



Our Impact Plan 2024

Where vision meets purpose



July 2025
KPMG Professional Services

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Foreword

Reflecting on 2024, I am proud of the meaningful progress we have made toward building a more sustainable, resilient future. Through the initiatives and programs under our Impact Plan, we continued to turn our ambitions into actions, embedding environmental, social, and governance (ESG) principles more deeply into how we work, how we grow, and how we contribute to the world around us.

At KPMG, we believe that true success is not measured only by financial results, but by the positive and lasting impact we leave behind. This year, we expanded our efforts across the four pillars of our Impact Plan, reinforcing our commitment to sustainability at every level of our organization.

We took important steps to advance our environmental initiatives, from reducing resource consumption to raising awareness on key issues. We strengthened our support for our people

through programs that celebrate inclusion, diversity, and well-being. And we deepened our community partnerships, working alongside organizations that share our values and our vision for a better future. Nevertheless, none of this success would be possible without our people. Their passion, creativity, and sense of purpose are what bring our sustainability vision to life.

As we look to the future, our commitment remains clear. We will continue to learn, to challenge ourselves, and to lead with integrity and boldness. Sustainability is not a single milestone; it is a journey we are proud to be on and one that we will keep pushing forward, hand in hand with our clients, our communities, and each other.

Together, we are building something that lasts for today and for generations to come.



Sustainability is not a single milestone; it is a journey we are proud to be on and one that we will keep pushing forward, hand in hand with our clients, our communities, and each other.



Dr. Abdullah Hamad Al Fozan
Chairman and CEO

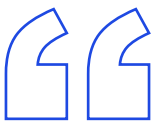
Corporate Affairs

Our responsibility as a firm extends beyond delivering exceptional professional services to our clients; it includes our broader role in fostering an equitable and sustainable future. Reflecting on fiscal year 2024, we take pride in the significant progress we've made by deeply embedding environmental, social, and governance (ESG) principles throughout our operations and initiatives. This report illustrates our dedicated efforts in advancing these principles, highlighting impactful programs across governance, people, planet, and prosperity.

Our Corporate Affairs function continues to ensure our strategic communications and stakeholder relationships enhance both our organizational

reputation and our business performance. Importantly, through Our Impact Plan, we proactively identify opportunities to amplify our positive impact internally and externally, driving meaningful change aligned with our core values.

I extend my sincere gratitude to the Impact Plan team for their unwavering commitment to excellence and their crucial role in guiding our sustainability and community initiatives. Together, we remain committed to upholding the highest standards of integrity, transparency, and ethical behavior, fostering a culture that empowers everyone to contribute to our collective success and societal wellbeing.



Our Corporate Affairs function continues to ensure our strategic communications and stakeholder relationships enhance both our organizational reputation and our business performance. ”



Ebrahim Baeshen
Regional Managing Partner – Jeddah,
Head of Corporate Affairs

Impact team

I am honored to lead the Impact team, which continues to serve as the cornerstone of our firm's commitment to building a more sustainable, inclusive, and resilient future.

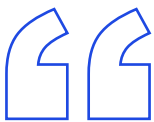
This report outlines our non-financial performance for the fiscal year 2024 (1 October 2023 to 30 September 2024), showcasing our progress in embedding environmental, social, and governance (ESG) principles across all aspects of our operations and services. Prepared in accordance with the Global Reporting Initiative (GRI) Standards (Core Option), and aligned with national frameworks such as Tadawul's ESG Disclosure Guidelines and the United Nations Sustainable Development Goals (SDGs), the report focuses on the

material topics identified through a robust stakeholder-driven materiality assessment conducted this year.

Our strategy is anchored in four foundational pillars—People, Planet, Prosperity, and Governance—which continue to guide our efforts and measure our impact.

I extend my deepest gratitude to our dedicated teams, volunteers, and partners who have brought this vision to life. Your unwavering commitment is the driving force behind our progress.

As we move forward, we do so with clarity, courage, and shared purpose—determined to lead with impact and build a future that is better for all.



As we move forward, we do so with clarity, courage, and shared purpose—determined to lead with impact and build a future that is better for all. ”



Kholoud Mousa
Partner, Head of Our Impact Plan



About this report

Our impact plan represents our approach to sustainability which is guided by KPMG's core purpose and values: to build trust among our stakeholders and contribute to a sustainable society. Through this report, we intend to communicate our non-financial parameters with all our internal stakeholders and provide valuable insight into our company's performance and prospects.

Reporting period

This report presents information on our sustainability performance for FY24, from 1 October 2023 to 30 September 2024, unless stated otherwise.

Reporting guidelines

This report has been prepared in reference to the GRI Sustainability Reporting Standards 2021. It focuses on the sustainability issues, disclosures, performance trends and sustainability that are most material to KPMG, our stakeholders and our business based on megatrends and benchmarking global peers' materiality topics.

Reporting boundary

The reporting boundary for all our material topics discussed in this report is limited to KPMG Professional Services Company, a professional closed joint stock company registered in the Kingdom of Saudi Arabia with a paid-up capital of SAR100,000,000 and a non-partner member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. The data presented in this report encompasses operations across Saudi Arabia, Jordan, Lebanon and Iraq. Data pertaining to our external contractors, suppliers, and clients are not included in this report unless stated otherwise. All rights reserved.

Feedback

We welcome your feedback on this report and our performance through: mec-fmimpact@kpmg.com

Further insights:

- [KPMG International Transparency Report 2024](#)
- [Climate Risk Report](#)
- [KPMG International OIP Report](#)

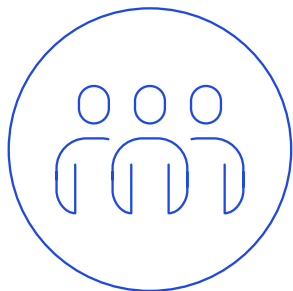
Highlights



Governance

Conducted a comprehensive materiality assessment aligned with **GRI Standards and Tadawul ESG Guidelines**.

Strengthened **ethics and compliance frameworks**, enhancing transparency across operations.

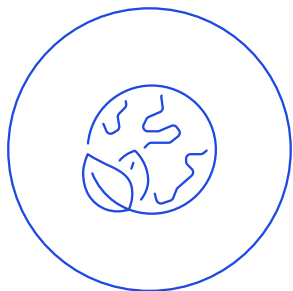


People

Increased women’s participation in managerial roles to **14 percent** and achieved **42 percent** female new hires.

Delivered **187,880+** training hours.

Launched initiatives supporting people with disabilities, earning the **Golden Mowaamah award**.



Planet

Reduced water consumption by **50 percent** through the installation of automated water faucets.

Achieved **significant reduction in electricity and corporate travel emissions** across our offices.

Recycled over **1,000 kg of electronic waste** through donations in collaboration with Ertiq Association.

Launched **environmental awareness campaigns**, including participation in the Saudi Green Initiative.



Prosperity

Contributed **9,300+ hours of pro bono, volunteering, and community support**.

Launched **17 initiatives to empower communities**.

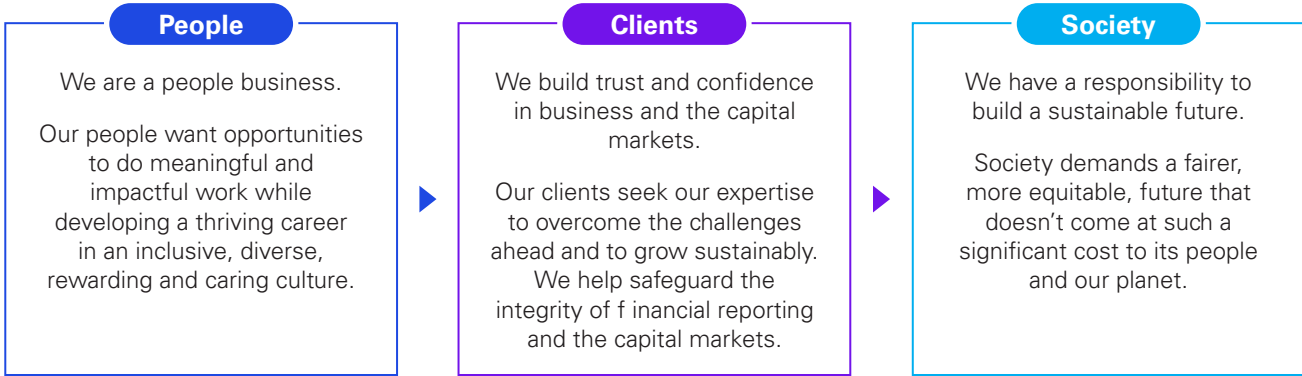
Engaged in **30+ partnerships, sponsorships and volunteering initiatives**

KPMG at a glance

Our purpose

Inspire confidence, empower change

By inspiring confidence in our people, clients and society, we help empower the change needed to solve the toughest challenges and lead the way forward.



