Resilience and Impact

I am always proud of the impact and generosity of our people, perhaps never more so than this year as they lifted each other and our communities up to make a difference at a critical time. In 2020, KPMG, the KPMG U.S. Foundation and our people provided more than $52 million in charitable donations, logged over 119,000 volunteer hours, supported over 8,000 nonprofit organizations and served over 300,000 students through our lifelong learning programs. For our efforts, KPMG was selected as a Civic 50 honoree, as one of the most community-minded companies in the U.S., and was recognized as one of PEOPLE Magazine’s 50 Companies that Care. Supporting our communities is and always will be integral to who we are at KPMG.

Amid the unprecedented challenges presented by the pandemic, we were guided by our Values, with the health and well-being of our people as our primary concern. We remain committed to finding new ways to support our people’s mental and physical health and professional development. Creating an environment where our people can grow, thrive and achieve fulfilling careers is a strategic imperative, with a significant focus on advancing diversity, equity and inclusion.

Our commitment to environmental, social and corporate governance (ESG) accelerated in 2020, and we continue to make steadfast progress on Accelerate 2025 – our commitment to attract, retain and advance underrepresented talent at KPMG and in the broader profession. This is a firm-wide commitment to understand the lived and shared experiences of our Black talent and all underrepresented groups, and I asked to be held personally accountable in driving meaningful change. We are intent on attaining these ambitious aspirations.

As part of our ESG focus, we have also undertaken bold environmental actions. Last year, we announced our intention to become a net-zero carbon organization by 2030, and we are taking steps forward every day to meet this goal. We saw a 49% decrease in total emissions in 2020 – and while this is due in large part to COVID-19 restrictions, we will continue to work internally and with our clients on strategies to help reduce our carbon footprint and develop initiatives that can address climate change at scale. We have made commitments in the areas of people, planet, prosperity and governance, and we are investing the necessary time and resources to measure and deliver on our promises.

In the pages that follow, you will learn more about the KPMG spirit and acts of service that have impacted our communities, our people and our society this year. But there is always more to be done. As we look to the future, our focus in all things is rooted in our Values and Culture, and we remain steadfast in our commitment to act with urgency, purpose and stewardship to leave this firm and our communities better than we found them.

As we look to the future, our focus in all things is rooted in our Values and Culture, and we remain steadfast in our commitment to act with urgency, purpose and stewardship to leave this firm and our communities better than we found them.”
At KPMG and KPMG U.S. Foundation, Inc. (The Foundation), our commitment to lifelong learning and equitable access to transformational learning opportunities remains true. It is integral to our identity and the driving force of our work. We are firmly focused on developing tomorrow’s business leaders, engaged citizens and communities – a cause that is more important today than ever before. Over the past year, we have seen our commitments come to life through a variety of partnerships and initiatives, and we are extremely proud of the many ways we have made a difference.

With access to education and learning jeopardized for so many last year, our belief in the importance of promoting equity in education has been reinforced. Throughout 2020, as classroom learning went virtual, we worked quickly to shift funds and find ways to best meet the needs of communities and students. We turned our commitment into action in many ways this past year, with over $52 million in total giving and 119,000 volunteer hours.

We also believe in the empowerment of our people and support their passions. We provide them with the tools and opportunities to engage in our communities, to share their unique perspectives and to positively impact the lives of many. Through the inaugural KPMG Community Impact Grants program, we provided over $400,000 to nonprofit organizations nominated by our people. You can read how this program made an impact on page 9.

Looking to the future, we will continue to build on the momentum of this past year and find innovative ways to support our communities. We will identify and pursue partnerships that help us advance our mission.

To better measure our progress to date and clearly see the path ahead, we continue to align ourselves with the UN Sustainable Development Goals (SDGs) – specifically Goal 4: Quality Education and Goal 8: Decent Work and Economic Growth. To achieve our KPMG goal of having holistic community impact and furthering progress towards the SDGs, we continue to expand our work in our focus areas of education, equity, health and wellness, and mentoring.

We’re proud of the story of our commitment to communities and the meaningful impact of our efforts highlighted in this annual Corporate Responsibility Report. Next year we plan to issue a full Environmental, Social and Governance (ESG) story through our US Impact Plan that not only provides update on our ESG efforts but charts our bold path forward.

Focusing on the leaders of tomorrow is critical. Together, For Better, we will continue to help our communities thrive and advance our mission.

Anita Whitehead (she/her/hers)
Chair, KPMG U.S. Foundation, Inc.

