



Our commitment to responsible value creation

**Inspire Confidence,
Empower Change**



Foreword

Times have changed. Coupling financial performance with positive impact by building new sustainable, profitable and competitive business models is the corporate priority of the century. Focus on the “ever bigger” must give way to focus on the “ever better”.

To help our clients take ownership of this revolution and reinvent themselves, KPMG has major strengths. France’s leading multidisciplinary firm and 6th most popular employer, for 100 years KPMG has been a trusted partner of businesses — large corporates, medium-sized businesses and VSE/SMEs. We place the full scope of our expertise, our powerful global network and our deeply-rooted local presence at their disposal. We continually invest in the skills and alliances that are the keys to this digital revolution. And, now more than ever, our ethical values have made the name KPMG synonymous with excellence, reliability and independence.

These strengths have now been bolstered by a new aspiration: make KPMG — thanks to the concerted efforts of our 10,000-strong workforce — the leading purpose-driven company dedicated to responsible value creation. Placing environmental, social and governance commitments at the heart of all our service offerings and expertise has equipped us to help our clients transform, seize opportunities for a paradigm shift and identify new pools of value. Assessment of current operations, orderly transition to new models, indicators integrating business performance and positive impact: this is our proposal for businesses to reconcile short-term profitability — on which their longevity is contingent — and responsibility — the key to their future success.

Needless to say, this is an ambitious and demanding journey. The tensions that arise whenever one commits to real transformation must be overcome. It is imperative that we break down barriers, orchestrate synergies and learn from experience. We must engage with the ecosystem to consolidate expertise, exploit the scope of what is possible and innovate. And, we firmly believe that tomorrow’s leaders will be those who are capable of leveraging ESG imperatives to achieve qualitative growth and more equitable prosperity. So, naturally, supported by our 10,000-strong talented people, we aspire to be that positive, committed firm equipped to usher in — through the teamwork and collective intelligence we foster — a new era of performance, innovation and responsibility.

Together for a New Prosperity!



Marie Guillemot

Chairman of the Managing Board, KPMG France
Member of the Global Board of KPMG International
Chair of the KPMG France Foundation



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Catalyst for change 1.



KPMG, catalyst for change

Unwavering in their resolve to help our organization evolve and disseminate a culture of positive impact—now essential to their development—our

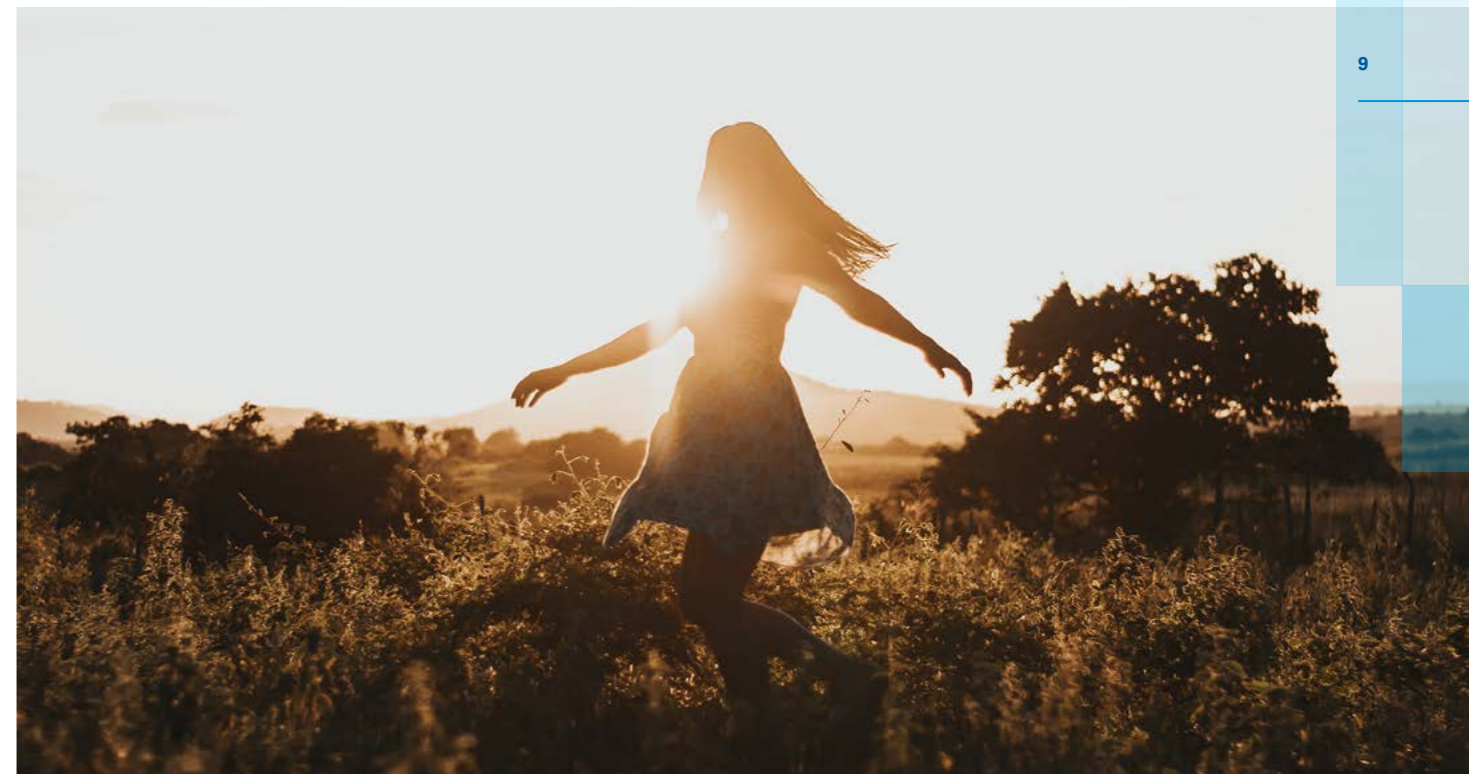
managers are seeking to align their business models with a virtuous growth strategy.

