities related to quality and risk management**
- **Institute robust governance structuress**

It's not just what we do at KPMG that matters, we also pay attention to how we do it. Our Values are our core beliefs, guiding and unifying our actions and behaviors. Shared across all personnel, they are the foundation of our unique culture.

Fostering the right culture, starting with tone at the top

Tone at the top

Our firm's leadership, working with regional and KPMG International leadership, plays a critical role in establishing our commitment to quality and the highest standards of professional excellence and ethics. A culture based on integrity, accountability, quality, objectivity, independence, and ethics is essential in an organization that carries out audit, assurance and other professional services on which stakeholders rely.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Clear values and a strong Code of Conduct

At KPMG, our values lie at the heart of the way we do things. To do the right thing, the right way, at the right time. They form the foundation of a resilient and ethical culture ready to meet challenge with integrity, so we do not lose sight of our principal responsibility to serve the public interest.

We are committed to the highest standards of professional behavior in everything we do. Ethics and integrity are core to who we are and within our Global Code of Conduct, (the Code), we outline the responsibilities all KPMG people have to each other, our clients and the public. It shows how our values and purpose inspire our greatest aspirations and guide our behaviors and actions. It defines what it means to work at and be part of the KPMG organization, as well as our individual and collective responsibilities.

Everyone at KPMG can expect to be held accountable for their behavior consistent with the Code and is required to confirm their compliance with it. Individuals are strongly encouraged to speak up if they see something that makes them uncomfortable or that is not in compliance with the Code or our values. Everyone at KPMG is required to report any activity that could potentially be illegal or in violation of our Values, KPMG policies, professional standards and applicable laws or regulations.

To safeguard this principle of holding each other accountable, each KPMG firm has agreed to establish, communicate and maintain clearly defined channels to allow KPMG personnel and third parties to make inquiries about, raise concerns in relation to, provide feedback on and notify reportable matters, without fear of reprisal, in accordance with applicable law or regulation.

KPMG Finland's local Whistleblowing -channel and the KPMG International hotline are mechanisms for KPMG personnel, clients and other third parties to confidentially report concerns they have relating to KPMG International, activities of KPMG firms or KPMG personnel. KPMG International considers how to respond to each report received through the international hotline and where necessary, investigates and takes appropriate action.

All KPMG firms and personnel are prohibited from retaliating against individuals who have the courage to speak up in good faith. Retaliation is a serious violation of the Code, and any person who takes retaliatory action will be subject to their firm's disciplinary policy.

In addition to the processes outlined above, the Global People Survey provides our leadership and KPMG International leadership with key insights into how KPMG values are being lived. It also provides valuable information on the attitudes of employees and partners regarding quality, leadership and tone at the top.

KPMG's Global Values Week — Building a values-driven firm of the future KPMG's Global Values Week – Building a values-driven firm of the future

In May of 2025, countries and territories in the KPMG global organization came together to celebrate our values during a week-long series of events. Through the activities, stories and conversations throughout Global Values Week our people engaged in dialogue around our five values and the role they play in our everyday work, with a focus on strengthening trust through ethical behavior. This organization-wide celebration was supported by a Values Immersion initiative in our firm that included leader-led group sessions focused on living our values under pressure.

The KPMG multidisciplinary model

The KPMG global organization is at its strongest when its over 276,000 people across 139 countries and territories, aligned behind a common set of values, are working together to provide quality services to some of the most important organizations in the world, from the public sector to finance to healthcare. Regardless of the sector or industry they operate in, KPMG's people leverage multidisciplinary knowledge and experience from across the organization to deliver independent and rigorous audit and assurance, tax & legal and advisory services to clients and stakeholders, earning their trust by meeting our commitment to deliver professional excellence. We firmly believe that our multidisciplinary model is the best way to serve clients and is essential to delivering high quality.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Clearly articulated strategy focused on quality, consistency, trust and growth

Our business

KPMG Oy Ab is a professional services firm that provides audit & assurance, tax & legal and advisory services. We operate out of 18 offices across Finland and had 1551 personnel on 30 September 2025 (30.9.2024: 1614). KPMG Oy Ab was established in 1926 and it has been granted the status of an audit firm in accordance with the criteria of Chapter 6, section 5 of the Finnish Auditing Act.

KPMG Oy Ab is the parent company in a group which on September 30, 2025 included subsidiaries KPMG Global Strategy Group Finland Oy Ab, KPMG IT Sertifiointi Oy and KPMG Julkistarkastus Oy, an Estonian affiliate KPMG Nordic Services OÜ and certain non-operational companies. Since 2017, also KPMG Estonia has been incorporated to the group. A list and further details of the group entities are set out in the firm's financial statements. Our audit services in Finland are delivered through KPMG Oy Ab and KPMG Julkistarkastus Oy. Only KPMG Oy Ab provides statutory audit services to public interest entities. Full details of the services offered by KPMG Oy Ab and its group companies can be found on our website www.kpmg.fi.

Our strategy

Our strategy is set by our leadership and Board and demonstrates a commitment to quality and trust. Our focus is to invest significantly in priorities that form part of a global strategy execution.

Defined accountabilities, roles and responsibilities related to quality and risk management

Leadership responsibilities for quality and risk management

Our Leadership Team is committed to building a culture based on integrity, quality, objectivity, independence and ethics, demonstrated through their actions.

Our firm has agreed to seek input from the chair of the relevant Global Steering Group or their delegee on the performance of certain leaders within the firm whose role most closely aligns with the activities of the Global Steering Group. Input is sought as part of the annual performance process and is based on an assessment of the leader's performance, which includes matters of public interest, quality and risk management activities.

The following individuals have leadership responsibilities for quality and risk management in our firm.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Chief Executive Officer

In accordance with the principles in ISQM 1, our CEO is the leader who has ultimate responsibility for our SoQM.

Risk Management Partner

Our firm's Risk Management Partner (RMP) is responsible for the firm's direction and execution of risk, compliance, and quality. The RMP is a member of the Leadership Team and has a direct reporting line to the CEO. The RMP consults, as appropriate, with the CEO, the Regional Risk Management Partner, Global Quality & Risk Management resources, and the Office of General Counsel or external counsel.

Ethics and Independence Partner

Our firm's Ethics and Independence Partner (EIP) has primary responsibility for the direction and execution of ethics and independence policies and procedures in our firm and reports on ethics and independence issues to the RMP.

The Audit & Assurance, Tax & Legal and Advisory functions – Function Heads

The three heads of the client service functions (Audit & Assurance, Tax & Legal and Advisory) are accountable to the CEO for the quality of service delivered in their respective functions. They are responsible for the execution of the risk management and quality management procedures for their specific functions within the framework set by the Risk Management Partner. These procedures make it clear that, at the engagement-level, risk management and quality management is ultimately the responsibility of all professionals in the firm.

Our Head of Audit & Assurance is responsible for the effective management and control of the Audit Function. This includes:

- Setting a strong tone and culture supporting audit quality through communication, engagement support and commitment to the highest standards of professional excellence, including professional skepticism, objectivity, and ethics and integrity;
- Developing and implementing an audit that is aligned with the firm's quality requirements;
- Working with the RMP to monitor and address quality and risk matters as they relate to the Audit practice.

Audit Leadership Team

The Audit & Assurance Leadership Team has regular discussions to agree actions about current and emerging audit quality issues arising from external and internal quality review processes, queries being raised by engagement teams, our SoQM evaluation, root cause analysis results and other quality matters identified from a variety of sources.
More complex issues (which might require amendments to KPMG's global audit methodology or audit tools) are raised with KPMG International Global Audit groups for consideration and potential development of solutions by the KPMG Global Solutions Group (KGSG), Global Audit Methodology Group (GAMG) and the International Standards Group (ISG). For more information about the KGSG, the GAMG and the ISG available later on this report.

The Audit & Assurance Leadership Team consisted of the following persons during the financial year 1 October 2024–30 September 2025:

- Toni Aaltonen, Partner, Authorized Public Accountant, Head of Audit & Assurance
- Kim Järvi, Partner, Authorized Public Accountant, Head of Audit Sales & Markets
- Lotta Nurminen, Partner, Authorized Public Accountant, Audit Quality Leader
- Karoliina Tiainen, Partner, Authorized Public Accountant, Head of Department of Professional Practice
- Marja Pursiainen, People, Performance & Culture liaison
- Anna Sailas, People, Performance & Culture liaison
- Petri Sammalisto, Partner, Authorized Public Accountant, Head of Audit Delivery & Technology
- Leenakaisa Winberg, Partner, Authorized Public Accountant, Head of Assurance
- Heidi Hyry, Partner, Authorized Public Accountant, Head of Audit Regions

The Audit & Assurance Leadership Team of KPMG Finland met regularly, approximately once a month, during the financial year. The meetings included regular discussions about personnel and well-being at work, the financial development of the audit function, pricing of services, audit quality development and audit quality issues arising from external and internal quality review processes. In addition, an important discussion topic has been digitalization, data analytics and the related development of audit tools as well as Corporate Social Responsibility and the development of related assurance services. In addition, the Audit Quality Committee has considered matters relating to maintaining and improving audit quality.

At the end of FY2025, members of the Audit Quality Committee were Tiina Torniainen, Chairperson, Audit & Assurance RMP Finland, Lotta Nurminen, AQL Finland, Toni Aaltonen, Head of Audit & Assurance, Petri Sammalisto, Head of Audit Delivery, Karoliina Tiainen, Head of DPP. In addition, the extended team included: Anders Lundin, EIP, Liina Randmann, AQL Estonia, Leenakaisa Winberg, Head of Assurance and Juha Karttunen, Country RMP FinEst.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Promote robust governance structures

Our legal and governance structure

KPMG Oy Ab is a limited liability company established under Finnish law. It is wholly owned by its partners working in the firm. According to the Finnish Auditing Act the majority of votes yielded by the firm's shares must be held by auditors working in the firm, audit firms or auditors or audit firms approved in an EEA state. On 30 September 2025 such auditors and audit firms held over 50 per cent of the total number of votes.