Our vision

Empowered by our values, our people are our greatest strength. Together, we are building a values-led organization of the future. For Better.

Our values

Integrity
We do what is right.

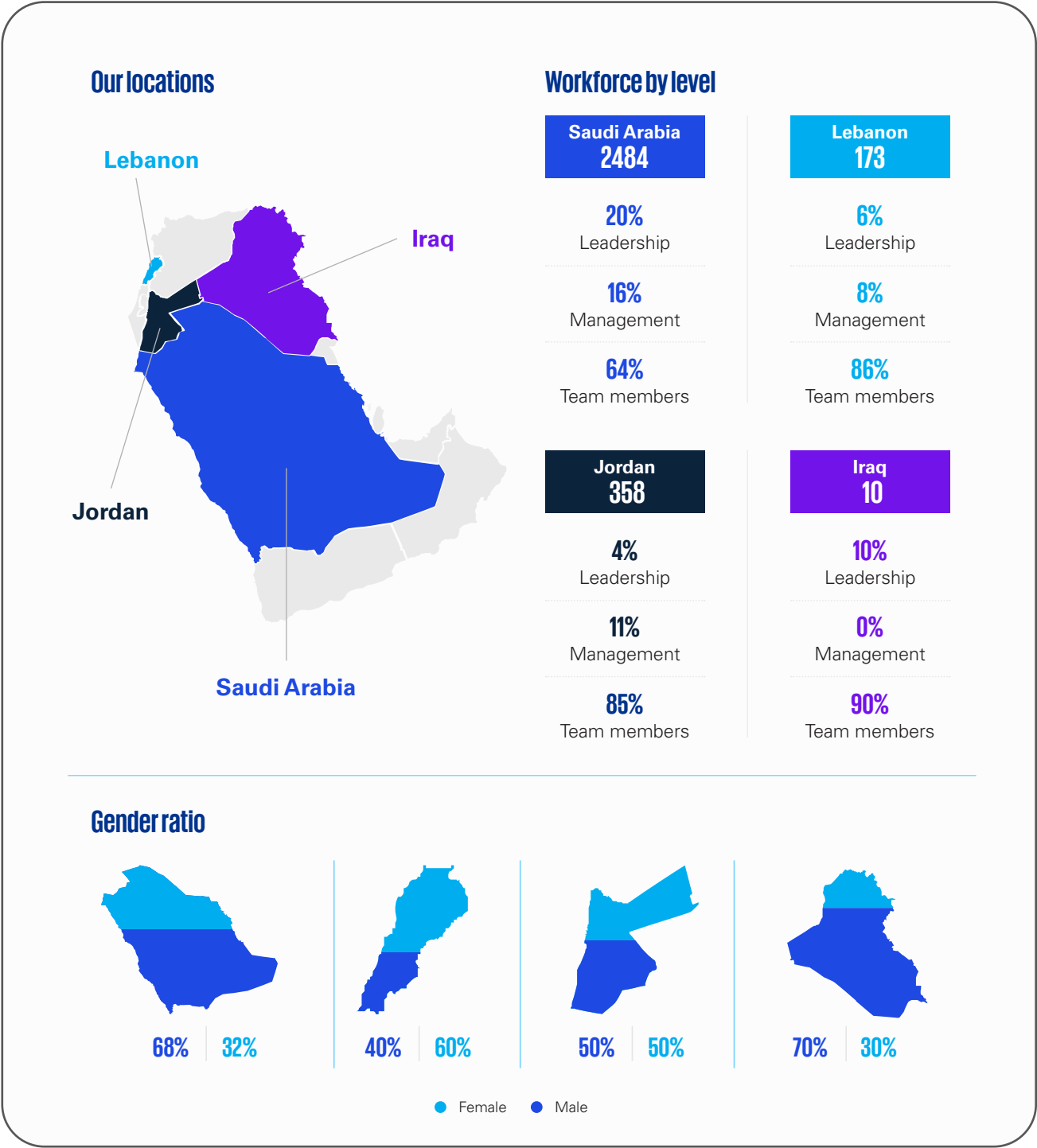
Excellence
We never stop learning and improving.

Courage
We think and act boldly.

Together
We respect each other and find strength in our differences.

For Better
We do what matters.

Our numbers



Awards and recognitions

We are honored to receive various awards and recognitions that reflect our commitment to excellence, innovation, and social responsibility. These accolades from respected institutions across the region and globally underscore our leadership in diverse fields including social impact, cybersecurity, consultancy, and business continuity.



Awards	Institution
Financial Advisor of the Year Award	Annual Partnerships Bulletin award ceremony
Best Workplace Award at the FAST Company Middle East Most Innovative Companies awards in 2023	Fast Company Middle East
Microsoft's Inner Circle Award for the 6th consecutive year	Microsoft
Best Consultancy Firm for Islamic Asset Management in the Middle East 2024	Cambridge Islamic Funds Forum
Top 50 CSR companies	Forbes Middle East
Saudi Aramco's Cyberlympics Award	Saudi Aramco

Acknowledgement/Recognition	Institution
Participation in Social Responsibility Experiences Forum	Ministry of Human Resources and Social Development
Honorary Award from the Minister of Education	Yousef Albenyan
Ceremony of major donors and supporters in 2023	King Salman Humanitarian Aid and Relief Center
Sponsorship of Prince Sultan University Career Fair	Prince Sultan University (PSU)
Recognized by Ekhaa Charity of Orphans Care Foundation	Ekhaa Charity of Orphans Care Foundation
Recognized as a Leader in Low-code Services	HFS Horizons Report
Recognized as a sponsor to the Saudi Business Continuity Conference 2023	The Business Continuity Institute (BCI)
Recognized as a worldwide Leader in Cybersecurity Risk Management Services	IDC MarketScape
Partnership with Sanad Children's Cancer Support Association	Sanad Children's Cancer Support Association
Knowledge partnership with the Global Project Management Forum	PMI KSA Chapter

Our Impact Plan

Today, the challenges the world faces have never been greater, with immense pressures on business and across society.

This is why we continue to recognize and embrace our purpose — to inspire confidence and empower change. Answering that call starts with great people with strong values and skills across many different disciplines.

We believe that we are at our very best as KPMG when all 270,000+ talented individuals across the globe are working together, side-by-side with clients, alliance partners, and

wider stakeholders to solve problems and help clients meet their business goals. This includes mitigating climate change and seeking potential alternative energy transition pathways, economic growth, technological advances, the fair and efficient operation of tax systems, and the delivery of better outcomes for public services.

This is why we are committed to ensuring ESG is embedded in everything that we do. By understanding the ESG agenda, we can help those organizations that rely on us — whether big or small — to overcome their challenges.

Our strategy

Impact is embedded in everything we do, essential part of firm BOLD strategy and at the heart of our mission to inspire confidence, empower change.

People

IDE Culture

Capitalize and celebrate our people’s differences to create a high performing and meaningful work culture, while ensuring Equity.

Planet

Decarbonization

Reducing our planet impact to create a sustainable world for the future.

Prosperity

Scalability

Deliver a positive contribution to the society and devise Initiative of corporate responsibility in alignment with our sustainable Development Goals (SDGs)

Governance

Transparency

Reflecting our values in all of business processes and complying with highest standards as per rules and regulations

Our priorities

- Educated, empathetic healthy workforce**
- Creating clear learning path and awareness campaigns.
 - Build a champions network.
 - Continue empowering women in all levels and functions
 - Establishing wellbeing programs.

- Green practices**
- Reducing our environmental impact through planet-conscious solutions.
 - Limiting waste, conserving resources.




- Community investments**
- Supporting SME enterprises in accelerating their growth and impact.
 - Enabling our people to directly contribute to making a difference.

Aspiration



Make ESG the watermark underpinning everything we do while striving to achieve our ambition of driving growth across our business and of becoming the most trusted and trustworthy professional services organization.

Our impact

 Clients and supply chain <ul style="list-style-type: none">• Impact through the services we provide• Offer insights and analysis to help inform the decision making of clients• Sustainable, ethical and fair practices	 People <ul style="list-style-type: none">• Bring together multi-disciplinary skills and our geographic breadth to help build a fairer and more equitable future• Reflect the communities we operate in• Reduce our impact on the planet to build a more sustainable and resilient future	 Society <ul style="list-style-type: none">• Bring together multi-disciplinary skills and our geographic breadth to help build a fairer and more equitable future• Reflect the communities we operate in• Reduce our impact on the planet to build a more sustainable and resilient future
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Our foundation

 Our purpose <p>Inspire confidence. Empower change.</p>	 Our values <p>Integrity, Excellence, Courage, Together, For Better.</p>
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What we offer

 Commitment to drive meaningful, sustainable change	 Professional excellence and quality services	 Scale of reach and expertise	 Innovative solutions	 Protection of capital markets	 Shaping of public policy and regulations
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Materiality topics and stakeholder engagement

New

At KPMG, we understand that a credible and future-focused impact plan must be grounded in what truly matters to our stakeholders and reflective of our regional context. In previous years, our material topics were shaped by KPMG’s Global Impact Plan, which is aligned with the Global Reporting Initiative (GRI).