Jennifer Flynn Dear (she/her/hers)
Managing Director, Community Impact and Alumni Network, KPMG U.S.
KPMG at a glance

KPMG LLP is the U.S. firm of the KPMG global organization of independent professional services firms providing audit, tax and advisory services. The KPMG global organization operates in 146 countries and territories and has close to 227,000 people working in member firms around the world. Each KPMG firm is a legally distinct and separate entity and describes itself as such. KPMG International Limited is a private English company limited by guarantee. KPMG International Limited and its related entities do not provide services to clients. KPMG is widely recognized for being a great place to work and build a career. Our people share a sense of purpose in the work we do and a strong commitment to community service, diversity, equity and inclusion, and eradicating childhood illiteracy. Learn more at kpmg.com/us.

Our Purpose

Inspire Confidence. Empower Change.

In fiscal year 2020:

- Revenue: $9.57B
- Offices: 99
- Total employees: 33K
- Total supplier spend: $1.46B
- New hires: 3,753
- Suppliers: 5,985
- Total partners: 2,335
- Total giving: $52M
KPMG U.S. Foundation, Inc. at a glance

KPMG U.S. Foundation, Inc. is a registered 501(c)(3) public charity governed by a board of directors comprised of KPMG LLP partners and employees. It seeks to bring about systemic change in business and society by investing today in education and the development of a rich and diverse pool of talent to create inclusive and innovative leaders for tomorrow. We invest in business education, diversity, equity and inclusion (DEI) initiatives and service learning at all levels for the long term as part of lifelong learning because we’ve seen the multiplier effect. Education strengthens society, and with the skills gap widening, the Foundation aligns with KPMG LLP on a shared pursuit of ensuring access to education and strengthening the communities we serve.

$5.3M invested in access to education

$10.5M in contributions through university matching gifts

$1.8M invested in community support

Now more than ever, we understand the importance of supporting learning at all ages and in all communities. In a year of unsteady access to education for many, our commitment to promoting education for all has never been stronger. For a better tomorrow, we must act today to foster an environment where everyone can succeed.”

Blane Ruschak (he/him/his)
President, KPMG U.S. Foundation, Inc.
Our Culture and Values

Who we are

At KPMG, we understand and believe that strengthening our Culture is everyone’s responsibility. Heads Up Thinking is our Culture vision and informs the way we work and how we live our Purpose and Values. It is our chance to put Culture and Values front and center, make our Culture extraordinary and unleash the full power and passion of our people.

Our Values define who we are and what we believe. They establish a common identity that unites us. We strive to live these Values in what we say and do every day, informing how we interact with one another and our clients and guiding our decision-making.

- **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.

Awards

- Recognized as one of Points of Light’s most community-minded companies in the U.S.
- Recognized as one of PEOPLE Magazine’s 50 Companies that Care
Our Values in action

Doing what matters when it matters most is core to our Culture and Values at KPMG.

Our commitment to people
As the world continues to navigate new challenges and adapt to new realities, KPMG has remained committed to using employees’ feedback to find innovative ways to improve their experience. In 2020, we:

- **Created** a Coronavirus Resource Center with real-time updates, information, resources and policies for employees, such as childcare, mental health and physical wellness resources.
- **Provided** a COVID-19 flexibility resource to professionals to address personal commitments and challenges related to COVID-19.
- **Ensured** the safety of our people by closing all U.S. offices and issuing a mandatory work-from-home policy.
- **Extended** paid leave for U.S. employees affected by COVID-19.
- **Supported** our people with opportunities to connect virtually, and build firmwide resiliency. We reinforced our Culture and Values through targeted communications to address relevant topics, such as the U.S. Capitol insurgency, Black History Month and the International Day for Elimination on Racial Discrimination Summit. We also encouraged our people to share bold, courageous stories of colleagues who inspire us with our Stories of Impact.

Our commitment to communities
$52M in charitable donations includes:

- **$1M** in Foundation funds to aid 501(c)(3) organizations across the country focused on food insecurity, frontline support, education disruption and the “cure”.
- **$110K** in Foundation COVID-19 Relief Grants equally disbursed to 501(c)(3) organizations where we have existing relationships nationally.
- **$405K** in the inaugural Community Impact Grants program through over 800 grants of $500 each to nonprofits actively supported by KPMG U.S. employees.
- **$500K** in funds donated as recommended by local offices to aid 501(c)(3) organizations across the country focused on lifelong learning, health, wellness and mentoring.
- **100K meals** donated to college food pantries and other communities with the greatest needs through Foundation funding provided to Beta Alpha Psi and Pack Shack.