KPMG Oy Ab's governance systems aim at an efficient and clear way of operating in which the responsibilities and authorities of its various organs are distinctly defined. The firm's operating principles are defined in business and governance models including the KPMG Values and the Code of Conduct. The objectives of the company's governance principles are transparency and responsible activity. Shareholders' meeting, the Board of Directors and its committees, the Chief Executive Officer and the Leadership Team and Partner meetings are in charge of the corporate governance systems.

In its operations the firm complies with the provisions of the Finnish Companies Act, Auditing Act and other applicable legislation as well as the firm's articles of association. The firm's activities are also guided by directions and recommendations for the business issued by different authorities, regulators and the EU, as well as the self-regulation of the audit field.

Shareholders' meeting

The Shareholders' meeting is the firm's highest decision-making body convening at least once a year. Additional Shareholders' meetings are convened in accordance with the provisions of the Finnish Companies Act.

The provisions of the Companies Act and the articles of association are followed when making decisions in the Shareholders' meeting. The responsibilities of the Shareholders' meeting include election of Board of Directors members and auditors, the discharge of the Board of Directors members and the Chief Executive Officer from liability, adoption of the financial statements and deciding on the use of profit.

Nomination Committee

The task of the Nomination Committee is to prepare a proposal for the annual general meeting regarding the composition of the Board of Directors.

The Board of Directors

Under the articles of association, the shareholders' meeting annually elects a Board of Directors containing 4–8 members. More than half of the members and its chairman and deputy chairman must be authorized public accountants working for the firm.

The Board of Directors must comply with the Companies Act and other acts regulating the operations of the firm and the group, the articles of association and the approved principles of the firm's corporate governance.

The members of the Board of Directors are paid a compensation set by the shareholders' meeting.

The Board of Directors is responsible for outlining the firm's and group's strategy and monitoring its implementation. The Board accepts the operating plans for the different client service functions on the basis of the strategy and is responsible for defining the monitoring principles of operations. The Board appoints the Chief Executive Officer and approves the appointments of the Chief Executive Officer's direct subordinates. The Board also bears the responsibility for the appropriate organization of operations and for defining and monitoring the risk management principles.

Read more about the members of the Board of Directors on our annual review page 58.

Compliance Committee

The Compliance Committee is an independent disciplinary body appointed by the Board of Directors whose responsibility is to support the compliance with KPMG International's policies as well as the firm's internal instructions. It also takes disciplinary actions defined in the Committee's standing order in situations where these instructions have been violated. At the end of FY 2025, members of the Compliance Committee were Kim Järvi (Chairman), Juha Karttunen, Anders Lundin and Tom Nyman.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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Chief Executive Officer

The Chief Executive Officer, elected by the firm's Board of Directors, is in charge of the group's business operations. The Leadership Team assists the Chief Executive Officer who is the chair of the committee.

The Chief Executive Officer is responsible for the implementation of the firm's approved strategy and acts as performance manager for the members of the Leadership Team. The Chief Executive Officer is in charge of group's risk management based on policies determined by the Board of Directors. The Chief Executive Officer is also in charge of KPMG's international relationships.

Pasi Koivunen served as Group CEO from 1 October 2023 until 6 October 2025. Tom Nyman was appointed as group CEO effective 17 November 2025.

Leadership Team

The Leadership Team assists the Chief Executive Officer in the group's operative management and in implementing the strategy confirmed by the Board of Directors as well as in developing the business operations, defining the group level operating instructions and managing internal communication.

Read more about the members of the Leadership Team on our annual review page 58.

The Leadership Team convened 28 times during the financial year.

Quality & Risk Management (QRM)

Quality & Risk Management (QRM) department monitors our professional risks and supports the leadership in developing the quality of our operations. Risk Management Partner Juha Karttunen has been in charge of the team during the financial year. In FY2025, QRM duties have included the following functions: Compliance, Monitoring & Operations, Ethics & Independence, Digital Risk & Privacy, Information Protection, and Office of General Counsel.

QRM cooperates with the global network of international KPMG member firms as well as with the relevant regulatory bodies, and also monitors regulation applicable to the firm and amendments thereto.

Partners and partner meetings

All KPMG Oy Ab partners are employed by the firm. The partners must commit to complying with KPMG's rules of independence and investments, its risk management policies and other regulations covering its operations. Partners must manage all their assignments diligently. They must follow the ethics and high professional standards generally adopted within their profession. At the end of the financial year on 30 September 2025 the firm had a total of 98 partners, 63 of which were equity partners with shareholdings yielding voting rights in the company.

Partner meetings are held regularly to deal with any common matters of partners that are of importance to the firm's operations and to all of its partners. Meetings concerning shareholder matters or compensation of partners are attended by the parent firm's shareholders only.

Compensation of partners

According to the principles of responsibility and organization of partner compensation decision making, the Board of Directors decides the compensation of the Chief Executive Officer and the compensation of other members of the Leadership Team based on proposition made by the Chief Executive Officer. The Board of Directors also confirms the compensation of other partners based on proposition made by the Leadership Team.

The Board of Directors oversees that partners are rewarded equitably according to consistent principles and that compensation is based on the achievement of goals set for each of them personally. Compensation of partners is partly based on the firm's financial success as well.

The personal goals forming a part of the partners' compensation include e.g. the quality of their work, client feedback, acting in compliance with the firm's values and operating principles, and the growth and profitability of the business. Additional elements for the compensation of partners who bear organizational responsibility include leadership and development of the business operations. In accordance with KPMG's principles the compensation of audit partners is not influenced by the amount of non-audit services provided to their audit clients.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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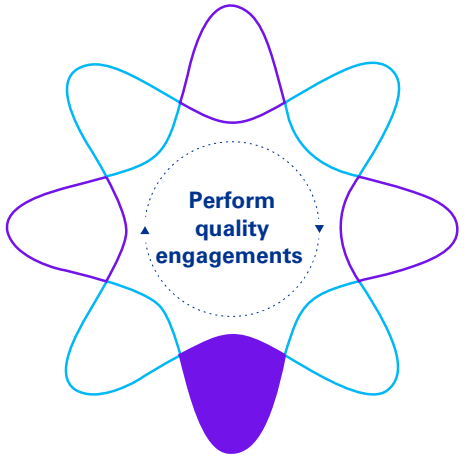

Applying expertise and knowledge

- **Methodology aligned with professional standards, laws and regulations**
- **Technology-enabled standardized methodology and guidance**
- **Deep technical expertise and knowledge**
- **Policies on applicable requirements, standards and laws**

We are committed to continuing to build on our technical expertise and knowledge recognizing its fundamental role in delivering quality services.

Methodology aligned with professional standards, laws and regulations

Consistent audit and assurance methodology and tools

We use KPMG International's audit and assurance methodologies, tools and guidance to drive a consistent approach to planning, performing and documenting audit and assurance procedures. Key elements include:

- Meeting applicable standards, including standards issued by the International Auditing and Assurance Standards Board (IAASB), the Public Company Accounting Oversight Board (PCAOB) and the American Institute of CPAs (AICPA) and the good auditing and assurance practice applied in Finland;

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

- Identifying risks of material misstatements and designing and performing procedures to respond to these risks;
- Use by our audit and assurance professionals to drive consistent interpretation on the application of the applicable standards.

Our audit and assurance methodologies emphasize applying appropriate professional skepticism in the execution of procedures and drive compliance with relevant ethical requirements, including independence. The methodologies evolve to reflect new and revised audit standards and requirements as well as to keep pace with innovative and technological advances that drive quality and efficiency.

Technology-enabled standardized methodology and guidance

KPMG is redefining the audit and assurance process through the use of leading technology, including AI, to facilitate risk-based and data-informed engagements. This digital strategy is supported by KPMG Clara, a scalable and user-friendly cloud-based platform that facilitates consistent execution across KPMG firms worldwide. KPMG Clara delivers KPMG's audit and assurance standardized methodologies through data-driven workflows that adhere to relevant audit and assurance standards, and assist our engagement teams in meeting the ever-changing landscape of corporate reporting and related audit and assurance requirements.

Driving consistency and quality through the KPMG Delivery Network

The KPMG Delivery Network, ("KDN") is a network of global delivery centers offering additional resources and specialist capacity and capability to KPMG firms. Expanded in 2025 to increase capacity, KDN leverages technology in its delivery of consistent and standardized procedures and solutions to support some KPMG firms in their audit and assurance engagements.

Deep technical expertise and knowledge

Access to specialists

Specialist experience is an increasingly important part of modern audit and assurance engagements and is a key feature of our multi-disciplinary model. KPMG Finland engagement teams have access to a network of KPMG specialists – either within their firm or in other KPMG firms. These specialists receive the training they need to help ensure they have the competencies, capabilities, and objectivity to appropriately fulfil their role on our audit and assurance engagements.

The need for specialists to be assigned to engagement in areas such as information technology, tax and legal, treasury, actuarial, forensic, valuations and various sustainability topics is considered as part of the engagement acceptance and continuance process, as well as during the planning and conduct of the engagement.

Our commitment to audit and assurance quality by responding to significant external events and conditions

Significant external events and conditions, such as the impacts arising from geopolitical shifts, natural disasters, climate effects, economic situation and inflationary pressures; may give rise to business risks that can have significant implications for financial statements. These potential financial statement implications may include increased complexity, subjectivity and uncertainty when making accounting estimates and key judgments, such as asset impairments, asset valuations and management's going concern assessment. Guidance is available to assist engagement teams in our firm to respond to the potential impacts arising from these significant external events and conditions.