**\$1.5 billion
in 3 years**

invested in KPMG's global network to accelerate our ESG strategy and develop positive impactful solutions.

Intent on sparking momentum, KPMG is committed to facilitating the transition of the French economic fabric to responsible value creation. The corporate responsibility revolution, in the wake of the digital revolution, has permeated the whole economy and society with the belief that performance and meaning

can no longer be separated. This is why we place Social and Environmental Responsibility at the heart of our strategy in our bid to become the leading purpose-driven company and embody a new social pact between KPMG, its stakeholders and the wider society.



Act for a new prosperity

We firmly believe that we are entering the era of new prosperity. We are assisting our clients in their economic transition from a liberal economy in pursuit of the “ever bigger” to a responsible economy striving towards the “ever better”. We are committed to building comprehensive, sustainable and equitable business models together. We have reconciled the imperative of short-term financial performance with the necessary transition to positive impact business models. Finally, and most importantly, since we cannot change what we cannot measure, we are actively involved in assessing their impact and in harmonizing financial and non-financial performance.

Our teams have all the skills to support you in this transformation. Our **KPMG Impact** offering engages all our professionals from all our business lines to act across the entire value chain. KPMG helps its managers rethink their growth strategy, transform their culture, facilitate the implementation of new competitive operational models and measure environmental and social progress precisely. This is how champions of virtuous growth will emerge across all sectors.

Act for the fulfillment of our people

We aspire to become a model of inclusion, diversity and well-being for all our people. Our civic engagement aligns with the search for meaning our talent expects. It is a factor of attractiveness that enables us to deliver excellence in the service we provide our clients. We ensure that their engagements are meaningful and that new ways of organizing the work are adopted, based on trust and empowerment. We provide our people with the framework of a learning enterprise, open and inclusive of stimulating career paths, and conducive to their personal and professional accomplishment.

Over 30 percent of CEOs plan to invest more than 10 percent of their revenues toward becoming more sustainable.

74 percent of CEO are embedding corporate purpose in their business models, using it to drive action in addressing the needs of key stakeholders (customers, employees, investors and communities).

KPMG international Study CEO Outlook 2021





Act for the common good

We are individually and collectively committed to serving the public interest by making a positive and sustainable impact on society. We are mobilizing all our resources in this concerted effort, from a common sustainable procurement policy to the gift of self.

Our corporate Foundation has been the hub of all our solidarity initiatives for over 15 years. Above all, we place a special focus on education, equal opportunities and entrepreneurship, a vehicle for social and professional integration. We actively support several associations in the fight against job insecurity.

We are also mobilized around climate issues and the preservation of our environment. As a matter of course, the objective is to mitigate our impact on the environment. However, it also involves adopting a new mindset that engages our employees/citizens. We have set ourselves the goal of achieving carbon neutrality in 2030 and of profoundly transforming the way we operate to this end.

The World Inside, Singapore

Unsplash,
Paula Prekopova



On course for carbon
neutrality in 2030

Net 0
carbon in 2030

-50%
of CO₂ emissions
by 2030

94%
of our electricity consumption
is from renewable sources



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Inherently multidisciplinary 2.

Four complementary business lines for achieving corporate success.

KPMG France's 10,000 employees, across our four business lines, provide support for businesses and institutions of all sizes, across all industries and in all local regions.