For more information, go to Succeeding in the new reality

Read more about KPMG Foundation support during COVID-19

Read more about Community Impact Grants
One immediate impact of the pandemic was school closures across the country. With millions of children forced to learn from home, educators had to quickly adapt their methods. An abrupt move to virtual learning meant teachers had to think outside the box about how to engage students virtually. Longtime KPMG Family for Literacy nonprofit collaborator First Book began hearing about this tension early in the pandemic.

The Foundation provided $250,000 to First Book to support their network of educators as part of COVID-19 relief efforts. First Book’s first step was to survey a representative sample of its network of over 500,000 educators nationwide to better understand the barriers they grappled with due to the pandemic. They quickly learned their concerns included the mental, social and emotional health of kids and families; lack of access to learning tools and resources; a widening digital divide, making the need for books and resources more critical; and an extended summer slide, or regression in academic proficiency resulting from a long break from formal education.

First Book responded with a national campaign, committing to distribute 8 million books to address this gap in 2020. In addition, KPMG employees in 25 offices participated, raising enough additional funds to distribute 85,000 books to students throughout the country.

Collaborators like the Foundation helped the campaign take off quickly. By the end of 2020, First Book, along with the KPMG Family for Literacy network and other supporters, had helped distribute 14 million diverse books and helped provide 3.6 million digital subscriptions to students across the country.
Featured story: Turning dreams into reality

The KPMG Community Impact Grants program recognizes and empowers KPMG employees who live our Values and make a difference in their communities by supporting the nonprofit organizations that are important to them. Launched in 2020, Community Impact Grants are funded by the Foundation to organizations nominated by our employees. One of the first grants was given to Amazing Families Foundation. Founded by Joe Bartling, KPMG Advisory director, the nonprofit provides practical job training and employment options for adults with disabilities. For Joe and his wife Karen, the nonprofit’s work is personal. All six of their adopted children are blind and have other disabilities. When their eldest daughter Hannah was ready to start working, the couple quickly discovered that it wasn’t going to be easy for her to find a job that accommodated her disability and allowed her to thrive. That is how Amazing Families was born. Today, the organization provides special trainings, education, assistance with job search resources and support tools for special needs families.

Take a look at Joe’s story and inspirational message.
Evolving our impact reporting

Our environmental, social and governance (ESG) efforts are embedded in everything from the decisions we make and the actions we take to the investments we commit to and the Culture that defines us. As part of the World Economic Forum’s International Business Council (WEF IBC), KPMG has been part of a task force developing universal ESG metrics and disclosures. Accordingly, we have started to align our reporting with WEF IBC Stakeholder Capitalism Metrics as a common way of measuring and analyzing our performance across the four pillars: Governance, Planet, People and Prosperity. We firmly believe that standardized reporting inspires confidence, builds trust and helps scale change. The 2020 KPMG Community Impact and Foundation report provides a snapshot of our annual performance in our focus areas, complemented with stories of our people and the meaningful difference they make in the communities where they live and work, supported by data mapped to the WEF IBC framework.

Learn more in our Data Center

Measuring Stakeholder Capitalism: Governance
Featured story:  

Formalizing our ESG efforts and practice

In 2020, KPMG U.S. began the work to formalize its ESG commitments under one strategy. Using the KPMG Values as a guide to clarify our commitments, the strategy will align our actions across four important categories: Governance, Planet, People and Prosperity. Rob Fisher will lead the KPMG team to bring holistic solutions that help clients simplify every stage of their ESG journey. Externally, the go-to-market strategy is being co-led by Maura Hodge, an Audit partner in the Boston office, who has deep experience in the ESG sector and started the KPMG U.S. ESG Assurance practice in 2010.

The effort stems from the global firm’s work in collaboration with the other Big Four firms, Bank of America and other companies to develop the World Economic Forum International Business Council Stakeholder Capitalism Metrics. “We’re developing a strategy that maps our offerings across Audit, Tax and Advisory to provide our clients with the support and advice they need, regardless of where they might be on their ESG journey. From setting ESG strategies and goals to helping clients operationalize them and incorporating the discipline of measuring impact and reporting it, with KPMG IMPACT we’re bringing them together under one strategy. More importantly, we are sending a signal internally and externally about the criticality of this work. It is no longer optional to have a strategy about how you aim to address ESG impacts,” said Hodge.