We have access to an online financial reporting resource center maintained on behalf of KPMG that highlights the potential financial statement implications of matters that may arise from significant external events and conditions, as well as an audit quality toolkit that addresses the potential audit and reporting implications. This guidance is updated as new significant accounting, auditing and reporting issues emerge.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Licensing and requirements for IFRS® Accounting Standards and US GAAP engagements

Professional authorizations

All KPMG professionals in our firm are required to comply with applicable professional authorization rules and satisfy the Continuing Professional Development requirements in the jurisdiction where they practice. KPMG policies and procedures are designed to facilitate compliance with authorization requirements. We are responsible for ensuring that audit professionals working on engagements have appropriate audit, accounting and industry knowledge, and experience in the local predominant financial reporting framework – Finnish accounting standards (FAS) and IFRS Accounting Standards

Requirements – IFRS Accounting Standards and US GAAP engagements

In addition, KPMG International has specific requirements for engagement partners, managers and Engagement Quality Control (EQC) reviewers working on IFRS Accounting Standards engagements in countries where IFRS Accounting Standards are not the predominant financial reporting framework.

Similar policies apply to engagements performed outside the US to report on financial statements or financial information prepared in accordance with US GAAP and/or audited in accordance with US auditing standards, including reporting on the effectiveness of the entity's internal control over financial reporting (ICOFR).

These provide that at a minimum, all engagement partners, managers and, if appointed, the EQC reviewers (and for engagements conducted in accordance with US GAAP and/or US auditing standards engagements, the engagement partner, engagement manager, engagement in-charge and, if appointed, the EQC reviewers assigned to the engagement have completed relevant training and that the engagement team, collectively, has sufficient experience to perform the engagement or has implemented appropriate safeguards to address any shortfalls.

ESG Assurance quality

KPMG is committed to fulfilling our public interest role in providing assurance that supports investor confidence and stakeholder trust

In 2025, we continued to enhance our ESG assurance capabilities to meet evolving market developments, including the completion of the first wave of Corporate Sustainability Reporting Directive (CSRD) assurance engagements.

Key developments included:

- Updated methodology suitable for providing assurance on all sustainability reporting standards, including Corporate Sustainability Reporting Directive (CSRD), European Sustainability Reporting Standards (ESRS) and EU Taxonomy disclosure requirements.
- Expanded training programs for our engagement teams focused on the latest ESRS standards, integrated into the KPMG Clara workflow to help ensure consistency and quality.
- Strengthened global expertise through investments in ESG talent and increased access to subject matter professionals across the KPMG organization.

Shared insights from the ESG Assurance Maturity Index 2025, based on a survey of 1,320 senior executives and board members with ESG reporting and assurance knowledge. The findings emphasized the importance of readiness, transparency, and continuous improvement.

Policies on applicable requirements, standards and laws

Strong and consistent system of quality management is essential to ensure good quality services. KPMG International has global quality and risk management policies that all KPMG firms have agreed to apply to themselves and their personnel and are consistent with ISQM 1, where applicable.

At our firm, all personnel are expected to adhere to KPMG International and our firm's policies and procedures, including independence policies, and are provided with a range of tools and guidance to support them. Our policies and procedures for audit and assurance engagements incorporate the relevant requirements of accounting, auditing, assurance, ethical, quality and risk management standards that are consistent with ISQM 1, and other relevant laws and regulations.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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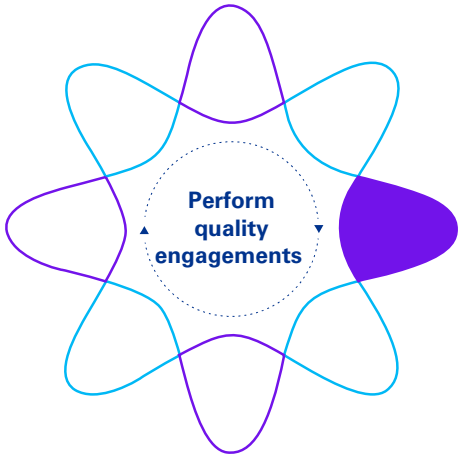


Embracing digital technology

- **KPMG Clara**
- **Intelligent, standards-driven audit and assurance workflows**
- **AI, data and evolving technologies**

At KPMG, our mission is clear: to lead boldly, move fast, and act responsibly as we are anticipating the technologies that will shape our near future and are driving an ambitious innovation agenda. We continue to transform the audit and assurance experience for our professionals and clients. Leading technologies used across the KPMG Global organization are enhancing audit quality by increasing our ability to identify and respond to the issues that matter.

KPMG Clara

KPMG's commitment to continuously evolving audit quality drives our investment in technology and innovation. In 2025, AI integration into KPMG Clara, our global smart audit and assurance platform, was expanded and accelerated to help our auditors respond more effectively to risks and deliver deeper insights.

KPMG Clara serves as the cloud-based digital foundation for globally consistent, high-quality audits that leverage the latest technologies and innovations, such as AI and other emerging technologies.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Intelligent, standards-driven audit and assurance workflows

As a scalable, intuitive cloud-based platform, KPMG Clara drives globally consistent execution across all KPMG firms. It enables delivery of KPMG audit and assurance methodologies, through data-enabled workflows, which are aligned with the applicable standards, providing an empowered and seamless experience to auditors.

- Data-driven & AI-enabled audit workflows
- Audit & Assurance including ESG
- Global, risk-based methodology

- Human-guided agentic AI as part of risk assessment
- Exception-based audit via automated scoring of complete transaction populations
- AI-enabled knowledge search

- Globally consistent planning & execution
- Enhanced two-way communication
- Tailored scoping

- Secure, transparent, & centralized interaction with the audit team
- Real-time alerts & tracking
- Access to insights

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

AI, data and evolving technologies

AI in the audit now and in the future

Building trust in the capital markets is central to KPMG's public interest role. In 2025, the use of AI within KPMG Clara was expanded to further enhance quality, consistency and responsiveness as part of our forward-thinking, digital-first audit and assurance vision.

We are continuing the deployment of generative AI and AI agents, which perform audit tasks in concert with human review. AI agents can now assist audit and assurance teams by reviewing engagement documentation, flagging potential fraud risks, and designing and performing substantive testing procedures aligned with KPMG's methodology. Additionally, through transaction scoring, KPMG's auditors are able to leverage advanced automated algorithms to analyze and risk-score complete populations of transactions (rather than sample), identifying outliers and areas requiring further investigation. These enhancements enable over 95,000 auditors globally to focus on high-risk areas, exercise professional judgement and skepticism where it matters most, and strengthen audit quality.

All AI capabilities within KPMG Clara are developed under KPMG's Trusted AI framework, ensuring a human-in-the-loop approach that helps safeguard quality, data integrity, accuracy, reliability, security and ethical standards.

These capabilities are integral to our vision of a transformed AI-first, human-centric audit that delivers deeper insights and reinforces trust in the integrity of financial and non-financial information.

Looking ahead, we remain committed to responsibly deploying emerging technologies to support our professionals, enhance audit quality, and meet the evolving needs of the capital markets.

KPMG Move and eSign

KPMG Move is a digital collaboration platform where engagement teams can communicate and share files with clients in a secure way.

KPMG eSign is our electronic signature service that uses strong authentication method. KPMG eSign can be used in audit engagements for example to sign engagement contracts, auditor's reports ja management representation letters.

Client confidentiality, information security, and data privacy

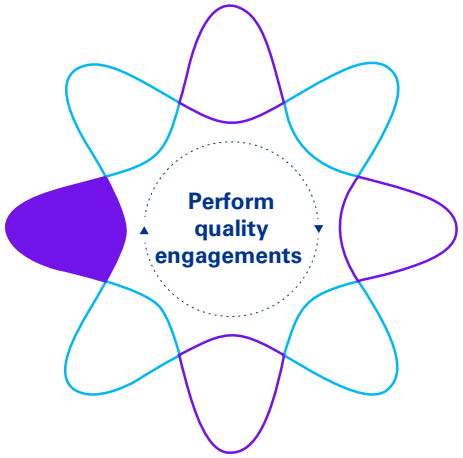
The importance of maintaining client confidentiality is emphasized through a variety of mechanisms such as the Code of Conduct.

We have policies on information security, confidentiality, personal information and data privacy. We have a document retention policy concerning the retention period for audit documentation and other records relevant to an engagement in accordance applicable laws, regulations, and professional standards. KPMG provides training on confidentiality, information protection and data privacy requirements to all KPMG personnel annually.

We are committed to robust information security and data privacy. Our Information Security Management System (ISMS) is certified in accordance with the ISO/IEC 27001:2022 standard. This certification mandates continuous improvement and maintenance of our information security measures, including annual audits conducted by an accredited independent entity. In addition, KPMG provides all employees with comprehensive training on confidentiality, information protection, and data privacy requirements on an annual basis.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.



Nurture inclusive, skilled teams

- **Recruit appropriately qualified individuals who bring diverse skills, perspectives and experiences**
- **Assign an appropriately qualified team**
- **Invest in AI and data-centric skills**
- **Focus learning and development on technical expertise, professional acumen and leadership skills**
- **Recognize quality**

Our people make the real difference and are instrumental in shaping the future of audit and assurance at KPMG. We put quality and integrity at the core of our practice. Our engagement teams have diverse skills and capabilities to address complex problems.

Recruit appropriately qualified individuals who bring diverse skills, perspectives, and experiences

One of the key drivers of quality is ensuring that KPMG professionals have the appropriate skills and experience to deliver high quality audit and assurance services. This requires the right recruitment, development, reward, and promotion, retention and assignment of professionals.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Recruitment

We have invested in understanding how we can attract the talent we need now and in the future across our firm. Our recruitment strategy is focused on drawing entry-level talent from a broad talent base, including collaboration with higher education institutions, but also working with secondary schools, helping build relationships with a younger, inclusive talent pool at an early age.

All candidates apply and are employed following a variety of selection processes, which may include application screening, competency-based interviews, psychometric and ability testing, and qualification/reference checks. These leverage fair and job-related criteria to ensure that candidates possess the appropriate skills and experience to perform competently, are suitable and best placed for their roles.

We recruited 174 trainees in the financial year ended 30 September 2025 (2024: approximately 191).

We do not accept any confidential information belonging to the candidate's former firm/ employer.

Inclusion and access to equal opportunity

KPMG is committed to fostering a culture that welcomes everyone. This commitment has been core to our culture for many years and aligns with our Values and business strategy. We will continue to reflect the diverse communities we work within, while fostering a sense of belonging, and harnessing the collective power of our different perspectives and experiences to better serve our people, clients and society.