Step 1: Identification of impact

The initial phase of the assessment involved a comprehensive benchmarking exercise against selected peer organizations to better understand how ESG topics are prioritized across the professional services and broader business landscape. Peers were carefully selected based on the similarity of their service offerings to ours, their operational presence within the region, and the depth and transparency of their ESG reporting. This included a balanced mix of direct competitors, prominent local firms. Our benchmarking also included validation against the topics prioritized by KPMG global, whose reporting frameworks have historically guided our ESG priorities. By combining insights from this benchmarking exercise and the leading practices promoted by globally recognized ESG frameworks—including the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and Tadawul’s ESG Disclosure Guidelines—we identified an initial list of 34 ESG topics most relevant to our regional context and strategic direction.

Step 2: Assessment of impact

Following the identification phase of the long list of ESG topics, we designed and deployed a structured survey process to collect input from a representative sample of employees and top management across our service lines. Two separate surveys were developed—one targeting employees and the other targeting top management, comprised of partners and directors across our service lines—to capture broad organizational perspectives and ensure strategic alignment. The surveys gathered extensive insights and enabled a quantitative assessment of each ESG topic based on its perceived importance to our organization’s ability to deliver on strategic objectives. A rating scale from 1 (Not Important) to 5 (Crucial) was used to measure the level of relevance and impact.

Step 3: Analysis and prioritization

Following the survey rollout, we collected and compiled the feedback using a voting and scoring tool to analyze and assess the results. This allowed us to synthesize input from internal stakeholders and prioritize ESG topics based on their significance and associated risks and opportunities. Feedback was integrated into the materiality assessment tool, enabling us to prioritize impacts accordingly. Using this scoring system, we prioritized fourteen key material topics outlining the priorities of our impact plan.

Step 4: Review and validation

The fourteen identified material topics are currently under review by KPMG’s executive committee. This review process aims to validate the relevance and strategic alignment of these topics with the firm’s long-term ESG objectives and overall business direction. The committee’s endorsement will ensure that the final set of material issues reflects both stakeholder priorities and our commitment to responsible and impactful sustainability practices. This materiality assessment ensures that our ESG efforts remain closely aligned with stakeholder expectations and the evolving global ESG landscape, positioning the firm for long-term impact and resilience. By clearly identifying the impacts most material to us and our stakeholders, we have established a solid foundation for action.

The prioritized material impacts will directly inform the implementation of our impact plan by shaping strategic focus areas, resource allocation, and internal accountability mechanisms. They will serve as a compass for embedding ESG more deeply across our operations and service offerings, while helping to translate ESG commitments into measurable outcomes. Furthermore, these topics will guide the development of future disclosures by determining the content and structure of our impact reporting. This ensures our communications remain transparent, relevant, and consistent with leading global frameworks such as the GRI, SASB, and the Tadawul ESG Disclosure Guidelines. Most importantly, this process enables us to track progress against the issues that matter most, adapt proactively to emerging risks and opportunities, and continually strengthen our contribution to sustainable development in the region and beyond.



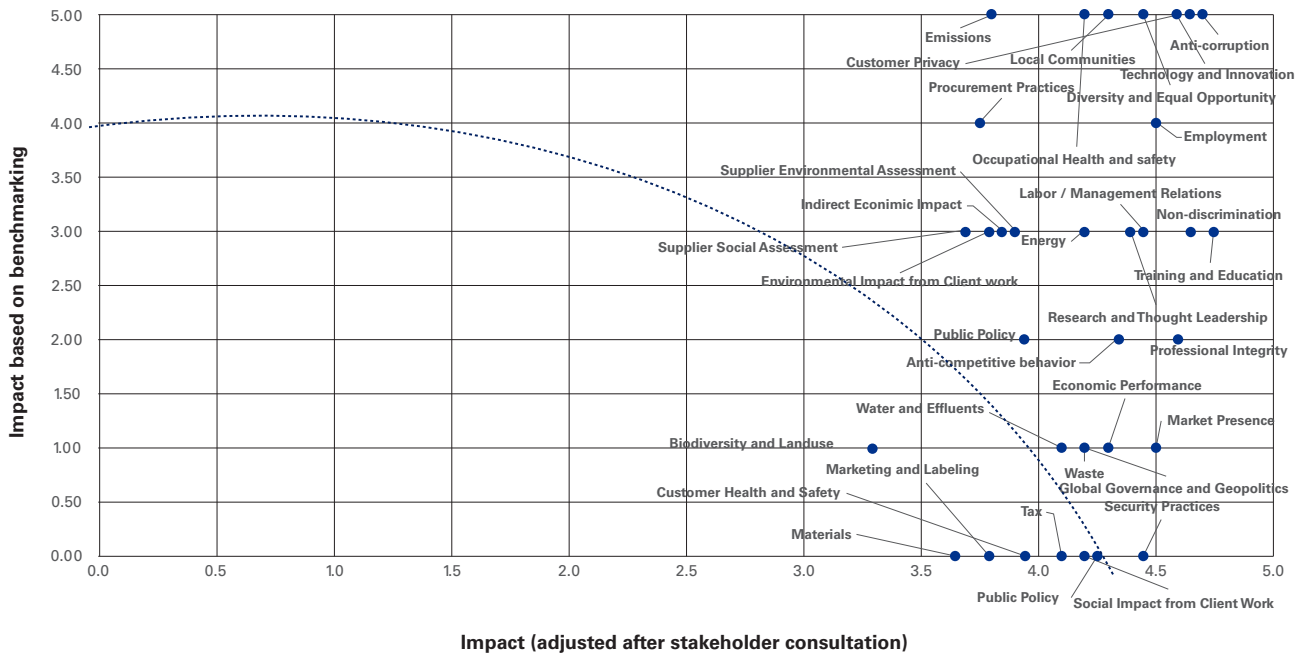
Material topics and progress tracking

Category	Material Topic	Overview
Environment	Energy	We are committed to responsible energy management by optimizing consumption and enhancing operational efficiency to reduce our environmental footprint.
	Emissions	We are committed to monitoring and managing greenhouse gas (GHG) emissions across its operations. We seek to identify emission sources, enhance data accuracy, and explore opportunities for reducing our carbon footprint in alignment with global and national climate objectives.
	Waste	We are committed to reducing our operational waste footprint through practical and scalable measures. This includes improving internal waste segregation, enhancing recycling practices across offices, and working with facility partners to ensure responsible waste handling.
Social	Employment	We are dedicated to fostering a fair, inclusive, and supportive workplace through equitable employment practices, robust labor relations, and employee engagement to enhance talent retention and satisfaction.
	Diversity and equal opportunity	We actively promote diversity, equity, and inclusion (DEI) by ensuring non-discrimination in our policies and practices, cultivating an inclusive environment, and empowering diverse perspectives across all organizational levels.
	Occupational health and safety	We prioritize the health, safety, and well-being of employees by implementing comprehensive security practices and occupational safety standards, creating a secure and healthy working environment.
	Training and education	We are committed to the continuous professional and personal growth of our employees through targeted training, educational programs, and skill development initiatives.

	Local communities	We engage proactively with local communities, addressing potential negative impacts from our operations, and contributing positively through community involvement and social responsibility initiatives.
Governance	Customer privacy	We place significant emphasis on maintaining the confidentiality, integrity, and security of client and stakeholder data, actively managing risks associated with privacy breaches.
	Social impact from client work	We recognize our responsibility to positively influence social outcomes through client engagements, aligning client work with sustainable and socially responsible practices.
	Economic performance	We are focused on enhancing economic value through effective financial management, sustainable growth strategies, and transparent economic reporting practices.
	Market presence	We actively contribute to local economic development through strategic market practices, local hiring, and fair remuneration policies, reflecting our commitment to community prosperity.
	Business ethics	We uphold strong ethical standards, actively combating corruption, maintaining fair competitive behavior, and ensuring integrity in professional practices and ownership controls.
	Innovation and technology	We continually invest in technological advancements and innovation, promoting thought leadership, research, and the integration of technology in delivering high-quality client services.
	Global governance and geopolitics	We maintain proactive engagement with global governance structures, managing geopolitical risks and ensuring alignment of our governance practices with international standards and ethical frameworks.