The KPMG IMPACT strategy was rolled out internally in early 2021, followed by a suite of trainings designed to educate and inform internal teams on ESG issues so that they can help their clients navigate them. “We’re asking more questions, we’re focusing on challenges, and we’re emphasizing the business imperative of ESG, especially for talent retention and business continuity,” Hodge said.

For KPMG, this effort also speaks volumes to talent. “Our people care deeply about these ESG issues, and the opportunity to work on them with clients gives them purpose,” explained Hodge. Ultimately, the KPMG IMPACT strategy ties in with our Purpose and Values and connects one more dot with the firm’s commitment to Inspire Confidence, Empower Change. As Maura summed it up, “Our people want to pursue careers that enable them to make a difference. Now they can do that through their time as well as their expertise.”

Our own journey has shown us the upside – and challenges – of effectively meeting the ESG imperative. Ultimately, we see both a short- and long-term opportunity to make business better.”

Rob Fisher (he/him/his)  
IMPACT and ESG National Leader,  
KPMG U.S.
Our impact priorities

13  Lifelong learning
17  Diversity, equity and inclusion
21  Healthy communities
23  Environmental sustainability
At KPMG, our Community Impact efforts are focused on lifelong learning because we know that equity and access to education can change the trajectory of students’ lives. We have long believed that lifelong learning is a journey, where knowledge and skills make all the difference as students make their way along their unique paths to success. This multidimensional work, in collaboration with the Foundation, requires that we address the many issues interconnected with a student’s ability to become a lifelong learner, such as equitable access to early education, technology, mentors, advancement opportunities and health equity.

In alignment with the UN Sustainable Development Goals, especially Goal 4: Quality Education, we champion programs and initiatives that drive systemic impact and nourish every learner’s ability to succeed.

“There are many ways to have a positive impact on our communities. As we have navigated the uncertainties of the past year, service to others has differentiated our firm and our professionals. By living our Values of Together, For Better, we continue to improve the lives of those around us.”

Jennifer Flynn Dear (she/her/hers)
Managing Director,
Community Impact and Alumni Network,
KPMG U.S.

Community Impact at KPMG

The tree represents the people we impact and reflects our understanding that lifelong learning and the health of our communities are intertwined. Each of the four distinct roots represents a focus area – education, technology enablement, health and wellness, and mentorship – to drive holistic community impact.
Lifelong learning for our people

In January 2020, we opened the doors to KPMG Lakehouse, a $450 million facility built for our people to continue their professional development, nurture their careers and connect with colleagues. Lakehouse represents a strategic, long-term investment in our extraordinary people and the future of our firm, bringing our Value of Excellence to life: we never stop learning or improving. It includes the Ignition Center, built to nurture ideas and breakthrough solutions to support our clients, along with 90 other learning spaces. In the first year of its opening, despite the restrictions imposed by the pandemic, we proudly facilitated 1 million hours of in-person training and sourced 100% of our electricity from renewable energy.

Take a look at KPMG Lakehouse and learn more about what’s ahead.

Nonprofit board service

Nonprofit board service helps our people have a direct impact in their communities while also developing important skills and leadership competencies. In 2020, we surveyed our professionals serving on nonprofit boards to better understand their perspectives. With over 750 survey responses (a 57% response rate), the results confirm our beliefs and underline our continued commitment.

- 85% joined a nonprofit board because they are personally passionate about the cause
- 28K hours spent on nonprofit board service
- 90% say they are growing their skills and competencies, such as building collaborative relationships, championing inclusion and applying a strategic perspective
- 94% agree that their nonprofit board service makes a direct impact in their communities
- 1,400 partners and employees who serve on nonprofit boards
- 1,700 nonprofit boards supported

NAF Future Ready Labs

Our people share an unwavering commitment to support students through meaningful education programs. The NAF Future Ready Labs program, supported by the Foundation, is an innovative NAF program in which leading businesses like KPMG provide paid internships to a cohort of NAF students with the support of KPMG professionals serving as volunteer mentors. The volunteer program was designed with an emphasis on building core competencies outlined in the KPMG Leadership Competency Model. Professionals at earlier stages in their career volunteer to mentor NAF Future Lab interns each summer.

Every fall, KPMG mentors are surveyed on their overall satisfaction with the program, including the professional development benefits mentoring provided. In 2020, 96% of mentors indicated that they personally benefited from their involvement in the NAF Future Ready Lab, and 96% thought their role made a difference.