Learn more about the KPMG commitment to have an inclusive culture built on trust in the KPMG International: Our Impact Plan

Health and well-being

In our firm, we are committed to protecting the health of our people, physically, mentally and socially, and providing an environment of empathy and support that allows our people to thrive and deliver high-quality work to our clients. Professional services can be a fast-paced and demanding environment, so we are fostering a culture where people can be open about their well-being, reach out or access low-threshold support when they need it.

Reward and promotion

To achieve the best possible results, we need to set goals that challenge us to learn and develop. Our operational environment and engagements are constantly changing, making it important to review, prioritize and, where necessary, update our goals throughout the financial year. This goal setting is supported by the company's strategy, action plans and target matrices and KPMG's global quality role descriptions for audit specialists.

Performance evaluation

All our personnel, including our partners, are evaluated annually in performance reviews. The evaluation reviews at how the expert has achieved the goals set and complied with our policies and values. Performance evaluations are carried out by managers and partners, who are in a position to assess the performance of other partners and personnel.

Deviations related to quality and compliance are also taken into account in performance evaluation, rewards and promotions.

Reward

The aim of our compensation policy is to ensure that our compensation is fair and competitive. Our compensation policies are linked to the performance review process. They help all employees to understand their expectations including audit quality on a global level.

Our compensation system consists of monthly

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

salary and fringe benefits, yearly performance bonuses, comprehensive occupational health care, health insurance, voluntary collective group pension insurance for most employees and other benefits such as benefits for physical exercise and cultural activities and fringe benefit bicycle.

All the firm's employees are included in the performance bonus system, excluding trainees. The amount of the performance bonus is based on consideration of member firm, each unit and individual performance. Personnel have the opportunity to fund bonuses in the personnel fund, which was established in 2017.

Assigning an appropriately qualified team

A critical driver of quality management is the selection of the engagement team to deliver effective and high-quality audit and assurance services. At KPMG, we have policies, procedures and controls in place to assign engagement partners and other professionals to a specific engagement on the basis of their skill sets, relevant professional and industry experience, and the nature of the assignment or engagement.

Function heads are responsible for the engagement partner assignment process. Key considerations include engagement partner experience and capacity — based on an annual engagement partner portfolio review — to perform the engagement considering the size, complexity and risk profile of the engagement and the type of support to be provided (i.e. the engagement team composition and specialist involvement).

Audit and assurance engagement partners are responsible for determining that sufficient and appropriate resources to perform the engagement are assigned or made available to the engagement team in a timely manner, taking into account the nature and circumstances of the audit or assurance engagement, KPMG policies and procedures, professional standards and applicable legal and regulatory requirements and any changes that may arise during the engagement. This may include involving specialists from our own firm, other KPMG firms or external experts.

Where the right resource is not available in our firm, we have access to a network of highly skilled KPMG professionals in other KPMG firms. At the same time, policies require all KPMG audit and assurance professionals to have the appropriate knowledge and experience for their assigned engagements.

When considering the appropriate competence and capabilities expected of the engagement team as a whole, the engagement partner's considerations may include the following:

- Understanding of, and practical experience with, audit and assurance engagements of a similar nature and complexity through appropriate training and participation;
- Understanding of professional standards and legal and regulatory requirements;
- Appropriate technical skills, including those related to relevant information technology and specialized areas of accounting auditing or assurance;
- Knowledge of relevant industries in which the client operates;
- Ability to apply professional skepticism;
- Understanding of KPMG's quality control policies and procedures; Quality Performance Review (QPR) results and results of regulatory inspections.

Role profiles to drive quality

Driving a consistent approach to accountability for quality, we have a set of role profiles, issued by KPMG International, articulating the technical and behavioral competencies, and individual levels of accountability for contributing to audit quality and the SoQM. Reviewed annually to support the focus on continuous improvement, the role profiles offer KPMG personnel involved in audit delivery a clear articulation of their role and responsibilities. To connect the role profiles to goal setting, a mandatory audit quality goal is in place for those covered by the role profiles.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Investing in AI and data centric skills

The KPMG organization is strategically investing in prospective talent by collaborating with leading learning institutions, while investing in building a future-enabled workforce equipped with the skills needed to thrive in a data-driven, AI-enabled audit environment.

In our firm, we are recruiting and training professionals who specialize in software, cloud capabilities and AI and who can bring leading technology capabilities to the smart audit and assurance platform that we use. We provide training on a wide range of technologies to help ensure that field professionals not only meet the highest professional standards but are also educated in new technology. With this approach we are bringing together the right people with the right skills and the right technology to perform exceptional audits.

Focused learning and development on technical expertise, professional acumen and leadership skills

Commitment to technical excellence and quality service delivery

All our professionals are provided with the technical training and support they need to perform their roles. This includes access to internal specialists and the professional practice department for consultation.

Lifetime learning strategy

In our firm, we are committed to developing a culture of continuous learning in line with our desire to provide access to learning for a lifetime — where KPMG partners and employees can continually enhance their competencies and skills through functional, ethical and accelerated learning. With a focus on enabling excellence, our continuous learning culture helps our people make the difference for both clients and themselves. In addition, we have established robust policies and procedures to ensure that statutory auditors and audit professionals engage in ongoing professional education and development. These measures safeguard our high standards of competence and integrity, enabling our teams to meet evolving requirements and deliver quality audits.

Formal training

Rapid advances in technology have made education and reskilling more important than ever. Providing our people with opportunities to learn and develop their careers is a key pillar of KPMG's Global People strategy.

Annual training priorities for development and delivery are identified by the Audit Learning and Development groups at global, regional and, where applicable, KPMG firm level.

Minimum learning requirements for audit and assurance professionals across the KPMG organization are established and monitored annually. Training is delivered using a blend of learning approaches and performance support.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Ongoing mentoring and on-the-job coaching

Learning is not confined to a single approach — rich learning experiences are available when needed through coaching and just-in-time learning and aligned with job-specific role profiles and learning paths.

Mentoring and on-the-job experience play key roles in developing the personal qualities important for successful careers in audit and assurance, including professional judgment, technical excellence and instinct.

We support a continuous learning environment where KPMG partners and employees contribute to building the team capacity, coaching other team members and sharing experiences.

Recognize quality

Personal development

Our approach to performance development, 'Open Performance Development', is built around the 'Everyone a Leader' performance principles which are supplemented by the 'global audit technical core competencies' to provide a holistic view of expectations for those involved in audit and assurance engagements. The performance development approach includes:

- Audit quality role profiles (including audit quality accountabilities and responsibilities);
- A goal library (including a mandatory audit quality goal applicable to everyone covered by the audit role profiles and additional optional audit quality content);
- Standardized review forms (with provision for audit quality ratings).

Open Performance Development is linked to the KPMG Values and designed to articulate what is required for success — both individually and collectively. We know that by being clear and consistent about the behaviors and competencies we expect and rewarding those who demonstrate them, we will continue to drive a relentless focus on quality.

At the same time, we are driving a shift in our performance-driven culture, supported by and enacted through leading technology made available by KPMG International that allows us to embed audit quality into the assessment of performance and the decisions around reward, as well as drive consistency across the global organization. We consider quality and compliance metrics in the overall performance assessment, promotion and remuneration especially of partners and audit directors. These evaluations are conducted by performance managers and partners who are able to assess performance.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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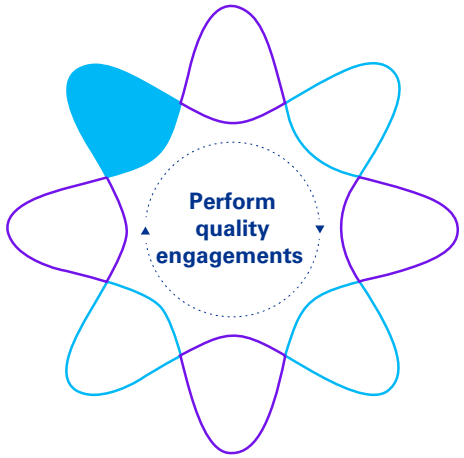

Associate with the right clients and engagements

- **Global client and engagement acceptance and continuance policies**
- **Accept appropriate clients and engagements**
- **Managed portfolio of clients**

Rigorous global client and engagement acceptance and continuance policies are vital to being able to provide high-quality professional services.

Global client and engagement acceptance and continuance policies

KPMG International's global client and engagement acceptance and continuance policies and processes are designed to help our firm and all other KPMG firms identify and evaluate potential risks prior to accepting or continuing a client relationship or performing a specific engagement.

Each KPMG firm evaluate whether to accept or continue a client relationship or perform a specific engagement.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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Accept appropriate clients and engagements

Client evaluation

Our evaluation of a prospective client includes an assessment of the client's risk profile and background information on the client, its key management, directors and owners. If necessary, the evaluation includes obtaining and assessing additional information required to satisfy applicable legal/ regulatory requirements.

Engagement evaluation

We consider a range of factors when we are evaluating each prospective engagement including:

- Potential independence and conflict of interest issues.
- Intended purpose and use of engagement deliverables.
- Public perception.
- Whether the services would be unethical or inconsistent with our Values.

In addition, the evaluation of an audit and assurance engagement includes the skills, experience and capacity of KPMG professionals. In addition to the standard acceptance evaluation performed for every engagement, which includes an evaluation of independence, KPMG Finland follows specific procedures to identify and evaluate threats to independence related to prospective audit clients that are public interest entities; these procedures, also referred to as 'the independence clearance process', are required to be completed prior to accepting an audit engagement for these entities. The 'KPMG Independence Checkpoint' tool is used to automate and standardize the procedures that comprise the independence clearance process.

Similar independence evaluations are performed when an existing audit and assurance client becomes a public interest entity or additional independence restrictions apply following a change in the circumstances of the client.

Any potential independence or conflict of interest issues are required to be documented and resolved prior to acceptance.