Materiality matrix

The materiality matrix below illustrates the relative importance of each ESG topic to our stakeholders and to our business. Topics positioned in the top-right quadrant represent our highest priorities.



The foundation for our ESG focus is built on data-driven insight, strategic clarity, and a deep understanding of our client’s priorities.

Arvind Singh
Partner, Head of Clients and Markets

Aligning our material topics with sustainable agendas

We are committed to aligning our operations and business practices with leading international and national ESG frameworks, including the GRI, SASB, and Tadawul’s ESG Disclosure Guidelines. This alignment ensures that our material ESG topics reflect global best practices and stakeholder expectations while also supporting local and national ESG priorities.

By integrating these internationally recognized frameworks, we strengthen our transparency and accountability in managing ESG Impacts, positioning ourselves

to effectively respond to evolving regulatory expectations and stakeholder demands. Our alignment with these frameworks ensures robust, consistent, and credible ESG reporting—reinforcing our commitment to ESG leadership.

This structured approach enables us to proactively manage our environmental, social, and governance responsibilities, foster a sustainable and resilient business environment, drive positive societal outcomes, and maintain stakeholder trust.

GRI Standards, Tadawul ESG Guidelines, and SDG mapping

Category	Material Topic	GRI Standards	Tadawul ESG Disclosure Guidelines	SDG
Environment	Energy	GRI 302: Energy	Energy Consumption	SDG 7: Affordable and Clean Energy, SDG 13: Climate Action
	Emissions	GRI 305: Emissions	GHG Emissions	SDG 13: Climate Action
	Waste	GRI 306: Waste	Waste Management	SDG 12: Responsible Consumption and Production
Social	Employment	GRI 401: Employment	Employee Turnover	SDG 8: Decent Work and Economic Growth
	Diversity and Equal Opportunity	GRI 405: Diversity and Equal Opportunity	Diversity Indicators	SDG 5: Gender Equality, SDG 10: Reduced Inequalities
	Local Communities	GRI 413: Local Communities	Community Investment	SDG 11: Sustainable Cities and Communities
	Occupational Health and Safety	GRI 403: Occupational Health and Safety	Health and Safety Indicators	SDG 3: Good Health and Well-being, SDG 8: Decent Work and Economic Growth
	Training and Education	GRI 404: Training and Education	Training Hours	SDG 4: Quality Education, SDG 8: Decent Work and Economic Growth
	Customer Privacy	GRI 418: Customer Privacy	Customer Privacy	SDG 16: Peace, Justice, and Strong Institutions
	Social Impact from Client Work	Not directly addressed	Social Impact	Varies based on specific client work
Governance	Economic Performance	GRI 201: Economic Performance	Economic Performance	SDG 8: Decent Work and Economic Growth
	Market Presence	GRI 202: Market Presence	Market Presence	SDG 8: Decent Work and Economic Growth, SDG 10: Reduced Inequalities
	Business Ethics	GRI 205: Anti-corruption	Anti-corruption Practices	SDG 16: Peace, Justice, and Strong Institutions
	Innovation and Technology	Not directly addressed	Innovation Indicators	SDG 9: Industry, Innovation, and Infrastructure
	Global governance and geopolitics	Not directly addressed	Governance Practices	SDG 16: Peace, Justice, and Strong Institutions



Governance

Governance and ethics

The global board of KPMG is the principal governance and oversight body, its responsibilities include approving long-term strategy and protecting KPMG brand. Member firms in the KPMG organization are members in, or have other legal connections to, KPMG International, an English private company limited by guarantee. KPMG International acts as the coordinating entity for the overall benefit of the KPMG member firms but does not provide professional services to clients. Professional services to clients are exclusively provided by member firms.

Our structure is designed to support consistency of service quality and adherence to agreed values wherever KPMG member firms operate in the world. KPMG member firms commit to conduct their operations in compliance with a common set of values, standards and service quality expectations. Partners and employees within those firms always commit to act with integrity.

Under their membership and associated agreements with KPMG International, member firms are required to comply with KPMG International’s policies and regulations, including quality standards governing how they operate and how they provide services to

Our commitment

Transparency

Reflecting our values in all our business processes and complying with highest standards as per rules and regulations.

8 DECENT WORK AND ECONOMIC GROWTH

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

clients. This includes having a structure that facilitates continuity and stability and being able to adopt global strategies, share resources (incoming and outgoing), service multinational clients, manage risk and deploy global methodologies and tools. Member firm Heads of Audit have direct responsibility for audit quality.



“Our quality and risk management processes are designed to protect and support both our firm and our clients.”

Armon Nakhaie
Partner, Head of Quality and Risk Management

Board of Directors

The leadership team consists of the Board of Directors and the Management Committee as the principal governing bodies. Our firm’s leaders steer our investment in technology and talent to deliver on our purpose: supporting our clients, our people, and our communities. Our governance is structured to ensure we can make good decisions, quickly.

Dr. Abdullah Al Fozan
Chairman and CEO

Ebrahim Baeshen
Regional Managing Partner - Jeddah

Khalil Al Sedais
Regional Managing Partner – Riyadh

Fuad Chapra
Partner, Head of Solutions, Advisory

Muhammad Tariq
Partner, Head of Audit – Middle East

Dr. Samer M. Abdallah
Partner, Head of ICT Sector

Fahad Aldossari
Partner, Head of Audit – Riyadh

Ismail Alani
Partner, Head of Government and Public Sector



Management Committee

Dr. Abdullah Al Fozan
Chairman and CEO

Farouk Karreem
Partner, Head of Audit

Islam Albayaa
Partner, Head of Advisory

Tareq Al Sunaid
Partner, Head of Tax; Regional Managing Partner – Khobar

Arvind Singhi
Partner, Head of Clients and Markets

Armon Nakhaie
Partner, Head of Quality and Risk Management

Damian Grice
Partner, Chief Operating Officer

Abdulrahman Al Yahya
Partner, Chief Technology Officer

Ahmed Almusharraf
Director, Head of People

Business ethics and compliance

The diverse nature of our environment is unique, we strive to embrace our differences and highlight our potential, allowing each member of the organization to thrive and each client to reflect their nature. Therefore, creating a well-rounded perspective with an innovative, fair, diverse, and creative ideology.

We’re committed to creating an inclusive, diverse, and equal environment, where all members feel included and identified whatever their identity or background is. IDE are fundamental to our success as a business and a core initiative applied to our departments and programs.

The KPMG Code of Conduct outlines the standards of ethical conduct that KPMG requires. The Code applies to all KPMG partners and employees—regardless of title or position—and serves as a road map to help guide actions and behaviors while working at KPMG. It spells out fundamental ethical principles and highlights resources available to help partners and employees understand and uphold those principles.

Grievance mechanism

We are aware of the ever-evolving threat landscape, particularly the prevalence of phishing emails and cyberattacks. Therefore, we work collaboratively with industry leaders to identify and address phishing attempts swiftly. We prioritize physical security measures as a critical first line of defense, recognizing the importance of layered defense.

Additionally, we prioritize ethical conduct by maintaining a locally operated whistleblowing hotline, monitored by our Quality and Risk Management QRM function. This confidential reporting channel empowers employees to voice concerns regarding the firm’s professional work, client/supplier activities, or internal matters. The hotline specifically addresses concerns in accounting, internal controls, auditing, financial crime, and adherence to professional standards. All reports

are thoroughly investigated under the oversight of in-house legal counsel acting as ombudsman, ensuring anonymity throughout the process.

Strong financial performance

KPMG member firms in the Middle East, South Asia, Caucasus, and Central Asia (MESAC) region demonstrated exceptional financial performance, achieving a 19.1 percent increase in total revenue in terms of their respective local currency, for the fiscal year ending on September 30, 2024 (FY24), underscoring robust growth and strategic execution.

For more details about economic financials:
[Transparency Report - KPMG Saudi Arabia](#)



Quality and Risk Management

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

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.

KPMG’s 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. This Global 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.

Sustaining audit and assurance quality

Audit quality is fundamental to maintaining public trust and is the key measure on which our professional reputation stands. We define audit quality as the outcome when audits are executed consistently, in line with the requirements and intent of applicable professional standards, within a strong system of quality management. All our related activities are undertaken in an environment of the utmost level of objectivity, independence, ethics and integrity.

Consistent and strong controls within our firm’s systems 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 the SoQM.

Ensuring secure and quality services

Through collaborative implementation across our Information Technology Services (ITS), QRM and National IT Security Officer (NITSO) teams, we established robust security and quality frameworks. These frameworks not only optimize our overall performance, but also ensure that client needs and expectations are consistently met. With this recognition, we reaffirm our position as a trusted partner within the industry, assuring clients that their information is secure and that they can consistently expect top-quality services.