KPMG Volunteer Spotlights

Our extraordinary KPMG volunteers do what matters when it matters most and demonstrate a strong commitment to our communities through nonprofit board service.

- **Hear Lou Trebino’s story** about his inspiring work with Warren Village.
- **Hear Patricia Rios’s story** about her exciting work with Cristo Rey students and Hispanic IT Executive Council.
Virtual Field Trip Series

At KPMG, we believe learning unlocks a student’s potential. Our people recognize how disruptive the last year has been: students have missed out on many traditional experiences. To help support educators and engage students, we’ve created a series of virtual field trips with recognizable leaders across sports, entertainment and business.

Virtual learning

In 2020, KPMG Community Impact and the Foundation supported virtual learning as the pandemic limited access to the books, teachers and safeguards provided by school. Our nonprofit collaborators and academic institutions suddenly had to adapt to a complex and fragmented reality. Teachers delivered books from their cars, and community centers opened their doors to serve the meals that millions of children typically received from school. At KPMG, we pivoted quickly, shifting funds and working together to reallocate grants and create virtual volunteer opportunities to meet the needs of our communities.

Our professionals recognize that this new reality will continue to require large-scale adaptation, and we are committed to using our skills, resources and passion to drive lifelong learning in communities with the greatest needs across the country.

308K students supported by KPMG and the Foundation lifelong learning programs
In light of the impact of the pandemic on education and the need for virtual solutions, KPMG Family for Literacy (KFFL) wanted to ensure an inclusive approach, addressing students’ academic needs while also responding to the demand for diversity and equity in a meaningful way. By shining a spotlight on diverse authors, students could see role models they could relate to. So, in collaboration with First Book, KFFL launched a special back-to-school program in 2020 called “Connect for a Great Start,” where close to 50 offices donated more than 9,000 books to more than 50 local schools and organizations from First Book’s “Stories for All” collection. This collection features diverse characters, voices and life circumstances that promote understanding and empathy through stories that can help children see and celebrate their similarities and differences.

KPMG team members also read books virtually using First Book’s collection of diverse authors and topics. The readings were also made available through a new KFFL YouTube playlist that was promoted to First Book’s network of educators.

KPMG Learning Ambassador Laurie Hernandez, an Olympic gymnast and author, also participated in the campaign with an Instagram Live takeover event reaching 158,000 people.

Getting free books that represent many cultures and backgrounds into our students’ hands is vital to their feeling valued and unique and appreciating their differences.”

Educator participant in Connect for a Great Start

At the end of the program, we conducted an educator survey to see how useful the readings were – and received overwhelmingly positive feedback:

94% of educators agreed that their students were able to access books that resonate with a diverse group of learners

94% of educators agreed that with access to First Book’s “Stories for All” books, students were able to build understanding and empathy by respecting each others’ differences

82% of educators agreed that their students now have at least one book in their home

According to one educator who participated in Connect for a Great Start, “Getting free books that represent many cultures and backgrounds into our students’ hands is vital to their feeling valued and unique and appreciating their differences. We are very thankful for programs like these that help reduce the disparities we see in literacy across this nation. Books should never be a luxury; they should always be a given in our students’ lives.”
Diversity, equity and inclusion

At KPMG, cultivating a culture that promotes diversity, equity and inclusion is a strategic imperative. It is firmly rooted in our vision of having a workforce where professionals can reach their fullest potential, and it is critical to our Purpose. Yet the events of 2020 confirmed that there is more we need to do as a firm and as a community which was the motivation to evolve our DEI strategy.

We launched Accelerate 2025 with new commitments and aspirational goals, including to increase representation of underrepresented groups in the workforce as well as leadership roles. We also released our first U.S. Transparency Report. This report is an important milestone as we use transparency to hold ourselves accountable and move quickly but substantively to improve equity and access for all.

We also worked with the Foundation to establish a focus on racial equity providing grants to groups that focus on uplifting the Black community through at least one of four focus areas – health and wellness, workforce readiness, education and racial justice.

“We have a responsibility to make KPMG a place where all our people can grow and thrive, and we are committed to that vision. We will continue to find ways to bring this vision to life through bold conversation and decisive action, creating real change across our organization, in our communities and across the world.”

Elena Richards (she/her/hers)
Chief Diversity, Equity and Inclusion Officer
KPMG U.S.
Conversations of Impact

In June 2020, KPMG U.S. executives hosted a town hall on race, equity and allyship, watched live by more than 21,000 employees and partners, in response to the tragic events that occurred within the Black community. Participants heard from KPMG Black leaders about personal challenges, experiences and the importance of allyship.