A prospective client or engagement will be declined if a potential independence or conflict issue cannot be resolved satisfactorily in accordance with professional standards and our policies, or if there are other quality and risk issues that cannot be appropriately mitigated.

Continuance process

We undertake regular re-evaluations of all audit and assurance clients to identify risks in relation to continuing our association and mitigating procedures that need to be put in place.

In addition, clients and engagements are required to be re-evaluated when there is an indication that there may be a change to the risk profile.

Withdrawal process

We undertake regular re-evaluations of all audit and assurance clients to identify risks in relation to continuing our association and mitigating procedures that need to be put in place.

In addition, clients and engagements are required to be re-evaluated when there is an indication that there may be a change to the risk profile.

Manage portfolio of clients

We have procedures and policies to monitor the workload of engagement partners, managers and staff to provide sufficient time to complete their responsibilities.

Our firm's engagement partners are responsible for determining that members of the engagement team collectively have the appropriate competence and capabilities, including sufficient time, to successfully perform the engagement in accordance with professional standards and regulatory and legal requirements. See section "Assigning an appropriately qualified team" for more information.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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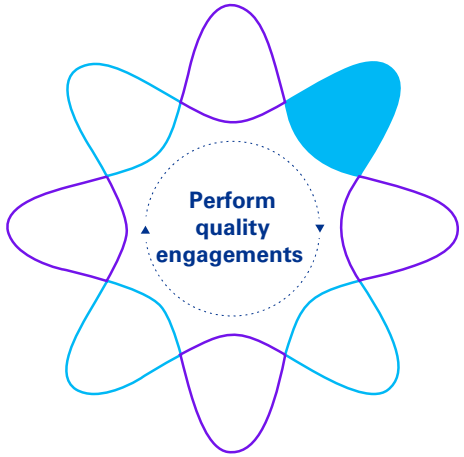


Be independent and ethical

- **Act with integrity and live our Values**
- **Maintain objectivity, independence and ethical behavior, in line with our Code and policies**
- **Have zero tolerance of bribery and corruption**

Auditor independence is a cornerstone of international professional standards and regulatory requirements.

Act with integrity and living our values

We know that trust is earned by doing the right thing. We are committed to the highest standards of professional behavior throughout our firm in everything we do. Ethics and integrity are core to who we are. Within our Code of Conduct, we outline the responsibilities KPMG people have to each other, our clients and the public. It shows how our values inspire our greatest aspirations and guide all of our behaviors and actions. At our firm, we provide annual training to all partners and employees on the Global Code of Conduct, anti-bribery and corruption, and compliance with laws, regulations and professional standards.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

CARE

Ethical decision-making framework

Source: KPMG International OIP

Driving an ethical culture

A culture based on integrity, accountability, quality, objectivity, independence and ethics is essential in a firm that carries out audit, assurance and other professional services on which stakeholders rely. Consistent foundational elements of ethical behavior at KPMG support an ethical culture and strengthen trust. Our firm has agreed to establish and maintain a foundation for ethical behavior, including monitoring training assessments and adopting and maintaining an ethical decision-making framework.

Our ethical decision-making framework, CARE (Consider, Assess, Respond, Evolve), is centered on building and reinforcing trust, and supports our Purpose, Values and Code of Conduct. A model shared across the organization, CARE helps our people to make ethical decisions, especially when faced with a challenging situation or ethical dilemma, and it also reminds them that they do not have to make these decisions alone.

Maintain objectivity, independence and ethical behavior

KPMG International's independence policies and procedures incorporate the IESBA Code of Ethics, covering areas such as firm and personal independence, firm financial relationships, employment relationships, partner rotation and approval of audit and non-audit services.

Global policies are supplemented with other policies and procedures to help ensure compliance with the legal obligations.

Our Ethics and Independence Partner (EIP) is responsible for communicating and implementing KPMG policies and procedures and ensuring that any additional local independence policies and procedures, including relevant controls are established and effectively implemented.

Automated tools identify potential independence and conflict of interest issues and facilitate compliance with these requirements.

KPMG firm compliance with independence requirements is part of the KPMG Quality & Compliance Evaluation (KQCE) program. We are further providing our confirmation of compliance with EU regulation covering the audit firm's independence practices. Moreover, we confirm that an internal review of independence compliance has been conducted.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Personal financial independence

KPMG firms and KPMG personnel are required to be free from prohibited financial interests in, and prohibited financial relationships with, KPMG firm audit and assurance clients (by definition, 'audit client' includes its related entities or affiliates), their management, directors and, where required, significant owners. All KPMG partners — irrespective of their firm or function — are generally prohibited from owning securities of any audit client of any KPMG firm.

KPMG firms use a web-based independence compliance system to assist KPMG professionals in complying with personal independence investment policies. The system facilitates monitoring by identifying and reporting impermissible investments and other non-compliant activity (i.e. late reporting of an investment acquisition).

We monitor partner and manager compliance with this requirement as part of our program of independence compliance audits of professionals. KPMG International provides guidance and required procedures relating to the audit and inspection by KPMG firms of personal compliance with KPMG independence policies. This includes sample criteria including the minimum number of professionals to be audited annually. We completed the personal independence compliance audits during financial year 2025 in accordance with the requirements of KPMG International.

Employment relationships

Any KPMG professional providing services to an audit or assurance client irrespective of function is required to notify our Ethics and Independence Partner if they intend to enter into employment negotiations with that client. For partners, this extends to any audit client of any KPMG firm that is a public interest entity. Specific prohibitions and, in some instances, cooling off periods apply to accepting certain roles at audit and assurance clients.

In accordance with the Finnish Auditing Act there are time restrictions regarding key audit partners and other authorized auditors in the audit engagement team joining that client in certain roles until a defined period has passed.

Firm financial independence

KPMG firms are also required to be free from prohibited interests in, and prohibited relationships with, audit clients, their management, directors and, where required, significant owners. KPMG's independence compliance system records direct and material indirect investments in publicly traded entities and funds (or similar investment vehicles) as well as in non-publicly traded entities and funds. This includes investments held in associated pension and employee benefit plans.

KPMG firms' borrowing and capital financing relationships, as well as custodial, trust and brokerage accounts that hold member firm assets must also be recorded.

On an annual basis, we confirm compliance with independence requirements as part of the KQCE program.

Business relationships/suppliers

We have policies and procedures in place to ensure our business relationships with audit and assurance clients are maintained in accordance with the IESBA Code of Ethics and other applicable independence requirements, such as those promulgated by the SEC.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Business acquisitions, admissions and investments

Any acquisition of, or investment in a business requires sufficient due diligence procedures to identify and address any potential independence and risk management issues prior to closing the transaction. Specific consultations with KPMG International are required to enable independence and other issues to be addressed when integrating the business into a KPMG firm and the wider global organization.

Independence training and confirmations

All KPMG partners and client-facing professionals, as well as certain other individuals, are required to complete independence training upon joining KPMG and on an annual basis thereafter. All KPMG partners and personnel must sign a confirmation of compliance annually.

Non-audit services

All KPMG firms have agreed, at a minimum, to comply with the IESBA Code of Ethics and applicable laws and regulations related to the scope of services that can be provided to audit clients. KPMG Finland has policies, which are consistent with the Finnish Auditing Act, the EU Audit Regulation and the IESBA principles, which address the scope of services that can be provided to audit clients.

KPMG's mandatory conflicts and independence checking system supports our compliance with independence requirements. Certain information on all prospective engagements, including detailed service descriptions, deliverables and estimated fees, are required to be entered into the system as part of the engagement acceptance process. When the engagement is for an audit client, an evaluation of potential independence threats and safeguards is also required to be included in the submission.

Lead audit engagement partners are required to maintain group structures for their public interest entity and certain other audit clients including their related entities/affiliates. They are also responsible for identifying and evaluating any independence threats that may arise from the provision of a proposed non-audit service and the safeguards available to address those threats.

KPMG firms are prohibited from evaluating or compensating audit partners on selling non-audit services to their audit clients.

Fee dependency

KPMG firms are required to monitor total fees from public interest entity audit clients and follow consultation, communication and disclosure requirements should such fees exceed established thresholds.

Avoiding conflicts of interest

All KPMG firms and personnel are responsible for identifying and managing conflicts of interest, which are circumstances or situations that may have, or may be perceived to have, an impact on a firm's and/or its partners' or employees' ability to be objective or otherwise act without bias.

All KPMG firms use the mandatory conflicts and independence checking system for potential conflict identification so that these can be addressed in accordance with legal and professional requirements

KPMG personnel and KPMG firms are prohibited from offering or accepting inducements, including gifts and hospitality to or from audit and assurance clients, unless the value is trivial and inconsequential.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Independence breaches

KPMG personnel are required to report an independence breach to our firm's EIP as soon as they become aware of it. Breaches of independence requirements of the IESBA Code of Ethics or other external independence requirements are required to be reported to those charged with governance as soon as possible, except where alternative timing for less significant breaches has been agreed with those charged with governance.

We have a disciplinary policy in relation to breaches of independence policies, incorporating incremental sanctions reflecting the seriousness of any violations.

Rotation of auditors and audit firm

Rotation of auditors

Our rotation policies are based on the Finnish legislation, the EU Audit Regulation and the IESBA Code of Ethics. Our personnel in certain roles in audit engagements are subject to periodic rotation of their responsibilities for audit clients. These requirements place limits on the number of cumulative years that auditors in certain roles may provide statutory audit services to a client, followed by a 'time-out' period during which time these partners are restricted in the roles they can perform.

Firm rotation

In accordance with the Finnish Auditing Act there is a maximum period of 20 years that an audit firm can usually act as an auditor in a public interest entity. After 10 years there is a mandatory tendering after which the same audit firm can continue to act as an auditor for additional 10 years. KPMG Finland has processes in place to track and manage compliance with audit firm rotation requirements.