1. Audit

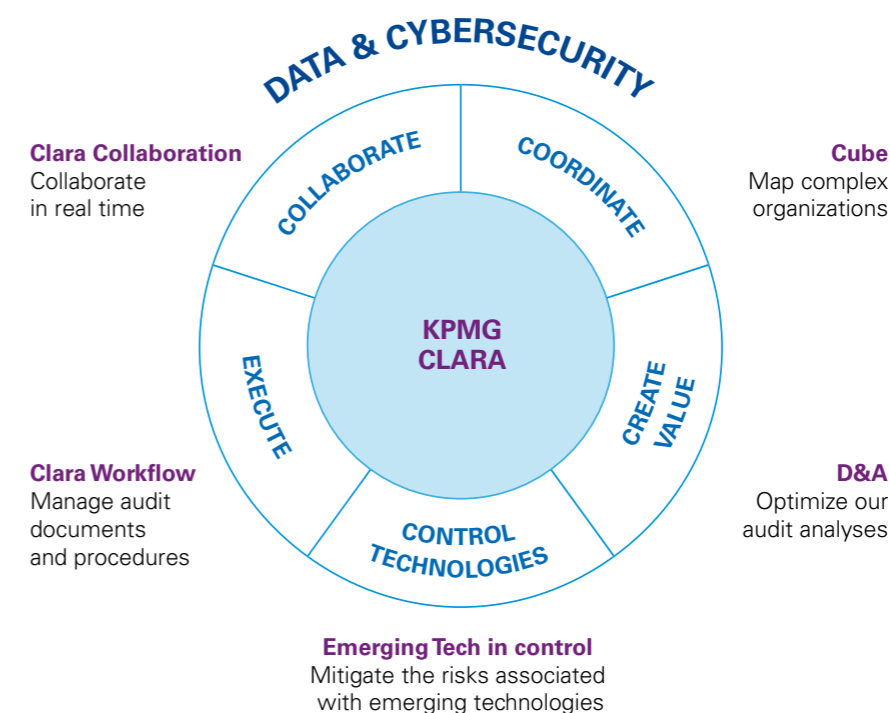
Our original core business in the midst of a revolution to enhance the reliability of financial and non-financial information

Audit is our firm's original area of expertise and central to what we do, providing the basis for a culture of integrity, independence and risk prevention in all areas. Although auditing is about numbers, it is above all about people, a service based on trust, transparency and closeness. This includes geographical closeness, a close relationship and attentiveness to our clients' concerns. Because our teams work alongside the staff in the organizations we audit on a daily basis, they are able to respond to the issues they face and offer a new kind of audit experience.

KPMG has invested heavily in the digitization of its audit activities and has spent \$5 billion worldwide to develop solutions and services in the areas of artificial intelligence, automation, cyber security and even Data & Analytics. We have three main aims: enhance our analytical precision, identify specific risks and detect opportunities for value creation within the processes.

Accountable for their impact as much as their performance, businesses now need to quantify the effects of what they do. KPMG France, working alongside responsible members of the economy, knows how to explore the challenges of non-financial performance measurement and how to implement the right methods to design insightful indicators and produce trustworthy data.

KPMG Clara The audit experience reimagined



Gartner

In 2022 and for the 6th consecutive year, KPMG named leader by the Gartner Magic Quadrant for our D&A services.



2. Consulting

Inspiring trust and driving change towards the development of more sustainable and responsible business models

Our consulting activities support our clients' strategic and operational transformation while ensuring optimal risk management. We blend forward-looking vision, strategic thinking and operational excellence. We offer our clients a unique experience, whether they are CAC40, SBF120 or Private Equity clients, as with services provided to medium-sized businesses thanks to the robustness of our activities in our local regions. We help our clients anticipate profound societal changes and galvanize responsible growth. Guided by meaning and focused on results, our consulting engagements are resolutely anchored in the culture of teamwork and co-creation where people are central to the relationship.

In a world where disruption has become the norm, we are harnessing all our skills and cutting-edge technologies to accelerate the transformation. Thanks to our portfolio of innovative solutions, industry expertise and in-depth knowledge of core business issues, we help our clients face each of their challenges, create value at each level of their organization: client experience, transformation of the finance function or the supply chain, growth operations, digitization of operations, establishing service platforms and IT strategy.

Connected Tech, our community of 600 technology consultants

We cover the full spectrum of Digital, Data and IT issues businesses face and intervene in all aspects of the value chain — from strategy to implementation — to help you meet your challenges:

- Creating experiences or services, sources of growth
- Preparing for a technological future
- Risk control in the digital age
- Successfully completing your transformation program
- Integrating new tools or information systems

Our Deal activities ranked as market leader

- No. 1, and for the second consecutive year, in financial due diligence rankings by CFNews and Magazine des Affaires in 2021
- No. 1 in the stock market, M&A and LBO/Cap dev. segments
- No. 1 in the 2021 transaction advisory services ranking prepared by the Magazine Décideurs

KPMG ranked no. 1 for added value of a panel of around fifteen leaders in the areas of consulting and strategy in France.

This unprecedented recognition from clients and the market pays homage to the excellence of our advisory teams and their determination in 2020.

Study Perceptions of Consulting in France – Global Research – March 2021



Carewan,

our activities geared towards transformation by and for people support cultural and behavioral changes by rallying the collective around a shared vision by driving agile evolution. Certified B Corp in July 2021, Carewan is recognized for its positive impact worldwide.



3. Tax and Legal

Legal and fiscal compliance linked to the challenges of the future

KPMG Avocats provides support in all aspects of legal and fiscal compliance, from the fundamentals of your business –compliance, securing day-to-day and one-off transactions, corporate social responsibility–to the new challenges facing their markets: domestic and global growth, digitization of the economy, building new, more responsible business models and securing new ways of working.