Compliance with privacy laws and regulations

As a new Personal Data Protection Law (PDPL) came into effect in Saudi Arabia, our efforts were set towards ensuring the appropriate measures are in place to be in compliance with this law. As part of our commitment to responsible data governance, we published a thought leadership report analyzing the implications of PDPL. In the paper, we provide practical insights for businesses in Saudi Arabia by drawing on global experience and explore anticipated developments in the Kingdom’s regulatory landscape over the next three years, helping organizations avoid common pitfalls and strengthen compliance.

Maintain an objective, independent, and ethical mindset

We follow IESBA Code of Ethics supplemented by other local policies to ensure compliance with additional standards issued by local legal and regulatory bodies.

Our firm’s 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 are established and effectively implemented. We have automated tools to identify potential independence and conflict of interest issues and facilitate compliance with these requirements. The firm’s compliance with independence requirements is part of the KPMG Quality & Compliance Evaluation (KQCE) program.

People



Building a culture that is caring, inclusive, purpose-led and values-driven

At KPMG, our people are our greatest asset, and making a positive impact on their wellbeing is essential to their performance and success. Our Inclusion, Diversity, and Equity strategy drives transformative initiatives designed to create a lasting difference across key focus areas.

We focus our efforts in three key areas; building an inclusive culture; creating an educated, empathetic workforce; and advocating for equal opportunity. We continue to drive momentum in these areas

We champion an inclusive, diverse, and equitable workplace through efforts like cross-cultural training

and celebrating diverse events, which foster understanding, strengthen meaningful connections, and spark innovation within our teams.

Each year, we dedicate special attention to key focus areas such as increasing female representation and empowerment, as well as cultivating an inclusive environment for everyone.

Building therefore a healthy environment and a workforce that is not only Empathetic but has the ability to leverage on the differences creating a wonderful tapestry of Healthy, connected and productive workforce.

Our inclusion, diversity and equity commitments



Inclusion

We commit to creating a safe environment built on trust, where we can bring our true authentic selves to work and feel valued for our unique contributions and perspectives.



Diversity

We commit to embracing and respecting the variety of unique experiences, cultures, identities and mindset we collectively bring to KPMG.



Equity

We commit to standing against systemic barriers and biases. We are committed to tirelessly ensuring equity for our people, providing each individual with the tools and resources needed to succeed.

Our commitment

Inclusion, diversity and equity

Capitalize and celebrate our people's differences to create a high performing and meaningful work culture, while ensuring equity of opportunity.

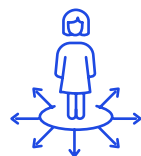


“ At KPMG, sustainable impact begins with investing in our people—fostering a culture where they are valued, empowered, and set up to thrive. We are equally committed to the communities where we operate, placing people, society, and the planet at the core of our impact agenda. Through initiatives like the KPMG Impact Scholarship Program, we invest in future generations by providing educational opportunities that nurture talent and help shape a brighter, more sustainable future for all. ”



Khalil Al Sedais
Regional Managing Partner — Riyadh

Women representation



Women representation

33% 2023  **36%** 2024




Women representation in managerial position (Manager, Senior Manager, Director, and Partner levels)

11% 2023  **14%** 2024



Women representation in new hiring

41% 2023  **42%** 2024

Shaping our identity through inclusion, diversity, and equity

A commitment to IDE is essential to our identity at KPMG. We embrace diversity of background, experience, and perspective and we’re committed to inclusion and equity at every level.

Inclusion is about belonging: We commit to creating a safe environment built on trust, where we can bring our authentic selves to work and feel valued for our unique contributions and perspectives.

We recognize the strength that comes from having a diverse workforce and building a culture where we support all our people to achieve their potential. We know that every voice counts, and we want to empower all our people to stand up, speak out and know they will be heard.

To bring these principles to life, through initiatives that speak the inclusion language and reflect the inclusion objectives creating a culture where everyone feels welcomed, respected, and heard and building a firm that’s fit for the future. As a global organization operating in so many geographies and communities around the world, this must be part of our DNA.

“ At the heart of our firm lies the unwavering belief that our people are the cornerstone of our success. Fostering a courageous, high-performing family culture where every individual can flourish, contribute meaningfully, and express their ideas with confidence. This is more than a commitment for us, it’s a profound investment in our shared future and collective excellence, truly empowering us to thrive together and make a difference. ”



Ahmed Almusharraf
Director, Head of People

Inclusion

Rooted locally, connected globally: Nationalization program

Fostering inclusion by prioritizing the integration of local talent into the workforce plays a crucial role developing and empowering national employees alongside a pool of international talents as we cultivate a rich blend of cultures and perspectives.

This wonderful mix not only enhances equal opportunities and diverse representation but also opens doors for cultural dialogue, understanding, and collaboration, bringing people closer together and driving sustainable growth.

The Nationalization Program helps us meet the firm’s overall strategy and supports Saudi Arabia’s Vision 2030 to build a thriving economy and decrease unemployment rates in the country and increase women’s participation in the workforce.

We have surpassed a nationalization rate of 55.3 percent and are targeting 65 percent by the end of 2026. In addition, we are dedicated to reaching a balanced gender diversity ratio of 50/50 male and female among our Saudi nationals. These efforts enable us to deliver exceptional value to our people, clients and the future of the Saudi community while supporting the nation’s broader transformation goals.

Making KPMG accessible for all

In an era where equity emerges as a fundamental right, we’ve strategically enhanced workplace accessibility through comprehensive infrastructure modifications, specialized tools, and targeted development initiatives supporting colleagues with disabilities.

Our commitment manifested through seven comprehensive assessments of our Riyadh facilities, identifying critical enhancement opportunities and implementing substantive adaptations to foster real accessibility for our people.

Our collaboration with Qaderoon—a distinguished non-governmental organization dedicated to empowering employers in disability inclusion—has amplified our capacity to create accessible environments through specialized consultation, employment services, and knowledge exchange forums. By integrating their specialized job portal into our talent acquisition strategy, we’ve established vital connections between qualified candidates and suitable opportunities while simultaneously developing internal guidance for disability certification and implementing awareness programs that strengthen inclusive practices across our organization.



These deliberate initiatives contributed to our recognition with the *Mowaaamah Certificate* which is a prestigious accreditation granted by the *Ministry of Human Resources and Social Development (MHRSD)* in Saudi Arabia. This recognition demonstrates excellence in creating an inclusive and supportive work environment for people with disabilities.

This certification reflects a commitment to accessibility, equal opportunities, and workplace integration, aligning with Saudi Arabia’s Vision 2030 goals of fostering social inclusion and empowerment, and is an achievement that transcends honors to embody our fundamental belief that inclusion requires intentional, sustained commitment within our organizational philosophy.



Women representation

Our success in reaching a significant milestone with women representation and taking accountability to drive change and remaining committed to the steps we must take every day. The progress is a valuable milestone reflecting the efforts we place to our inclusion of women across the region.

Core to our values, and vital to our purpose, is our commitment to inclusion and equality. It is our intention to have women participation at 40 percent by end of 2025. By creating an inclusive workplace culture and providing equal opportunities for growth, we contribute directly to the Kingdom’s objective of increasing women’s participation in the workforce from 22 to 30 percent by 2030, while working to position ourselves as a leading employer of choice for talented women of Saudi Arabia.

Celebrating women, acknowledging their achievements, and sharing their perspectives

For International Women’s Day 2024, we orchestrated a strategic leadership visibility campaign that transcended traditional recognition. By curating comprehensive professional narratives and transformative insights from our distinguished female leaders, we created a powerful platform that elevated their voices throughout our firm. This deliberate initiative strengthened our gender equality framework by showcasing authentic leadership journeys, dismantling unconscious barriers, and establishing tangible role models for emerging female talent.

The campaign’s multidimensional approach fostered cross-functional knowledge exchange while reinforcing our organization’s commitment to gender-balanced development. By intentionally highlighting the diverse pathways and unique perspectives of our female executives, we strengthened our inclusive ecosystem where women’s advancement isn’t simply acknowledged but systematically championed through strategic visibility, mentorship connections, and the celebration of leadership diversity as a fundamental business advantage.

Supporting our government and public sector is something meaningful for us at KPMG – we are building the future and the future leaders of our nations. Vision 2030 is a unique opportunity for growth, innovation and a joint sense of community to get the best out of ourselves.



Ismail Alani
Partner, Head of Government and Public Sector

Empowering women, enabling global connections

We were proud to participate in the knowledge exchange sessions, a global platform where KPMG firms from around the world came together to share experiences, best practices, and insights on women empowerment initiatives.