Following the town hall, additional discussions were held by offices and teams across the firm, allowing for lived and shared experiences to bring colleagues closer together on topics of bias, racism, xenophobia, antisemitism, and other forms of hatred. These conversations of impact compelled many to be more active in their communities on matters of social justice, and promoting greater respect and dignity for all.

Accelerate 2025

As a firm that relies on intellectual capital in an increasingly competitive environment, our ability to attract and retain the best and brightest talent is inextricably linked to our U.S. firm strategy. We also know that a diverse, inclusive and supportive working environment is an imperative for our people to thrive and deliver excellent, high-quality work to our clients.

The ambition of Accelerate 2025 is for underrepresented talent to select KPMG as their employer of choice and have the opportunity to reach their full potential.

The success of Accelerate 2025 is focused on key moments that matter – Getting Here, Succeeding Here, and Leading Here – and requires that we embed our diversity, equity and inclusion strategy into all aspects of our business.

Paul Knopp, KPMG U.S. Chair and CEO announced bold commitments, and with full engagement of the firm’s senior leadership team, formed a task force to develop the actions that would assess every stage of the employee and partner experience with resulting focus on:

- Recruitment and onboarding
- Development and advancement
- Experience and retention
- Transparency and accountability

Accelerate 2025 was built with extensive stakeholder engagement, including:

- 120+ one-on-one interviews
- ~100 working sessions
- 15 focus groups
- 50 external sources of market research

Learn more:

- Statement on Diversity, Equity and Inclusion
- Take a look at our 2020 U.S. Transparency Report
The summer of 2020 brought to the forefront a core tear in American society – one incident that laid bare decades of systemic and recurring social justice inequalities. “George Floyd’s murder wasn’t just a Minneapolis incident. The incident represented a global issue – one that required much more from us than a public statement in support of the Black community,” acknowledged Blane Ruschak, President of the Foundation. What began as a search for an authentic and meaningful response to the outcries for racial justice throughout the U.S. took shape as $500,000 in seed money from KPMG LLP, plus employee donations to organizations actively driving systemic change in racial equity. 

“Being able to see firsthand how the firm and the KPMG Foundation were focusing on addressing some of these systemic issues that the Black community faces every day was heartening. We can’t help everybody, but we can try to have a sizable impact in specific focus areas.”

Aubrey Harrell (he/him/his)
Partner, Audit
KPMG U.S. and Chair, African Ancestry, Business Resource Group
Members of KPMG’s Diversity, Equity and Inclusion team and the African Ancestry Business Resource Group worked together to identify organizations focusing on four key areas: mental health and welfare, access to education, career workforce readiness and racial justice.

**Equal Access to Education**
- Black Girls CODE
- Management Leadership for Tomorrow
- National Black MBA Association, Inc.
- National Society of Black Certified Public Accountants, Inc.
- Thurgood Marshall College Fund
- Year Up

**Mental Health & Community Healing**
- BEAM (The Black Emotional and Mental Health Collective)
- The Black Mental Health Alliance

**Justice and Reform**
- Innocence Project
- Race Forward

The KPMG grants for racial equity support National Black MBA Association, Inc. (NBMBAA) Leaders of Tomorrow® program for high school students through undergraduate scholarships and financial literacy training. This program has mentored more than 8,000 talented youth and provides the know-how, navigation systems and network to ensure talented underrepresented minorities are able to get on and stay on the path to senior leadership.

Supporting the Leaders of Tomorrow

KPMG’s grants for racial equity support National Black MBA Association, Inc. (NBMBAA) Leaders of Tomorrow® program for high school students through undergraduate scholarships and financial literacy training. This program has mentored more than 8,000 talented youth and provides the know-how, navigation systems and network to ensure talented underrepresented minorities are able to get on and stay on the path to senior leadership.

**The PhD Project: a long-term commitment to racial equity in education**

The Foundation created, administers and serves as lead sponsor of The PhD Project, a separate 501(c)(3), building diversity by targeting the place where great leaders are created: America’s business schools. A diverse faculty helps develop and expand the talent pipeline of ethnically diverse business leaders and drive toward racial equity in business, especially in leadership roles. Over 25 years, we have demonstrated success in increasing the diversity of business school faculty.

The KPMG grant leans into the organization’s mission and provides lifelines to Black students who are contemplating college. It gives them a real opportunity to explore a professional career in a meaningful way. When organizations like KPMG puts their money where their mouth is, it helps our community move forward.”