We combine core business expertise with sector expertise in France and across KPMG's global network to be as responsive as possible to the concerns of our clients, from startups to major international groups. We implement specific cross-functional service offerings with the aid of the most cutting-edge technological tools.

KPMG Avocats brings together 550 employees and partners, including 475 attorneys, and is present in 22 offices across France. Partnering with you on a daily basis, we put all our service line expertise to work to help you take each crucial step in your development, establish a sustainable legal, fiscal and social framework that favors growth and sustainably structure the performance of your business.

Scientific Consulting KPMG Avocats

Composed of practicing attorneys and law professors, the mandate of this committee is to define the firm's doctrine and adopt positions on complex current technical, legal and fiscal topics. It anticipates the application of new legislation and conducts a quality review of legal, fiscal and employee recommendations.

Established in 2019, KPMG Avocats already ranks as the 6th largest law firm in France, according to Juristes Associés and the 2nd largest in the region



4. Support for VSE/SMEs and members of the social and solidarity economy (SSE): Accounting Expertise, Employee Management, Multidisciplinary Consulting

Helping entrepreneurs and managers make confident decisions

VSE/SMEs, the premier French business

VSE/SMEs represent 99.9% of businesses in France.* They shape the economic landscape and are the primary contributors to the vitality of our regions. 47,000 VSEs and 30% of SMEs with over 50 employees have chosen to work with us. We are proud to contribute to the development of the local economy and to be able to help promote this entrepreneurial drive in all local regions. Present in over 200 cities, we provide support to entrepreneurs, directors of VSEs and SMEs, and members of the social and solidarity-based economy (ESS), in their day-to-day management as well as at each crucial stage of their business. These moments in life, from creation to development, to potential buyout require a trusted partner, capable of providing expertise during crucial decisions.

KPMG Pulse, trusted partner of entrepreneurs

Each manager can count on KPMG to be their trusted partner, which is central to our relationship. Working closely with them, attentive to their needs, we put all of our expertise at their disposal. Beyond our original core businesses of employee management and accounting expertise, KPMG Pulse consolidates all our consulting activities and all our employee, tax and legal expertise by providing customized support. Through our digital platform and access to effective digital services, managers have technological tools at their disposal as well as all the performance indicators needed for the smooth running of their businesses.

The strength of our multidisciplinary team of experts for the benefit of responsible growth

By blending 360-degree support and digital agility, managers can face any developmental challenges that may arise. We help them to create favorable conditions to achieve beneficial and responsible growth. Beneficial, to help their businesses grow profitably and competitively. Responsible, to integrate the demands of civil society and meet the new requirements of social and environmental responsibility incumbent upon all economic stakeholders.

*INSEE 2016



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From global
to local 3.



A powerful global network

KPMG France is wholly owned by French shareholders, and ranks 5th among the global network's firms.

We are a part of the 236,000 employees who promote teamwork and harmonization across all continents to guarantee the provision of consistent service to our clients — regardless of where they are located — and accelerate their global expansion.



2021 global revenues
\$32.13 bn
+ 10 % growth

Audit
\$11.46 bn

Consulting
\$13.65 bn

Tax and Legal Services
\$7.02 bn

Over
84%
of the Fortune 500
are our clients

145
countries


Over
236,000
employees

THE AMERICAS

 59,325


REVENUES \$11.88 bn

EUROPE MIDDLE EAST AFRICA

 126,483

REVENUES \$14.28 bn

ASIA PACIFIC

 50,449

REVENUES \$5.97 bn





A unique network of local offices in France

For 100 years, our firm has honed its in-depth knowledge of the French economic fabric, from the CAC 40 to the sole trader, and is deeply committed to their success. We are present in 200 cities, in proximity to our local regions, and we are proud to actively contribute to their vitality.



**Leading audit
and consulting firm
for revenues
generated in 2021**

€1.281 bn
+ 7.6% growth

The active support of our

10,000
employees

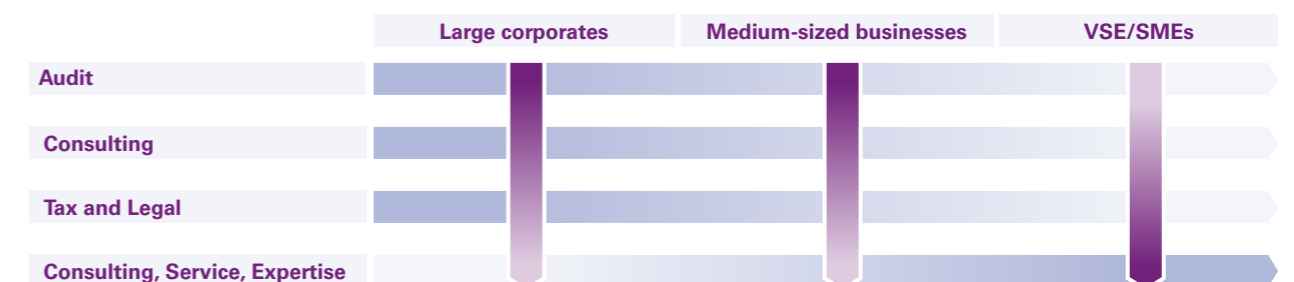
firmly established with a global mindset to safeguard the future of French businesses and support the local economy.