These sessions bring together over 300 attendees from across the globe, creating a rich and diverse exchange of ideas and perspectives. The focus on the Middle East region provided a unique opportunity for our firm to share its expertise about the area, highlighting the successes and challenges faced by women around the world and we contributed to a broader understanding of the topics related to the Middle East.

The knowledge exchange sessions were a valuable experience, enabling us to connect with other global member firms and learn from their experiences. The discussions centered around women empowerment initiatives, successes, and challenges, with a particular focus on the Middle East region. By sharing our knowledge and expertise.

Where motherhood meets career ambition

The Mothers Club at KPMG is a dedicated support network created to empower and uplift women, particularly working mothers, as they navigate the dual demands of career and family. With over 166 active members, this initiative reflects our

commitment to fostering gender representation and inclusion by addressing the unique challenges mothers face in the workplace.

Through open dialogue, resources on work-life balance, and a strong sense of community, the club provides practical tools and advocacy to help mothers excel professionally while caring for their families. The events, meetings and trainings offered amplify their voices and needs, we not only support their individual growth but also drive systemic change, ensuring KPMG remains a place where mothers thrive.

Saudi Incentives Plan

Over the past two years, we’ve launched transformative initiatives like the Saudi Incentive Plan (SIP) and parents’ insurance support to enhance attraction and retention. These efforts reflect our commitment to fostering an inclusive workplace where every individual can grow and excel.

Investing in our future leaders: Hamaat

Our success is driven by strategic enablers, including partnerships with leading universities, public sector collaborations, and talent programs like Hamaat—equipping young Saudis with future-ready skills and mentorship. We are committed in investing in the next generation, our firm belief is that this way we’re not only securing sustainable growth for our firm but also contributing to the broader economic vision.



Diversity

40+ nationalities

Diversity isn’t just a statistic—it’s our strength. With over 40 nationalities represented across our firm, we reflect the vibrant mosaic of cultures, backgrounds, and perspectives that define this dynamic region. This unique diversity sets us apart and creates unparalleled opportunities for our people to learn, grow, and innovate together.

Bridges Cultural Club

We launched the Bridges Cultural club to create a space for meaningful dialogue, where colleagues can connect through shared values and explore different perspectives. With over 100 members, the club encourages open conversations and cultural exchange, helping us build deeper connections and celebrate the many identities that make up KPMG.

Why our diversity matters

In a region as culturally rich and fast-evolving as the Middle East, our multicultural workforce allows us to Understand and serve our clients with deeper cultural insight and relevance it offers a unique opportunity to Foster creativity and innovation by bringing together a wide range of viewpoints. Our differences are only a chance to build bridges and create a workplace where everyone feels valued and empowered.

Excellence through continuous learning

We believe that continuous learning and development are essential to maintaining our high standards and living our values. Embracing diversity and inclusion is a core part of this journey, and we are committed to equipping our people with the knowledge and skills to foster an inclusive workplace.

This year, we rolled out a series of impactful training programs to embed IDE into our culture.

How we celebrate and support diversity

Diversity means embracing the richness of backgrounds, identities, perspectives, and experiences within our community. We actively cultivate spaces that reflect this diversity we have launched cultural initiatives that highlight and honor the traditions of our people our employee-led clubs connect colleagues with shared interests or backgrounds. We don’t just welcome differences—we leverage them to drive better business outcomes and a stronger, more united firm.



Learning and development



All-staff training: IDE and unconscious bias

A comprehensive training for all staff members focused on IDE concepts and the impact of unconscious biases and microaggressions. Through interactive modules and real-life scenarios, our people learned how to recognize and challenge biases, actively contributing to a respectful workplace, and support diverse perspective

IDE leadership training

Our leaders play a crucial role in shaping our culture. Our focused IDE training for management was a great opportunity for a self-check and a revision of leadership style as well as personal biases deepening their understanding of how to drive inclusivity, lead diverse teams effectively, and champion equitable practices across all levels of the firm.

Inclusion training on disabilities

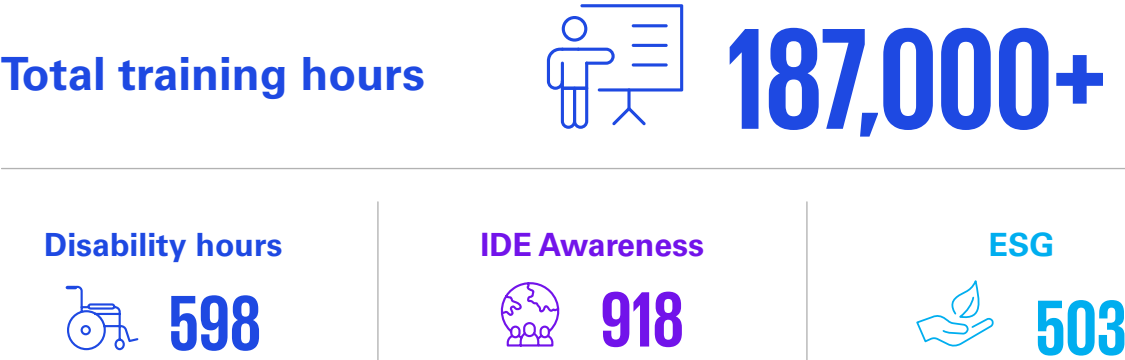
To further our commitment to accessibility and inclusion, we offered dedicated training for both leaders and all employees on supporting colleagues with disabilities. These sessions helped raise awareness about the challenges faced by people with disabilities and equipped our teams with the practical tools and empathy needed as well as ethical behavior tips to create a supportive, accessible environment for everyone.

“At KPMG, equity is more than a value—it’s something we live every day. We believe that everyone deserves a fair chance to grow, contribute, and succeed, no matter their background or circumstance. Our strength lies in our diversity, and we’re committed to building a culture where everyone feels supported, included, and empowered to reach their full potential.”



Tareq Al Sunaid
Regional Managing Partner
– Khobar, Head of Tax

Training hours per focus area



Equity

Equity isn’t just a principle—it’s a practice embedded in every aspect of our workplace. We are committed to ensuring that every individual is treated fairly, with opportunities to thrive regardless of background or identity.

Here’s how we turn this commitment into action:

Fair compensation and benefits

We’ve established transparent compensation bands based on roles and experience, eliminating biases tied to demographics. This ensures that pay and rewards reflect merit, fostering trust and motivation across the firm.

Equal opportunities to the top

Through targeted mentorship programs, we empower all our people with the tools and visibility needed to advance. Clear pathways to leadership positions ensure that talent—not privilege—shapes the future of our organization.

Accommodation and accessibility

Our workplaces are designed to be inclusive for all, with facilities, tools, and practices tailored to accommodate employees with disabilities or unique needs. Accessibility is not an afterthought—it’s a priority.



Cultural competence and understanding

Our ongoing diversity and inclusion training equips our people to recognize and address unconscious bias. By fostering cultural awareness at every level, we build a workplace where respect and collaboration flourish through constant awareness campaigns and clear Training paths recommended year round

Anti-harassment policy: Zero tolerance, infinite opportunity

Our refreshed anti-harassment policy underscores a firm-wide commitment to safety and respect. With clear reporting channels and awareness initiatives, we ensure that every employee feels protected and valued, our people can address any challenges through a clear process and action is taken case by case to resolve these challenges and address core issues and offer fair solutions.

Our people’s wellbeing

We understand that personal health and professional success are intrinsically connected. Our comprehensive approach addresses physical, mental, and social dimensions of health through targeted initiatives throughout the year, it is part of the core of every initiative to make sure to think and act in our people’s work-life balance.

Diabetes month

Diabetes month initiative deliverers a critical health education and on-site screenings conducted by healthcare professionals. In November 2024 this

preventive approach enabled our professionals to hep understand early detection of health concerns while equipping employees with practical knowledge about risk factors and management strategies. The campaign created valuable support networks among colleagues while encouraging sustainable lifestyle improvements that extend beyond the workplace.

Stress awareness month

Stress awareness campaign featured expert-led sessions with psychologist Dr. Faisal Alhamdan, who provided science-based insights on stress management, mindfulness techniques, and resilience building. We normalize conversations about mental health challenges and highlighted available counseling resources we offer, we created a psychological safety net that supports both personal wellbeing and professional performance.

Movember

The 2024 Movember campaign across our offices health education with engaging activities to address men’s physical and mental health concerns. Through informative webinars and interactive trivia fun events to take their mind away off work.

This supports the normalization of crucial health discussions while building network and internal connections that counter isolation important for addressing mental health challenges in traditional settings.