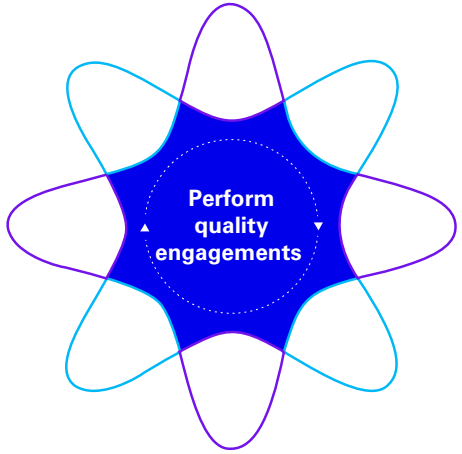
Have zero tolerance of bribery and corruption

We have zero tolerance of bribery and corruption. Our people are required to take training covering compliance with laws, regulations and professional standards relating to anti-bribery and corruption, including the reporting of suspected or actual non-compliance. In addition, personnel is required to complete training on money laundering legislation.

Further information on KPMG International's anti-bribery and corruption policies can be found on the anti-bribery and corruption site.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.



Perform quality engagements

- **Consult when appropriate**
- **Critically assess audit evidence, using professional judgment and skepticism**
- **Direct, coach, supervise and review**
- **Appropriately support and document conclusions**

How an audit is conducted is as important as the result. Everyone at KPMG is expected to demonstrate behaviors consistent with our Values and follow all policies and procedures in the performance of effective and efficient audits.

Consult when appropriate

Encouraging a culture of consultation

KPMG encourages a culture of consultation that supports engagement teams in KPMG firms throughout their decision-making processes and is a fundamental contributor to audit and assurance quality. In our firm, engagement teams are required to consult when difficult or contentious matters arise on an engagement.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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To help with this, our firm has established protocols for consultation and documentation of significant matters, including procedures to facilitate resolution of differences of opinion on engagement issues. In addition, KPMG audit, assurance, reporting and risk management manuals also include specific consultations requirements on certain matters.

Technical consultation and global resources

Technical accounting, auditing and assurance support is available to all member firms through a number of subject matter expert global teams.

The Global Audit Methodology Group (GAMG):

Develops the KPMG audit and assurance methodology based on the requirements of the applicable international audit and assurance standards of the IAASB, PCAOB and AICPA.

KPMG Global Solutions Group (KGSG):

Develops and deploys global audit and assurance solutions, including new technology and automation innovations.

The GAMG and KGSG teams bring diverse experience and innovative ways of thinking to further evolve KPMG firms' audit and assurance capabilities.

More information about KPMG's global audit and assurance methodology and technology-based tools is included in the Embrace Digital Technology section of this report.

The International Standards Group (ISG):

Develops global guidance to promote consistency of interpretation and application of IFRS Accounting Standards, IFRS Sustainability Disclosure Standards and European Sustainability Reporting Standards by KPMG firms, and to promote a consistent response to emerging accounting and audit issues.

PCAOB Standards Group (PSG):

Promotes consistency in the interpretation of PCAOB auditing standards in KPMG firms' audits of non-US SEC issuers and non-US components of SEC issuers, as defined by SEC regulations. The PSG also provides input into the development of training for auditors who work on PCAOB audit engagements and, where practicable, facilitates delivery of such training.

Member firm professional practice resources:

Provide consultation support on auditing, assurance and technical accounting matters to their audit professionals involving regional or global teams when required.

Technical auditing and accounting support is available to the audit professionals through professional practice resources (referred to as Department of Professional Practice or DPP). The role of DPP is to provide guidance and interpretations to the audit and assurance engagement teams on issues related to financial statements, sustainability reports, performing audit and assurance and auditor's reporting. At KPMG technical auditing and accounting support is organized in the Nordic level. Through the Nordic professionals' network, wider specific knowledge and expertise in relation to for example IFRS reporting is available to the audit engagement teams.

Critically assess audit evidence, using professional judgment and skepticism

On all KPMG audits, we design and perform audit procedures whose nature, timing and extent are based on and responsive to the assessed risks. We consider all relevant audit evidence obtained during the course of the audit, including contradictory or inconsistent audit evidence.

Each team member needs to exercise professional judgement and maintain professional skepticism throughout the audit engagement. Professional skepticism involves a questioning mind and remaining alert to contradictory, or inconsistencies in, audit evidence. Professional judgment encompasses the need to be aware of and alert to biases that may pose threats to sound judgments.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Direct, coach, supervise and review

Embedding ongoing coaching, supervision and review

We promote a coaching culture as part of enabling our professionals to achieve their full potential. Coaching fundamentals are embedded in the audit training curriculum, and we support a continuous learning environment where KPMG partners and professionals contribute to building the capacity of the team, coaching other team members and sharing experiences while directing, supervising and reviewing their work.

Engagement quality control (EQC)

The EQC review is an important part of our approach to quality management. We have agreed to appoint an EQC reviewer for each audit engagements, including any related review(s) of interim financial information, of all listed entities, non-listed entities with a high public profile, engagements that require an EQC review under applicable laws or regulations, and other engagements, including certain assurance engagements, as designated by our RMP or our Head of Audit & Assurance.

An EQC review is an objective evaluation of significant judgments made by the engagement team and its related conclusions, performed by the EQC reviewer, and completed on or before the date of the report. The EQC reviewer's evaluation of significant judgements includes an evaluation of the engagement team's assessment of significant risks, including fraud risks, the related responses and whether the related conclusions are appropriate. The EQC review is completed only after the EQC reviewer is satisfied that all significant matters they raised have been resolved.

Appropriately support and document conclusions

Reporting

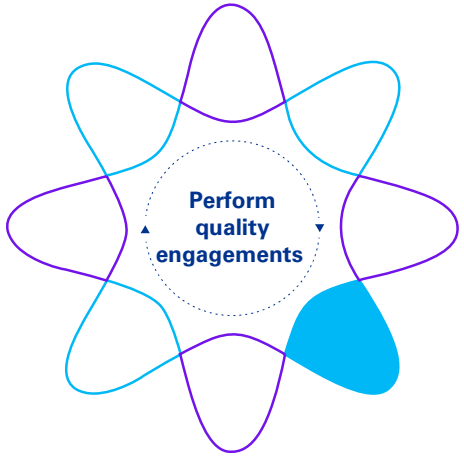
Engagement partners form all opinions and conclusion for audit, assurance and review engagements based on the work performed and evidence obtained. In preparing auditors' and assurance reports, engagement partners have access to reporting guidance and technical support through consultations with our Department of Professional Practice.

Engagement documentation

Our firm's documentation is completed and assembled in accordance with KPMG International policy and applicable auditing and assurance standards. We have implemented safeguards to protect the confidentiality and integrity of client and firm information and we have reduced the time period permitted to assemble documentation.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.



Assess risks to quality

- **Identify and understand risks to quality and implement effective responses**

The quality of KPMG audit and assurance services rests on our foundational SoQM. Our approach to SoQM, including ISQM 1, emphasizes global consistency and robustness of controls to respond to risks within our processes.

Identify and understand risks to quality and implement effective responses

KPMG International performs an annual iterative risk assessment process (I-RAP) to determine the baseline expected quality objectives, quality risks, process risk points (responses to those risks, including controls) that all KPMG firms agree to implement and operate. In recognition that we are responsible for our SoQM being in compliance with ISQM 1, and any locally applicable standards or regulations. We also perform our own annual I-RAP, taking into account our firm's facts and circumstances in determining whether there are any incremental quality objectives, quality risks, process risk points or responses to those risks, including controls.

This consistent global approach:

- Sets the minimum controls to be implemented within all KPMG firms' SoQM processes in response to globally identified risks to achieving SoQM quality objectives.
- Defines the SoQM methodology used by KPMG firms in their annual SoQM evaluation to evaluate whether the SoQM controls are operating effectively in response to the related risks and in support of achieving the SoQM quality objectives.

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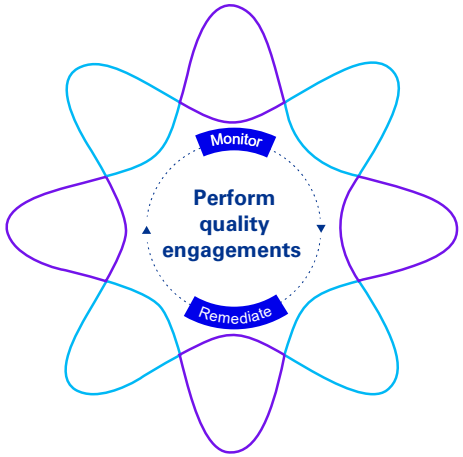
Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3



Monitor and remediate

- **Rigorously monitor and measure quality**
- **Obtain evaluations and act on stakeholder feedback**
- **Perform root cause analysis and design and implement remedial action plans**

Integrated quality monitoring and compliance programs enable KPMG firms to identify quality deficiencies, perform root cause analysis and develop, implement and report remedial action plans, both in respect of individual audit engagements and the overall SoQM.

Rigorously monitor and measure quality

Commitment to continuous improvement

KPMG firms have committed to continually improving the quality, consistency and efficiency of our audits. The quality monitoring and compliance programs are globally consistent in their approach across all KPMG firms, including the nature and extent of testing and reporting. KPMG Finland monitors the results of both the internal quality and monitoring programs and the Auditor Oversight Unit's quality control programs and takes appropriate actions based on the results.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Internal monitoring and compliance programs

KPMG firms have agreed to use quality monitoring and compliance programs that are developed by KPMG International are to identify quality issues, perform root cause analysis and develop remedial action plans, both for individual audits and for their overall SoQM.

The programs evaluate:

- Engagement performance in compliance with the applicable professional standards, applicable laws and regulation and key KPMG International policies and procedures;
- Our firm's compliance with KPMG International key policies and procedures and the relevance, adequacy and effective operation of key quality control policies and procedures.
- The internal monitoring and compliance programs also contribute to the annual evaluation of our SoQM operating effectiveness. These programs include:
- Audit Quality Performance Review (QPR).
- KPMG Quality & Compliance Evaluation (KQCE).
- Global Quality & Compliance Review (GQCR).

Audit Quality Performance Review (QPR) program

The QPR program assesses engagement level performance and identifies opportunities to improve engagement quality.