200
offices

The dense coverage of our local network to be as close as possible to our clients.

OUR MATRIX ORGANIZATION

Regardless of their volume of business, we accelerate the development of businesses to promote sustainable growth.



THE DIVERSITY OF OUR 100,000 CLIENTS

100%

CAC 40
companies

200

listed companies or
companies becoming public

30%

SMEs with over
50 employees

1,645

Medium-sized
businesses

47,000

small businesses,
artisans, traders
and liberal professions

6,500

members of the social
and solidarity-based economy

6,000

public
authorities



Inspire Confidence, Empower Change

A trusted
partner
for responsible
value
creation

4.



Innovation to support shared progress

We support our clients
with the challenges they face in their
technological transformation and
accelerate their transition to better.



The 2021 Book of trends and Its 5 economic pillars for rebuilding

Green / Experience / Ethical / Tech /
Collaborative economy

Innovation culture

KPMG has implemented 360-degree innovation that is forward-looking, open and collaborative. We are continually investing in new technologies, employee training and innovative methodologies.

To bolster the competitiveness and performance of our businesses, our teams help them to build a connected business model, to accelerate their digitization or to integrate data-driven culture at the center of businesses.

KPMG Innovation Lab, the network of innovation players

The purpose of the Innovation Lab is to inspire and support clients in their impact-led approach to innovation.

Through our ecosystem of open innovation and our close ties with new players, including startups, opinion leaders, and incubators, our teams decode the weaker signals, explore new territories and provide a 360-degree vision of innovation, to encourage the emergence of new concepts and solutions in response to a complex and uncertain environment.

Our experts and designers draw on our methodologies and tools for innovation. From prototyping to tests, we co-create innovative solutions with our clients to turn challenges and issues into opportunities, thereby becoming a key player in the new economy.



VivaTech Partner
Edition 2021: **Innovate to Impact!**

The intrapreneurial spirit

Our people's energy is our primary source of innovation. To encourage creativity and unlock their potential, in 2018, KPMG set up a dedicated platform and an intrapreneurship program. Objective: transform their projects into innovative solutions for our clients. The Boom Room provides innovation training for our teams and stimulates the production of ideas. The Accelerator, accessible to all our people, helps them to try new things and develop new service offerings. About thirty projects have been incubated since 2018, one third of which are now being offered to our clients. Smart city, process mining, Green Finance, Green Bonds...: they are an accurate representation of future issues which will require the support of our firm's people.

Our centers of excellence, drivers of sector innovation

Each of our multidisciplinary and cross-border teams is dedicated to an economic or industrial environment. They form a community whose role is to strengthen technical coordination, facilitate the sharing of experiences and create value across all our engagements. Our teams and our clients are the beneficiaries of a collective vision and in-depth analysis of key changes across sectors, which facilitate the anticipation of economic and financial challenges.

Insights Center, the data-driven experience

Hosted in person or virtually in our offices, connected to the Insights Centers network across the globe, our clients enjoy an immersive and customized experience to discover the digital solutions they can adopt in the future, turn their data into added value, and identify drivers of growth. We enable transformation using the latest IA, RPA, cloud, cyber security and blockchain technologies. We design bespoke collaborative pathways, based on methods of facilitation. Our clients also have access to our Lighthouse, KPMG's Center of Excellence for data, dedicated to data-driven solutions used in our Insights Center.

Our strategic alliances with the major global digital players

In a context where technological disruptions are accelerating, KPMG has forged alliances with the best partners to help its clients take the digital leap across their entire value chain, stay in the innovation race, remain competitive and build a resilient future.



Trust, our common foundation

A community of values

The strength of KPMG’s network lies in our partners’ and all our people’s capacity to form a single team around our clients, committed to the spirit of “one team, one firm.” Our teams work in a fully integrated manner at their side. Each member country operates in accordance with the same quality standards defined, overseen and closely coordinated by global entities belonging to the network, and adhere to the guiding principles that steer our professional behaviors. Our clients are therefore guaranteed the assurance of benefiting from consistently high-quality service anywhere in the world.

Ethical behavior

We ensure that each of our people embodies the firm’s values on a daily basis and complies with ethical requirements. Our Code of Conduct lays out the principles and behaviors expected in the areas of ethics and integrity in the conduct of business, and applies to all our people, from the moment they join the firm. All KPMG people are required to complete mandatory training on a regular basis in business ethics, anti-corruption and anti-money laundering.

Independent procedures, impartial people

Prior to each new engagement, the French and global risk management departments and the established control procedures help the teams to ensure the independence and compatibility of our services, identify potential conflicts of interest and take the appropriate safeguard measures. The firm is reliant upon its information system Sentinel®, rolled out within our global network and recognized by regulators worldwide.