Thriving sports communities

A health body is also a sign of a healthy mind. Our expanding athletic programs, including our Padel Club running club and Riyadh basketball club with a total of over 100 KPMG sports enthusiasts as active members, provide multiple pathways for physical

activity, stress reduction, and team building outside formal work structures. These organic communities create cross-departmental relationships that enhance collaboration while supporting physical wellbeing and work together on community service initiatives to fund local organizations.

Diversity is a fact. Inclusion is a choice. Equity is the outcome—and it starts with every one of us.





Success begins with our people. At KPMG, we believe that empowering our teams and fostering a supportive environment are essential to creating meaningful impact for our clients and communities. I’m proud that, even in challenging times, we continue to make a difference for our people in Lebanon.

Wissam Safwan
Regional Managing Partner — Lebanon

Planet

Reducing our environmental impact and building a sustainable and resilient future

Our Planet pillar is the cornerstone of our commitment to sustainability and environmental responsibility. It encompasses our strategic focus on decarbonization and the implementation of green practices.

Our mission is to substantially reduce our environmental footprint by employing innovative, planet-conscious solutions. This not only includes minimizing waste but also conserving vital resources to foster a sustainable world for future generations. As a global leader, we understand the importance of taking decisive action to combat climate change and promote a greener planet.

Our commitment

Decarbonization

Reducing our planet impact to create a sustainable world for the future.



Tariq Alhowaish
Director, Head of Facilities

“At KPMG, making our facilities environmentally friendly isn’t just about protecting the planet—it’s also about caring for our people. We’re committed to creating spaces that are efficient, sustainable, safe, and inclusive, ensuring they meet the needs of our people.”

Resources and emissions

When it comes to caring for our planet, every drop and watt counts. We are keenly focused on how we use resources and manage emissions. Our approach to managing resources and emissions is rooted in responsibility and innovation. At KPMG, we are dedicated to reducing our consumption footprint while maintaining operational excellence.

Water consumption

In the fiscal year 2024, we initiated a transformative project aimed at reducing water consumption. By installing automatic water faucets across our facilities, we achieved a remarkable 50 percent reduction in water usage. This initiative is a testament to our commitment to sustainable resource management and our ability to implement effective solutions that yield tangible environmental benefits.

Electricity consumption

Electricity consumption remains a significant focus area for KPMG as we strive to enhance energy efficiency across our operations. Our efforts include transitioning to energy-efficient lighting systems and exploring renewable energy sources to power our offices. These measures are designed to decrease our carbon footprint and advance our goal of decarbonization.

Purchased electricity Footprint Saudi Arabia	tCO2e	1,401.62
Purchased electricity Footprint Jordan	tCO2e	87.42
Purchased electricity Footprint Lebanon	tCO2e	26.22

Corporate travel

As part of KPMG’s commitment to environmental responsibility, we closely monitor and evaluate the carbon impact of all corporate travel activities. Recognizing that business travel contributes to our overall emissions, we are actively working to reduce unnecessary trips, encourage low-emission travel options and promote virtual collaborations whenever possible. In the reporting period, our total carbon footprint for travel is amounted per country as present in the below table.

Business travel footprint Saudi Arabia	tCO2e	1,575.21
Business travel footprint Jordan	tCO2e	587.08
Business travel footprint Lebanon	tCO2e	215.11

Waste management

Managing waste responsibly is a key part of our sustainability approach. We are focused on reducing what we send to landfills, reusing where possible, and giving electronic waste a second life through meaningful partnerships.

Electronic recycling

Our electronic recycling program is a critical component of our waste management strategy. We facilitate the donation of electronic devices, ensuring they are recycled and repurposed for use by organizations, students and families. This initiative not only diverts electronic waste from landfills but also supports educational and community development efforts.

Donation of electronic devices

We believe that access to the proper resources is essential to future success, meaning that if the world thrives, we in return thrive. In collaboration with Ertiqa Association, we launched an initiative to donate electronic devices with the aim to offer access to technology where is needed. With a total of 400 devices, which equals 1001 KG of electronic waste, we were able to achieve multiple efforts such as enhancing educational opportunities. The positive feedback from recipients reaffirms our commitment to driving meaningful impact through community support and resource sharing.



Abdulrahman Alyahya
Partner, Chief Technology Officer

Our commitment to sustainability is rooted in the belief that true prosperity is shared prosperity—one that uplifts people, protects our planet, and empowers communities to thrive. Through our impact plan, we are not only measuring progress but also holding ourselves accountable to the values we stand for. We move forward with humility, knowing that the impact we make today will shape the legacy we leave for generations to come.

Environmental awareness

Promoting environmental awareness is central to our mission of fostering a culture of sustainability. We have launched several campaigns to engage our stakeholders and encourage sustainable practices.

Reusable water bottles

Our awareness campaigns on the benefits of reusable water bottles have been instrumental in reducing plastic waste across our offices. By providing employees with reusable bottles, we have significantly cut down on single-use plastics.



World Environment Day

In celebration of World Environment Day, we organized electronic recycling events, underscoring our commitment to environmental advocacy. These events not only educate our employees and the community but also reinforce our dedication to sustainable practices. This campaign is aimed to gather collective efforts from individuals as well as organization towards a shared goal of restoration, waste reduction and conservation efforts.



Trees planting in Amman

Our Initiatives in Jordan show our commitment to support and environmental conservation. We were able to uplift our environment through our tree planting initiative, showing that we actively engage in reforestation, allowing us to contribute to ecosystem restoration and the promotion of biodiversity and this aligns with our mission to preserve our planet.



Our commitment to the Saudi Green Initiative

Through KPMG's involvement in the Saudi Green Initiative, our teams from the Riyadh, Jeddah, and Khobar offices volunteered to plant over 2,000 plants across various facilities, including Imam Abdulrahman Alfaisal Hospital in Riyadh, The National Center for Responsibility and Studies in Jeddah, and the Comprehensive Rehabilitation Center in Khobar.

Similarly, our team in Amman showed commitment to support and environmental conservation with tree several tree planting initiatives. We were able to uplift

our environment through our tree planting initiative, showing that we actively engage in reforestation, allowing us to contribute to ecosystem restoration and the promotion of biodiversity and this aligns with our mission to preserve our planet.

By promoting environmental stewardship and corporate social responsibility, KPMG collaborates to create a greener, more sustainable future for Saudi Arabia and beyond. This initiative reflects our vision of leading the sector and becoming role models in creating a better future for generations to come.



“Sustainability lies in the choices we make every day. Through acting with awareness and accountability, we turn good intentions into real impact.”

Hatem Kawasmy
Regional Managing Partner — Jordan

Prosperity

Creating positive economic and social impacts

In KPMG, we thrive not only individually but working hand in hand together as a family. Using our strength in numbers we have the confidence to address any challenges. With people across five offices in Saudi Arabia, Jordan, and Lebanon, we are well-positioned to face any challenges and feel a sense of responsibility when it comes to it. We believe in giving back to the community with a shared goal of making the world a better place for future generations to come. Thankfully, with an abundance of support we are able to make this goal achievable through our collective efforts.

30

partnerships,
sponsorships and
volunteering initiatives



5

offices



9300+

support hours including
pro bono hours, skill based
activities, and hours of
financial support.



260+

participants



Our commitment

Scalability

Deliver a positive contribution to society and devise initiatives of corporate social responsibility in alignment with the UN Sustainable Development Goals.



Islam Albayaa
Partner, Head of Advisory

“ True impact is created when shared values meet collective action; it’s not just about what we do, but who we become together while doing it. Rooted in a culture that values fairness, growth, and purpose, we empower one another to rise, contribute, and lead with integrity. ”

Driving change through collaboration

KPMG is deeply committed to fostering a positive change by implementing a comprehensive approach to social and economic responsibility.

Collectively we prioritize the creation of a diverse and inclusive work environment, believing that with varied perspectives we can enrich our organization which in turn allows us to better serve our clients. In addition, we strive to generate meaningful employment opportunities, which ensures that we contribute to the communities in which we operate.

Our commitment to a positive workplace transcends traditional workplace practices, we believe that as a member firm of KPMG, we hold ourselves accountable to the highest standards of both professional and personal conduct in all aspects. Within that we believe that ethics and integrity lie in the very root of our identity, giving us a path while making decisions and actions daily. Each individual in our organization upholds this promise of excellence and together we embrace a culture of diligence and responsibility. Together, we are dedicated to making a lasting impact on society while delivering exceptional value to our stakeholders.

AlMashtal

المشتل
AlMashtal

In our ongoing commitment to driving positive change, we collaborated with AlMashtal, providing consultancy services to the AlMashtal community. These services include feasibility studies, market research, financial and business modeling, and strategic planning, all aimed at empowering and supporting local entrepreneurs. Additionally, we have actively participated in AlMashtal's community activation programs, such as talks and meetups, fostering a collaborative environment for knowledge sharing and growth. KPMG also considered offering pro bono or heavily subsidized assistance for significant projects aligned with their strategic objectives, evaluating each opportunity on a case-by-case basis. Through these efforts, we aim to equip and uplift the next generation of entrepreneurs, driving growth in the region's creative economy.