Paula Fontana
Vice President, Strategic Programming Initiatives, NBMBAA

500% increase in underrepresented business school professors, from less than 300 to more than 1,600

96% of PhD Project members remain in academia
At KPMG, there is nothing more important than investing in our Culture because it’s an investment in our people and our future, in who we are and what we stand for.

Mental, emotional and physical well-being are also key contributors to lifelong learning. At KPMG, we believe building healthy communities begins with self-care. We collaborate with nonprofits committed to strengthening minds and bodies to help build stronger and healthier communities and support our partners and employees in identifying points for impact.

In 2018, we launched national nonprofit networks comprised of partners and employees who serve on local nonprofit boards or executive leadership teams. These networks are committed to making a positive impact in our communities by advocating for an organization’s mission, supporting priority initiatives and engaging our people in a meaningful way.

**Nurturing our people’s physical and mental well-being**

Amid the tumultuous changes the pandemic brought to everyone’s lives in 2020, we also took steps to ensure our people were able to take time for themselves. With everyone working from home and many professionals also acting as caregivers, the firm supported employees in the new environment by encouraging work-life balance, supporting working parents and establishing designated times for heads-down work.

**Measuring Stakeholder Capitalism: People**

Learn more about how we are using employees’ feedback to find new ways to better their experience.
Lisa Milberg, Executive Director of Market Development in New York City, had no clue that her small idea would become a monthly ritual for hundreds of fellow KPMG team members. With the pandemic forcing everyone to work virtually and navigate multiple pressures, including childcare and elder care at home, carving out time for a mental break was a critical issue throughout 2020. Lisa, along with Sarah Carlson and Lori Morea, Associate Directors with the Audit Pursuit Center, decided to put a hunch to the test. Together, they emailed their KPMG colleagues nationwide to see if they would be interested in doing Peloton rides together. When the response rate quickly rose from 35 to 50 and more, they knew they were on to something.

“For many, it became a moment to take a deep breath from the everyday pressure of balancing work and family with no external outlet,” said Carlson. As the riding team expanded, they bonded over virtual high fives and a common hashtag. Then came the idea of raising funds while riding together. With KPMG interest holding steady, they approached the other Big Four firms to engage in some friendly competition. All jumped at the opportunity, and they formed a small planning committee to launch quarterly rides as one Big Four community. Along the way, the network raised funds for multiple nonprofits, including National Multiple Sclerosis Society, Black Lives Matter Global Network Foundation and March of Dimes.

The rides also grew in frequency, with people joining in when they could. There were eight rides organized on Martin Luther King Jr. Day to allow people globally to join at least one. There were “Reflection Rides” on World Mental Health Day. Ultimately, the rides have become a symbol of “me time,” something that has been in short supply this past year. “If we’re not happy, we’re not able to take care of our families and ourselves well. In a tough year, this opportunity to connect with people gave us focus,” said Milberg.

During Mental Health Awareness Month, KPMG hosted You are Not Alone, a mental health virtual symposium open to everyone at KPMG and hosted by Lisa Hackard, National Chair of the KPMG Ability in Motion Business Resource Group, along with Elena Richards, Chief Diversity, Equity and Inclusion Officer and Claudia Saran, Vice Chair of Culture. The discussion explored the synergy between DEI and Culture centered on mental health awareness and the steps we need to take to support one another.
In 2016, KPMG began making sector-leading commitments to environmental sustainability. As of 2020, we had achieved many of these goals, such as sourcing 100% of our energy from renewable sources through Renewable Energy Certificates and removing single-use plastics from our offices. These initial steps set us on the right path and allowed momentum around sustainability to pick up in late 2020.

Set in 2016, KPMG has achieved all its 2020 environmental goals

- **Purchase** 100% renewable energy for our offices  
  ✔ Achieved

- **Reduce** carbon emissions by 10% per employee  
  ✔ Achieved

- **Build** new offices and major construction projects to LEED standards  
  ✔ Achieved

- **Promote** new technologies, processes and workflows to help reduce travel  
  ✔ Achieved

We must continue to evolve the way we operate so that we can continue to deliver top quality to our clients and meet their changing needs while reducing our carbon footprint. The environment demands it, our clients demand it, and we demand it of ourselves. Our commitment to sustainability is and will continue to be a foundational part of all business decisions we make across the firm.”