Risk-based approach

Each authorized auditor is reviewed at least once in a four-year cycle. A risk-based approach is used to select engagements.

The Audit QPR Program is designed by Global Quality & Risk Management. We conduct the annual QPR program in accordance with KPMG International QPR instructions which promote consistency across the KPMG organization. Reviews are overseen by an independent experienced lead reviewer from another KPMG firm. QPR results are reported to KPMG International.

Evaluations from Audit QPR

Across the global organization, consistent criteria are used to determine engagement ratings and KPMG firm Audit practice evaluations. Audit engagements selected for review are rated as 'Compliant', 'Compliant - Improvement Needed' or 'Not Compliant'.

KPMG Quality & Compliance Evaluation program (KQCE)

The KQCE program encompasses the testing and evaluation requirements of a KPMG firm's SoQM which are necessary to provide a basis for each KPMG firm's conclusion as to the effectiveness of its SoQM under ISQM 1, and compliance with quality and risk management policies. KQCE program requirements are to be completed by all KPMG firms.

The annual KQCE program covers the period from 1 October to 30 September and helps support our conclusion on the operating effectiveness of our SoQM as of 30 September and compliance with quality and risk management policies.

Global Quality & Compliance Review (GQCR) program

The GQCR program is a KPMG International monitoring program. The objective of the GQCR program is to assess a firm's compliance with selected KPMG International policies, including those related to governance and SoQM.

Firms are selected for review using a risk-based approach, which considers a number of factors, including financial conditions, country risks, results of monitoring programs and people surveys, with each firm subject to a GQCR at least once in a four-year cycle.

The GQCR team comprises partners and managers who are independent of the firm subject to review.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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Internal monitoring and compliance program reporting

Results from the monitoring and compliance programs are disseminated to our professionals through written communications, internal training tools, and periodic meetings with leadership. Issues identified are also emphasisedemphasized in subsequent monitoring and compliance programs to gauge the extent of continuous improvement.

Lead audit engagement partners are notified of Audit QPR not compliant ratings if relevant to their respective cross-border engagements.

Remediation and monitoring

In our firm, we develop remedial action plans to respond to issues identified through our monitoring and compliance programs. Progress on action plans is tracked and results are reported, as appropriate, to regional and global leadership.

Obtain, evaluate and act on stakeholder feedback

Regulators

KPMG Finland is subject to external audit quality inspections by the Auditor Oversight at the Finnish Patent and Registration Office (PRH) in accordance with the Finnish Auditing Act. Auditor Oversight performs a quality control inspection to KPMG Finland at least every three years.

The Auditor Oversight started their latest inspection to KPMG Finland in September 2024 focusing on the implementation of ISQM1 standard and operation of the system of quality management. PRH issued the official decision and final report of the inspection in December 2025. We are preparing a root cause analysis and action plan to respond to the findings and recommendations mentioned in the report.

In addition to firm level inspections the Auditor Oversight is annually performing also quality inspections of KPMG Finland's individual auditors and audit engagements. During the financial period October 1, 2024 to September 30, 2025, 24 KPMG auditors have been subject to quality inspection.

KPMG International has regular two-way communication with the International Forum of Independent Audit Regulators (IFIAR) to discuss thematic audit quality issues along with targeted strategies for improvement.

Client feedback

Client feedback is also important. We proactively seek feedback from clients through in-person conversations and third-party surveys.

Monitoring of complaints

We have procedures in place for monitoring and addressing possible complaints received relating to the quality of our work.

Perform root cause analysis and design and implement effective remedial actions

In our firm, our SoQM provides the foundation for consistent delivery of quality engagements. A key element of our firm's SoQM is the Root Cause Analysis (RCA) program that supports our firm to effectively remediate quality issues by enabling the issue identification and addressing of the underlying causes of these issues. Leveraging inputs from internal monitoring programs, external inspections and other relevant activities, we identify audit quality issues and undertake RCA corresponding to the nature and severity of the issues.

We continue to strengthen our RCA program, leveraging globally developed RCA methodology, training, guidance and tools from KPMG International.

We design and implement remedial actions that respond to the identified root causes of the audit quality issues and subsequently monitor the effectiveness of such actions. Our RCA projects, status of the projects and remedial actions are reported to KPMG International.

Audit Quality Leader Lotta Nurminen has been appointed as the person in charge of performing Root Cause Analyses (RCA Leader). The Risk Management Partner monitors the remediation plans' implementation.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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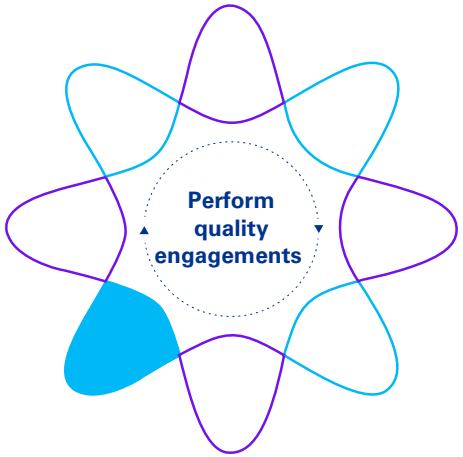

Communicating effectively

- **Provide insights, and maintain open and honest two-way communications**
- **Conduct and follow-up on the Global People Survey**

We recognize that another important contributor to upholding audit and assurance quality is to obtain and promptly act upon feedback from key stakeholders.

Provide insights, and maintain open and honest two-way communications

We stress the importance of keeping those charged with governance informed of issues arising throughout the audit through guidance and supporting resources. We achieve this through a combination of reports and presentations, attendance at audit committee or board meetings, and ongoing discussions with management and members of the audit committee.

The role of audit committees is key in supporting quality auditing by overseeing the relationship between company and auditor and challenging what auditor do and how they do it.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Global Corporate Reporting Institute

The KPMG Global Corporate Reporting Institute provides information and resources to help board and audit committee members, executives, management, stakeholder and government representatives gain insight and access thought leadership about the evolving global financial and sustainability reporting frameworks.

Conduct and follow-up on the Global People Survey (GPS)

Only with engaged, talented people can we deliver audit and assurance engagaments in line with our audit quality expectations from the foundation of an effective SoQM. As we strive to continually improve, our personnel are invited annually to participate in KPMG's Global People Survey (GPS) to share their perception on their experience of working at KPMG. Results can be analyzed by several factors, including functional or geographic area, grade and demographics to provide additional focus for action.

Through the GPS, our firm measures our people's engagement and gains additional insight about what drives engagement for KPMG people. The GPS includes specific audit quality questions for those individuals who participated in an audit, assurance, review or attestation engagement in the previous 12 months, giving us a particular data set for audit quality-related matters.

The survey also provides our leadership and KPMG International leadership with key insights into how KPMG Values are being lived. It also provides valuable information on the attitudes of employees and partners regarding quality, leadership and tone at the top.

We participate in the GPS, monitor results and take appropriate actions to communicate and respond to the findings of the survey. The results of the GPS, and the appropriate follow-up actions, are also aggregated for the entire global organization and are presented to the Global Board each year.

Audit-specific analysis of GPS results is also undertaken, with a particular focus on audit quality. Results and key themes are presented to the Global Audit Steering Group on an annual basis for discussion of appropriate remedial action, if needed. A global GPS action plan for audit is also communicated and monitored annually .

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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Network arrangements

- **Legal structure**
- **Responsibilities of KPMG firms**
- **Governance Structure**

Legal structure

In many parts of the world, regulated businesses (such as audit and legal firms) are required by law to be locally owned and independent. KPMG member firms do not, and cannot, operate as a corporate multinational. KPMG member firms are generally locally owned and managed. Each KPMG member firm is responsible for its own obligations and liabilities. KPMG International and other member firms are not responsible for a member firm's obligations or liabilities.

Member firms may consist of more than one separate legal entity. If this is the case, each separate legal entity will be responsible only for its own obligations and liabilities, unless it has expressly agreed otherwise.

Our firm and all other KPMG firms are party to membership and associated documents, the key impact of which is that all KPMG member firms in the KPMG global organization are members in, or have other legal connections to, KPMG International Limited, an English private company limited by guarantee.

KPMG International Limited acts as the coordinating entity for the overall benefit of the KPMG member firms. It does not provide professional services to clients, directly or indirectly. Professional services to clients are exclusively provided by member firms who remain solely responsible and liable in respect of these services.

Each firm is part of one of three regions (the Americas, ASPAC and EMA). Each region has a Regional Board comprising a regional chairman, regional chief operating officer, representation from any sub-regions, and other members as appropriate. Each Regional Board focuses specifically on the needs of member firms within their region and assists in the implementation of KPMG International's policies and processes within the region.

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Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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The name of each audit firm that is a member of the organization and the EU/EEA countries in which each firm is qualified as a statutory auditor or has its registered office, central administration or principal place of business are available in Appendix 3.

Total turnover achieved by EU/EEA audit firms resulting from the statutory audit of annual and consolidated financial statements[1]

Aggregated revenues generated by KPMG firms, from EU and EEA Member States resulting from the statutory audit of annual and consolidated financial statements was EUR 2.7 billion during the year ended 30 September 2025. The EU/EEA aggregated statutory audit revenue figures are presented to the best extent currently calculable and translated at the average exchange rate prevailing in the 12 months ended 30 September 2025.

Responsibilities of KPMG firms

Member firms have agreed with KPMG International to comply with KPMG International's policies, including quality standards governing how they operate and how they provide services to clients to compete effectively. This includes being professionally and financially stable, having an ownership, governance and management structure that ensures continuity, stability and long-term success, and being able to comply with policies issued by KPMG International, adopt global strategies, share resources (incoming and outgoing), service multinational clients, manage risk, and deploy global methodologies and tools.

Each member firm takes responsibility for its management and the quality of its work. All member firms commit to a common set of KPMG values.

A firm's status as a KPMG member firm and its participation in the KPMG global organization may be terminated if, among other things, it has not complied with the policies set by KPMG International or any of its agreements with KPMG International.