Down Syndrome Charitable Association



In line with our commitment to working towards a shared vision we have been partnered with the Down Syndrome Charitable Association (DSCA) for several years, whether it's for fostering change by creating campaigns or like this year providing our services to DSCA to give them our support in their company's vision. DSCA's vision to enhance the quality of life for individuals with down syndrome and their families is a notable aspiration to have and we feel honored in providing our services to such an important organization. DSCA's vision focuses on raising awareness, promoting inclusion, and providing support services. The organization works to empower individuals with down syndrome through education, vocational training, and social integration, fostering a more inclusive society. DSCA also collaborates with healthcare providers and educational institutions to advocate for the rights and needs of those with Down syndrome, ensuring they have the resources and opportunities to thrive. With all that DSCA does for the community, KPMG aspires to lend a helping hand whenever we can.

Association of Saudi Women Accountants



One of our most prominent efforts lie with the Association of Saudi Women Accountants (ASWA). What stood out with this esteemed organization is their efforts in supporting and advancing the careers of women in their accounting profession. We provided our services such as our consultancy efforts to enhance their strategic objective, allowing us to play a role in supporting this their objective and giving us an area to lend our support where it's needed. Our aim is to empower these women providing them with the necessary tools to excel in their careers. By fostering leadership and professional development, we aim to elevate the status of women in the accounting field, creating a ripple effect that encourages greater gender equity and representation across all sectors of society. We believe that if we support the elevation of woman in our society, it will allow us to play a part in creating a ripple effect that encourages gender equality and representation across sectors of society.



Ekhaa

In collaboration with Ekhaa, we offer consultancy services aimed at developing a robust digital transformation strategy. This initiative is designed to empower organizations to harness technology effectively, improving operational efficiency and service delivery to better meet the needs of their stakeholders.



Third sector enablement and capacity building

Within our unwavering commitment to driving impactful change, KPMG has forged strategic partnerships with a diverse array of organizations, each dedicated to enhancing community welfare and promoting sustainable growth.

Whilst supporting organizations with our services we provided audit services to several organizations, which gave us the opportunity to support their visions respectively. Within KPMG, the belief of providing support no matter the size can give us a step in to making a difference which in turn lies hand in hand to our strategic goal. We provided our services to prominent organizations such as the Social Responsibility Association, Alwedad Association, Endeavor, and Savola World Foundation. We were given the ability to contribute to their impactful missions in our own way. Through these partnerships, KPMG not only aims to equip organizations with the necessary tools and strategies but also emphasizes the importance of collaborating for change. Together, we are committed to uplifting communities and fostering a future where every individual can thrive.

“At KPMG, our strength lies in our people and the diverse perspectives they bring. By fostering an inclusive culture where every individual is valued, we drive innovation and create a workplace where everyone can thrive.”



Mohammed Alkhelaiwi
Partner, Audit



“Audit quality is a cornerstone of our firm’s impact plan. By delivering high-quality audits, we enhance trust in financial reporting, support investor confidence, and strengthen the integrity of markets. This directly contributes to our broader purpose of driving transparency, accountability, and sustainable growth across the communities we serve.”



Muhammed Tariq
Partner, Head of Audit

Empowering communities through initiatives

Strengthening communities through volunteering

At KPMG, we believe it is our moral responsibility to make a meaningful contribution to society. Recognizing the vital role, we play in the communities we serve has led us to launch a range of impactful initiatives aimed at fostering a culture of philanthropy within our organization. These initiatives not only empower our employees to make a difference through volunteering and charitable activities but also create opportunities for collaboration with local organizations and non-profits.

By actively participating in community-focused projects, we aim to enhance the well-being of those around us while understanding the value and significance of our impact. KPMG is committed to the sustainable development of our neighborhoods and recognizes the importance of preserving our planet. This understanding motivates us to take accountability for the impact and actions of our work.

Our commitment to giving back goes beyond financial contributions. We aim to inspire a sense of social responsibility among our team members, which will benefit the long-term future of our communities. Through these efforts, we strive to uplift our communities and contribute to their overall betterment, reflecting our dedication to creating a positive, lasting impact on the world.

Run for a cause

KPMG promotes employee well-being and community engagement through the KPMG Running Club. This initiative encourages employees to lead an active lifestyle while connecting with a purpose-driven community. Each week, we invite team members from all departments to join our daily running group, fostering stronger relationships within the firm and enabling us to make a positive impact in the community we serve.

17 initiatives

For the 2024 Riyadh Marathon, we united employees, families, and community members in a spirited run aimed at raising funds for vital causes. This year, all funds raised went towards building classrooms for children with cancer. The significance of this cause inspired our team to give their full support and dedication. This collective effort not only strengthened team spirit but also emphasized the importance of contributing to the greater good. KPMG understands the power of empathy and compassion in driving social change, motivating us to continue supporting healthcare initiatives.



Benaa: Scholarship program

The Benaa scholarship program is our commitment to education and empowerment. KPMG was given the opportunity to provide financial assistance to deserving students, we believe that if we have the capability to open doors for the future generation it can allow us to contribute to the greater good of our community. This initiative aligns with our vision of nurturing future talent and fostering a brighter future for the world of tomorrow.



Ramadan Iftars

In the holy month of Ramadan, giving back is an essential pillar of our community. The Ramadan Iftar embodies our dedication to supporting vulnerable populations during this holy month. KPMG was able to organize communal meals with the goal of connection and care, ensuring that those less fortunate feel valued and take part in our community celebrations.

“Professional women associations play a key role in enhancing and solidifying female labor force participation, which enhances economic growth and development. We have been fortunate to be the trusted strategy crafter for the Association for Saudi Women Association, and to define the enablers required to implement the strategy.”



Alanoud Alammar
Senior Consultant, Strategy

Promoting awareness for a better tomorrow

Emphasizing the importance of participation, our employees encourage one another to do their part in making a difference. By mobilizing collective impact, we amplify our efforts and strengthen our overall impact. Research is fundamental to our strategy, providing a solid foundation based on data. By investing in research, we ensure our initiatives are aligned with our strategy and grounded in actionable insights, enabling us to advocate effectively for the causes we support.

Cybersecurity awareness activity

In a world that has been increasingly digitizing their landscape, having an initiative that proactively informs our community of ways to safeguard information and provide them with the proper tools to enhance digital literacy is imperative. KPMG provided workshops and training sessions to equip those around us with the resources to navigate this evolving world safely and to their advantage. This allowed us to foster a culture of awareness, not only aimed at protecting individuals but also to empower them to use these tools to their advantage to be vigilant digital citizens. This initiative underscores our commitment to enhancing security and resilience in the face of evolving cyber threats, reinforcing the importance of collective responsibility in the digital age whilst allowing our community to evolve with technological advancements in place.

Community health and awareness Initiatives

Our commitment to making a positive impact is reflected in a range of initiatives focused on community support, health awareness, and humanitarian aid.

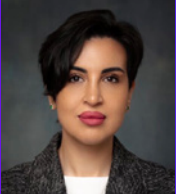
KPMG has supported health initiatives through donations to organizations such as Zahra, Lebanese Breast Cancer Foundation, and King Hussein Cancer Foundation. These contributions have helped fund vital research, awareness programs, and other critical resources for individuals facing health challenges. Our partnership with King Hussein Cancer Foundation further demonstrates our proactive approach to cancer

awareness, enabling us to launch important campaigns and make financial contributions aimed at educating the public and improving access to care.

Additionally, our collaboration with the King Salman Humanitarian Aid and Relief Center highlights our commitment to address urgent humanitarian needs. Allowing us to participate in various relief initiatives we were able to contribute to the welfare of vulnerable populations, ensuring that those affected by the crises receive the support that they need.

Together, these initiatives reflect our unwavering commitment to uplifting communities, promoting health and well-being, and protecting our planet for future generations.

“Human capital is the true driver of any thriving organization or progressive society. When we invest in developing individuals and enabling purpose-driven leadership, we’re not just unlocking personal potential, but building institutional capacity that delivers lasting impact. Empowering those who serve their communities is a strategic investment in a more inclusive and sustainable future.”



Dr. Tahani Ashkar
Director, Strategy



Celebrating excellence

We celebrate the achievements of individuals and organizations dedicated to making a difference. By highlighting these successes, we inspire to contribute and cultivate a culture of excellence through grounded work. Together these initiatives enhance our ability to effect a positive change and invite others to join us in our vision of building a better future for all.



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