Our values guide the practices of our professionals worldwide. They are the foundation of the firm’s open, responsible and inclusive culture.

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



Quality is central to our audit process

Audit quality is essential to keeping the general public’s trust and is the pillar on which our professional reputation rests. To conduct quality audits, we perform our tasks consistently, in accordance with regulatory requirements and applicable professional standards. We apply the methodology developed by KPMG International, adapted to the specific features of the French market, and we conduct our work in an objective, independent, ethical and honest manner.

Constructive dialogue with regulators

Local regulators ensure, through annual controls, that KPMG operates on the basis of a rigorous approach to quality. The firm is frequently in contact with the Haut Conseil du Commissariat aux Comptes (H3C) (French auditor inspection board), which fosters continuous quality improvement. The mobility of employees who have joined these supervisory bodies and the recruitment of highly-qualified professionals from within these bodies have helped to strengthen KPMG’s processes. Lastly, for the sake of ethical and transparency considerations, the firm works closely with various global supervisory bodies such as the International Forum of Independent Audit Regulators (IFIAR).

A trusted partner for 100 years

1922

Creation of the private company limited Fiduciaire de France in Grenoble, France

1979

Fiduciaire de France is a founding member for France of a new global audit and consulting network: KMG

1986

Merger between KMG and Peat Marwick International, creating the KPMG network

2005

Merger between KPMG and the French audit and accounting firm Salustro Reydel

2007

Creation of the KPMG Foundation

2019

Creation of KPMG Avocats

2020

Launch of KPMG Pulse



Our people commitment

Proud to be recognized as one of the 6 most attractive French employers, based on the Universum ranking*, we foster an innovative and empowering work environment that is conducive to the growth of our talented people.

A learning organization for pathways to excellence

The firm fosters an appetite for challenge and gives each of its people the opportunity to live new experiences and dedicate themselves to new projects. Through our networks in France and abroad, We offer a stimulating daily work environment within a dynamic group that is growing rapidly. From Toulouse to Shanghai, startups in the CAC 40, from audit to consulting or accounting to tax, our 10,000 people can seize multiple career opportunities. We encourage employee mobility because beyond continuing education, and our training programs, it fosters dynamic professional development, enhanced skills and, finally, helps to build pathways to excellence. This is reflected at the global level, where we seek to offer our people an extremely positive, unique experience, by providing an evolving professional framework in which they never stop learning.

6.18 %
of the payroll
dedicated
to training

KPMG, one of the favorite businesses among students and young graduates in 2021**:

- Leading firm in the Audit sector
- Most admired company by young graduates, who are impressed by our message and our commitment to them during the health crisis.

* Most attractive employer for young graduates from business schools, according to the 2021 Universum ranking

** October 2021 ranking by Epoka Harris Interactive

*** 1st March 2021 communiqué

Agile and collaborative spirit

With our finger on the pulse of the challenges facing businesses, we anticipate the transformation of our business lines and our clients' by focusing on digitization, collaboration and open innovation. Always at the forefront of economic, technological, regulatory and financial changes, our teams have the opportunity to hone their technical skills, step up their leadership and evolve, maintaining focus on delivering excellence in their engagements. This is the firm's #noroutine culture, where each individual has the resources needed to be useful to clients and give meaning to their actions.

Beyond this, the firm's organization is anchored on constructive leadership dialogue, promoting skill, initiative and accountability, as well as shared experience and a sense of community. Real drivers of growth, diversity and inclusion are fundamental components of the culture fostered by KPMG, which is committed to the employment of persons with disabilities, favors women's career advancement, and is actively pursuing with its Foundation an approach promoting inclusion.

Flexibility and empowerment

The health crisis disrupted our work habits and enabled us to reinvent how we work together. To meet its people expectations, KPMG has implemented hybrid work arrangements that are tailored to each individual's need for flexibility and foster trust. Whether working face-to-face or remotely, at home, on the client's premises or at the office, this operational mode relies on our capacity to strengthen ties with no location requirement, to empower each individual without diminishing our collective strength. We ensure that each employee finds the best balance in order to progress as part of the team and guarantee excellent service.

Inclusion and diversity

Committed to the fight against discrimination in all its forms, each day we create a work environment that is increasingly inclusive, where differences are celebrated.

We are creating a culture of equity that respects differences and values parenthood. A culture open to one and all, where each individual finds their place and can reach their full potential.

KPMG is a signatory of the LGBT+ Autre Cercle Charter to combat all forms of discrimination related to sexual orientation and gender identity.

Since the family unit is no longer based on a single model, but now comes in many forms, KPMG supports its people, encouraging them to cultivate their well-being in both their personal and professional lives.

Gender


Gender Equality Index
KPMG SA: 86/100

Percentage of women at KPMG

57%	42%	25.8%
total number of employees	of managers and other executives	of partner signatories

Disability

1.63%	140
employment rate 2020	disabled employees

 Disability Inclusion Action Plan (Mission HandiKap) Professional integration of disabled persons, when we are recruiting or selecting service providers.