Governance structure

The key governance and management bodies of KPMG International are the Global Council, the Global Board and the Global Management Team. Further details on KPMG International's governance structure can be found in the KPMG International Transparency Report.

[1] The financial information set forth represents combined information of the separate KPMG member firms from EU and EEA Member States that perform professional services for clients. The information is combined here solely for presentation purposes. KPMG International performs no services for clients nor, concomitantly, generates any client revenue.

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Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

Appendix 1. Financial information

Service	FY 2024-2025 Revenue (k€)	FY 2023-2024 Revenue (k€)
Revenues from the statutory audit of annual and consolidated financial statements of public interest entities and entities belonging to a group of undertakings whose parent undertaking is a public interest entity	17 127	19 799
Revenues from the statutory audit of annual and consolidated financial statements of other entities	58 271	56 468
Revenues from permitted non-audit services to entities that are audited by the firm	38 553	39 882
Revenues from non-audit services to other entities	126 028	122 715
Total	**239 979**	**238 864**

The financial information above does not include revenues of the Estonian entities of the KPMG Oy Ab group which are presented in KPMG Baltics OÜ's transparency report.

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Appendix 2. Our public interest entity audit clients

Below there is a list of public interest entities for whom KPMG Oy Ab acted as auditor during the financial year of 1 October 2024 – 30 September 2025. The definition of a public interest entity used in this context corresponds to the definition used in the Accounting Act (1336/1997, as amended).

Publicly listed companies

Aktia Bank Abp
Alisa Pankki Oyj
Bonum Pankki Oyj
Capnor Weasel Bidco Oyj
Consti Oyj
Digitalist Group Oyj
Eezy Oyj
Endomines Finland Oyj
Enersense International Oyj
eQ Oyj
Etteplan Oyj
Fingrid Oyj
Finnair Oyj
Glaston Oyj Abp
Hemsö Treasury Oyj
HLRE Holding Oyj
Huhtamäki Oyj
Ilkka Oyj
Investors House Oyj
Kojamo Oyj
Kreate Group Oyj
Lehto Group Oyj
Marimekko Oyj
Metsä Board Oyj
Neste Oyj
Olvi Oyj
Oma Säästöpankki Oyj
Optomed Oyj
Oriola Oyj
Orion Oyj
Ovaro Kiinteistösijoitus Oyj
PHM Group Holding Oyj
Pihlajalinna Oyj
Ponsse Oyj
POP Asuntoluottopankki Oyj
Purmo Group Oyj
Puuilo Oyj
QPR Software Oyj
Qt Group Oyj
Reka Industrial Oyj
Remedy Entertainment Oyj
Saga Furs Oyj
Siili Solutions Oyj
Sitowise Group Oyj
S-Pankki Oyj
Sp-Kiinnitysluottopankki Oyj
Suominen Oyj
Säästöpankkien Keskuspankki Suomi Oyj
Talenom Oyj
Terveystalo Oyj
Toivo Group Oyj
Tulikivi Oyj
Työllisyysrahasto
VR-Yhtymä Oyj
Ålandsbanken Abp

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Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

Other public interest entities

Aito Säästöpankki Oy

Aktia Livförsäkring Ab

Ekenäs Sparbank Ab

Helmi Säästöpankki Oy

Hetki Osuuspankki

Honkajoen Osuuspankki

Järvi-Suomen osuuspankki

Keskinäinen Eläkevakuutusyhtiö Ilmarinen

Keskinäinen Vakuutusyhtiö Fennia

Keskinäinen Vakuutusyhtiö Kaleva

Keskinäinen Vakuutusyhtiö Turva

Kosken Osuuspankki

Kurikan Osuuspankki

Kyrön Seudun Osuuspankki

Lammin Osuuspankki

Lammin Säästöpankki

Lavian Osuuspankki

LokalTapiola Sydkusten Ömsesidigt Försäkringsbolag

LähiTapiola Etelä Keskinäinen Vakuutusyhtiö
LähiTapiola Etelä-Pohjanmaa Keskinäinen Vakuutusyhtiö

LähiTapiola Itä Keskinäinen Vakuutusyhtiö

LähiTapiola Kaakkois-Suomi Keskinäinen Vakuutusyhtiö

LähiTapiola Kainuu-Koillismaa Keskinäinen Vakuutusyhtiö

LähiTapiola Keskinäinen Henkivakuutusyhtiö

LähiTapiola Keskinäinen Vakuutusyhtiö

LähiTapiola Keski-Suomi Keskinäinen Vakuutusyhtiö

LähiTapiola Lappi Keskinäinen Vakuutusyhtiö

LähiTapiola Loimi-Häme Keskinäinen Vakuutusyhtiö

LähiTapiola Länsi-Suomi Keskinäinen Vakuutusyhtiö

LähiTapiola Pirkanmaa Keskinäinen Vakuutusyhtiö

LähiTapiola Pohjanmaa Keskinäinen Vakuutusyhtiö

LähiTapiola Pohjoinen Keskinäinen Vakuutusyhtiö

LähiTapiola Pääkaupunkiseutu Keskinäinen Vakuutusyhtiö

LähiTapiola Savo Keskinäinen Vakuutusyhtiö
LähiTapiola Savo-Karjala Keskinäinen Vakuutusyhtiö

LähiTapiola Uusimaa Keskinäinen Vakuutusyhtiö

LähiTapiola Varsinais-Suomi Keskinäinen Vakuutusyhtiö

LähiTapiola Vellamo Keskinäinen Vakuutusyhtiö

Länsi-Uudenmaan Säästöpankki Oy

Myrskylän Säästöpankki

Nivalan Järvikylän Osuuspankki

Sp-Henkivakuutus Oy

Suomen Keskinäinen Potilasvakuutusyhtiö

Suomen Osuuspankki, Andelsbanken Finland

Suomen Vahinkovakuutus Oy

Säästöpankki Kalanti-Pyhäranta

Säästöpankki Optia Oy

Säästöpankki Sinetti

Vakuutusosakeyhtiö Henki-Fennia

Valion Keskinäinen Vakuutusyhtiö

Introduction and foreword

A system of quality management as the foundation of quality

Live by our Values-driven culture

Apply expertise and knowledge

Embracing digital technology

Nurture inclusive, skilled teams

Associate with the right clients and engagements

Be independent and ethical

Perform quality engagements

Assess risks to quality

Monitor and remediate

Communicating effectively

Network arrangements

Appendix 1

Appendix 2

Appendix 3

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Appendix 3. List of KPMG audit entities located in the EU & EEA clients

This is a list of KPMG audit firms as defined in Article 2 (3) of EU Directive 2006/43/EC which are located in EU/EEA countries. It has been prepared solely for the purpose of compliance by KPMG member firms with Regulation (EU) No 537/2014 on specific requirements regarding statutory audit of public-interest entities and repealing Commission Decision 2005/909/EC. It is prepared on behalf of KPMG International Limited, a company limited by guarantee incorporated in England and Wales, which provides no professional services to clients. To the best of our knowledge, the list is accurate as at 30 June 2025. However, we cannot and do not warrant its accuracy at any given time.

Location	Firm name
Austria	KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Wien)
Austria	KPMG Alpen-Treuhand GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Wien)
Austria	KPMG Austria GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft (Linz)
Austria	KPMG Niederösterreich GmbH Wirtschaftsprüfungs- und Steuerberatungsgesellschaft
Belgium	KPMG Bedrijfsrevisoren/KPMG Réviseurs d'Entreprises
Bulgaria	KPMG Audit OOD
Croatia	KPMG Croatia d.o.o. za reviziju
Cyprus	KPMG
Cyprus	KPMG Limited
Czech Republic	KPMG Česká republika Audit, s.r.o.
Denmark	KPMG P/S
Estonia	KPMG Baltics OÜ
Finland	KPMG Oy Ab
Finland	KPMG Julkistarkastus Oy
France	KPMG S.A.
France	KPMG Audit FS I
France	KPMG Audit IS

Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

© 2026 KPMG Oy Ab, a Finnish limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.

Location	Firm name
France	KPMG Audit Ouest
France	KPMG Audit Sud-Est
France	KPMG Fiduciaire de France
France	SALUSTRO REYDEL
Germany	KPMG AG Wirtschaftsprüfungsgesellschaft
Germany	KPMG Bayerische Treuhandgesellschaft Aktiengesellschaft Wirtschaftsprüfungsgesellschaft Steuerberatungsgesellschaft
Greece	KPMG Certified Auditors S.A.
Hungary	KPMG Hungária Kft.
Iceland	KPMG ehf.
Ireland (Republic)	KPMG
Italy	KPMG S.p.A.
Italy	KPMG Audit S.p.A.
Latvia	KPMG Baltics SIA
Liechtenstein	KPMG (Liechtenstein) AG
Lithuania	KPMG Baltics UAB

Location	Firm name
Luxembourg	KPMG Audit S.à.r.l.
Malta	KPMG
Netherlands	KPMG Accountants N.V.
Norway	KPMG Holding AS
Norway	KPMG AS
Poland	KPMG Audyt Services Spółka z ograniczoną odpowiedzialnością
Poland	KPMG Audyt Spółka z ograniczoną odpowiedzialnością
Poland	KPMG Audyt Spółka z ograniczoną odpowiedzialnością Spółka Komandytowa
Portugal	KPMG & Associados - Sociedade de Revisores Oficiais de Contas, S.A.
Romania	KPMG Audit SRL
Slovakia	KPMG Slovensko spol. s r.o.
Slovenia	KPMG Slovenija, podjetje za revidiranje, d.o.o.
Spain	KPMG Auditores, S.L.
Sweden	KPMG AB

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Introduction and foreword
A system of quality management as the foundation of quality
Live by our Values-driven culture
Apply expertise and knowledge
Embracing digital technology
Nurture inclusive, skilled teams
Associate with the right clients and engagements
Be independent and ethical
Perform quality engagements
Assess risks to quality
Monitor and remediate
Communicating effectively
Network arrangements
Appendix 1
Appendix 2
Appendix 3

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