In 2021, signing of the 1st Disability Agreement.

Nationalities

51 nationalities
represented

Signing the Parenthood Charter



Laurent Geoffroy, HR Director, October 2021

We assist our people who are parents through a number of provisions:

- Full salary retained during parental leave, based on the extended version in effect since July 2021
- Workshops to assist young parents after the birth of their first child; conferences on education
- Daycare places
- Site dedicated to assisting employee carers, to cope with the dual family burden
- Support for single and homosexual parents. It is in this context that we signed the LGBT+ and Autre Cercle Charters.



Our commitments to social progress and the environment

Business performance informed by meaning inspires our people's commitment now more than ever. The KPMG France Foundation consolidates all of the firm's initiatives to turn principles into actions.

For over 15 years, KPMG has been a player committed to building a more sustainable and responsible future. A growing number of our people are involved in impact-led projects. Our actions that reflect the firm's values revolve around 3 key areas: active inclusion, inclusive entrepreneurship and the environment.

Create impact through skills sponsorship

The Foundation offers our employees the opportunity to take action during their working hours to support associations and foundations that drive change. In 2017, the ChangeMaker program was launched to offer associations free access to the professional skills of the firm's Volunteers. The latter catered to the needs expressed within the framework of a specific pro bono Consulting engagement. In 2020-2021, this represented 187 days/people, and about ten associations that benefited from consulting. We firmly believe in the positive impact it has on the growth of our talented people, who are looking for meaning and are proud to play an active part in the common good. In 2021, KPMG France doubled the number of days dedicated to skills sponsorship.

Create impact to promote inclusion and diversity

The Active Inclusion Division and its programs Lycées de la Réussite and Égalité des Chances (Equal Opportunities) work closely with around 40 vocational high schools in the local regions, to facilitate the professional and cultural integration of young people from the accounting and administrative sectors, and combat inequalities related to employment access.

Create impact to support tomorrow's entrepreneurs

KPMG France and its Foundation support many organizations that promote inclusive, employee, female entrepreneurship, etc. Through various partnerships, in particular with Enactus France, of which KPMG is the founding sponsor, our people help entrepreneurs to execute their innovative projects throughout the year.

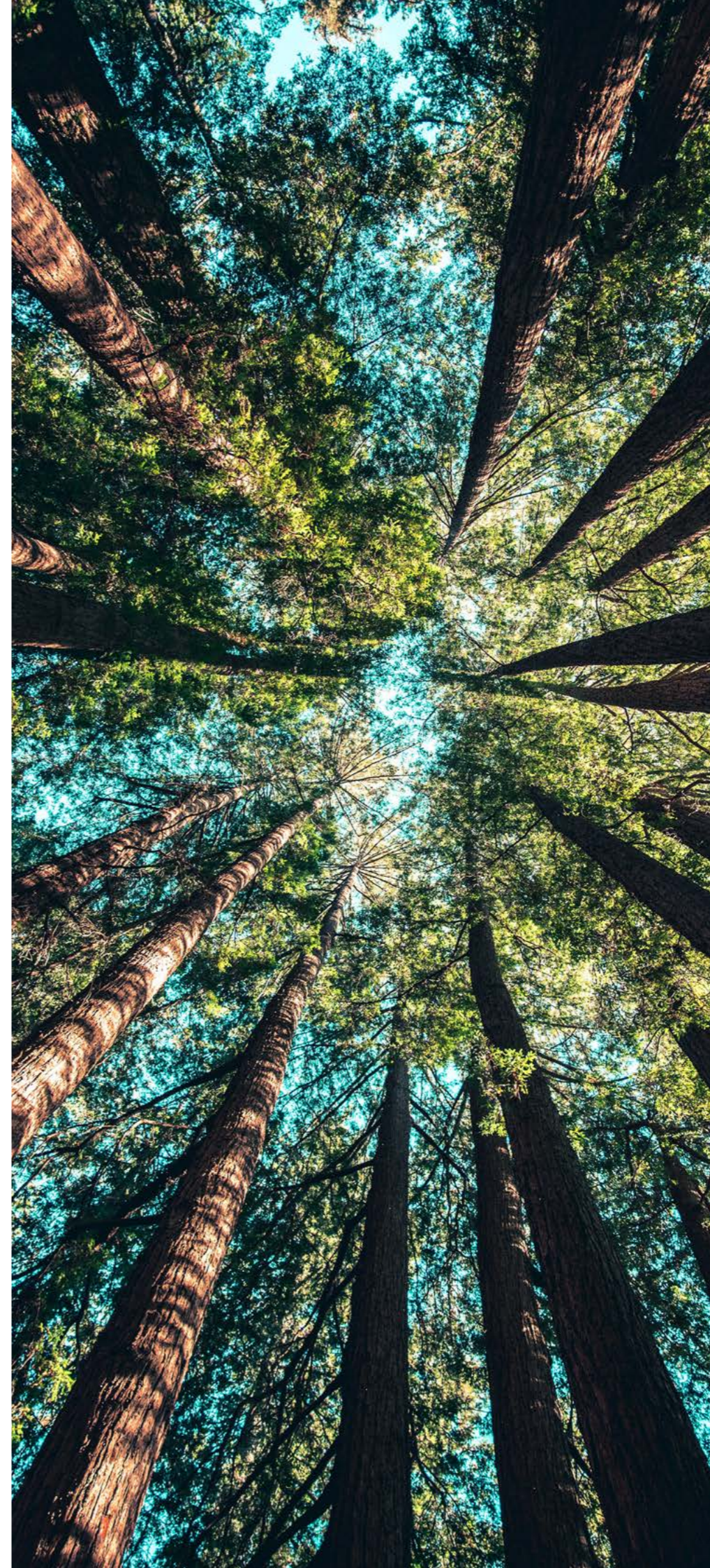
Create impact by taking action to support the ecological transition

The KPMG France Foundation acts responsibly to protect the environment alongside drivers of change who are seeking to rethink how we consume, produce, work and live together. In parallel, programs are being implemented to reduce and offset the firm's carbon footprint, while simultaneously raising awareness among our people and encouraging them to support the associations involved.

Create an impact-led event through a special day: Make A Difference Day!

KPMG rallied all its people to work together for the public good alongside players who support our common causes across the entire country. On 21 October 2021, there were 7,000 boots on the ground to protect the environment. Quite a modest ecological gesture given the enormity of the task, but it was still a first in France and Europe in terms of its impact.

7,000 employees, distributed across 160 sites throughout France, alongside about twenty associations, traversed 13,598 km, cleaned 650 km of land in our cities and countrysides, on the beaches and in the forests, and collected 12,500 kg of waste.



OUR ACTIONS FOR THE ENVIRONMENT

Voted
A Sustainable Business

4 years in a row by the International Accounting Bulletin

Certified
LABEL GOLD
by Ecovadis



Member of the World Business Council for Sustainable Development



Signatory of the
Carbon Price Communiqué



10.000

10,000 employees educated about our climate challenges

Global Green Initiative
-27% of CO₂
since 2010

What about the future?

2030

Goal of achieving carbon neutrality





Inspire Confidence, Empower Change

United
around new
aspirations

5.



Governance driven by boldness and exemplariness

A new Board for KPMG France

Under the impetus of its new Management Board, KPMG France is advancing its strategic model by making its social and environmental commitments central to its business model, and supporting its clients in the same endeavor.

Chair of the Management Board since April 2021, Marie Guillemot has been entrusted with this aspiration, accompanied by two managing directors, Jérôme Kieffer, in charge of the VSE/SME markets and Transformation, and Axel Rebaudières, in charge of medium-sized businesses and Talent management.



1. Axel Rebaudières 2. Marie Guillemot 3. Jérôme Kieffer

The purpose of the Management Board, custodian of KPMG's reputation is:

- to support the firm in its journey to becoming engagement-driven
- to make strategic choices and dare to make courageous decisions
- to safeguard unity while encouraging initiative and empowerment
- to report to the Supervisory Board
- to represent France within the global network
- to take on the role of active shareholder with regard to our holdings (Africa)
- to ensure, along with the Executive Committee, that collegiality prevails in the operational execution of the strategic plan



A solid and dynamic organization

KPMG International

Legally distinct and separate, the member firms are affiliated with KPMG International, an English private company. This legal structure gives each country decision-making power and full responsibility.

All member firms are committed to complying with common standards for the provision of services to clients, and maintaining the highest standards of independence and integrity. Each one pays a fee to KPMG International, which enables us to spark a momentum and finance our technological investments, talent management and establish a body of independent auditors (Quality Performance Core Team).

KPMG France, a commanding voice

Thanks to its business volume, the firm is ranked 5th among KPMG's member firms worldwide, and is therefore represented in all the global governance bodies across the network.

KPMG France's Supervisory Board

Composed of 12 members elected by KPMG France's General Meeting, the Supervisory Board fulfills its duties in accordance with applicable legal and statutory provisions, and exercises permanent control over how the Management Board runs the company.

Next Gen Committee: a new impetus

The Executive Committee aims to include and involve all generations in the decision-making process to rethink the firm's governance processes and stimulate discussion of innovative topics. While we benefit from the fresh perspective of our young people, it is also a means of strengthening a management style that meshes well with new generations and ensuring a smooth managerial transition.

Established in 2021, composed of 13 members from across all our business lines, local regions and support functions, the Next Gen Committee offers an equitable and representative view of the firm to question or inform the Comex about strategic issues. This Committee is actively involved with our ESG agenda and the actions we are taking to become an engagement-driven firm.

KPMG S.A is a public limited company with a Management Board and a Supervisory Board comprising 12 members elected by the General Shareholders' Meeting. It is over 98% owned by a parent company, of which more than 80% of the shares are held by the 509 KPMG S.A. partners, while the outstanding balance is held by the firm's founding families.





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