Will Williams (he/him/his)  
Vice Chair, Operations, KPMG U.S.
After successfully achieving our 2020 goals last year, we joined KPMG International in committing to become a **net-zero carbon organization** by 2030. As part of our continued focus on delivering growth in a sustainable way and providing climate solutions for member firms, clients and society, we will expand our efforts from implementing reduction strategies to emissions mitigation and carbon offsets.

To underpin this goal, the global network committed to a series of new climate actions, including a 1.5°C science-based target, which will focus on achieving a 50% reduction of KPMG direct and indirect greenhouse gas emissions by 2030.

We also continue to leverage our Living Green network, a national initiative run by KPMG U.S. employees, for grassroots initiatives, including tree plantings, composting and pro bono efforts with local nonprofits.

### Measuring Stakeholder Capitalism: Planet

#### 2030 Goals

**50%**

**Cut emissions (direct and indirect) by 50% between 2019 and 2030 as part of a 1.5°C science-based target.**

**Continue to source 100% renewable energy.**

**Offset any remaining emissions we cannot remove by investing in externally accredited carbon removal projects.**
Beth Stephens has seen firsthand the negative impact human activities are having on our oceans. Passionate about sustainability and ocean conservation, Stephens co-chairs the KPMG Living Green network in San Francisco and frequently volunteers with several local organizations, such as The Marine Mammal Center and Shark Stewards.

In early March 2020, before the pandemic, Stephens spearheaded a beach cleanup in San Francisco's Aquatic Park, inspiring KPMG colleagues to join her. The successful cleanup surpassed the amount of garbage and waste collected at previous events organized by the Living Green network. For Stephens, it confirmed the strength of people working together: “It’s amazing what a small group can do. If we work together, we can do great things and make a huge impact on our ocean health and our planet.”

Learn more about Beth's story
The many acts of service across KPMG and the Foundation from this year highlight our continued joint commitment to making an impact in our communities and our planet – an impact that we look forward to expanding in the future. By aligning our ESG reporting to follow international standards, we will measure our impact more easily and plan for the path ahead. Along the way, we’ll keep finding new ways to support our people and to attract and nurture talent from underrepresented communities, in support of the firm’s commitment to Accelerate 2025. We will continue to advance equity in education and work to provide educational resources and mentorship to learners at every age in their lifelong journey of learning. And as we move one year closer to 2030, we will double down on our efforts to be a net-zero carbon organization. Above all, our Values will reinforce our commitment and guide our actions, and our Culture will continue to inspire us to serve. #ResilienceAndImpact
Data center
Measuring stakeholder capitalism

28  Governance
31  Planet
35  People
38  Prosperity
Our data is mapped to the metrics recommended by the World Economic Forum International Business Council framework, with the objective of becoming more closely aligned in the coming years.

## Governance

<table>
<thead>
<tr>
<th>Theme</th>
<th>Core metrics and disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Governing purpose</strong></td>
<td>Our Purpose and Values guide us and continue to shape our business, informing our actions and defining the work we do every day.</td>
</tr>
<tr>
<td></td>
<td>KPMG employees each have their own way of articulating why they joined KPMG – and why they choose to stay. But when we synthesize all their motivations, there is a consistent thread that runs through their reasons: we have the opportunity to inspire confidence and empower change. These two reasons create a compelling proposition not just for our people but also for our clients and our communities. They are the basis for KPMG's Purpose: Inspire Confidence. Empower Change. When we come together as one firm, we empower ourselves as a force for change in the capital markets and in our communities.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Theme</th>
<th>Core metrics and disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Quality of governing body</strong></td>
<td>KPMG has two principal governing documents: a partnership agreement and partnership bylaws. Together, these documents establish the structure and principal procedures of governance for the firm.</td>
</tr>
<tr>
<td></td>
<td>Board of directors KPMG’s governing body is its board of directors (the board). KPMG has built several safeguards into its governance structure to help ensure the independence of the board from the operational management of the firm. The board is responsible for the firm’s policies and for the oversight of the firm’s management. The firm’s chair of the board is also its CEO. The firm’s CEO is responsible for managing the firm’s business and affairs and carrying out the firm’s policies. The CEO may act on all matters on behalf of the firm.</td>
</tr>
<tr>
<td></td>
<td>The firm’s chair and deputy chair are supported by a number of senior management team members who together compose the firm’s management committee. The management committee is responsible for implementing firm policies as promulgated by the board, developing strategies and tactical and operational plans and supporting the sound and profitable operations of the firm.</td>
</tr>
<tr>
<td></td>
<td>For more information on the firm’s governance: 2020 Transparency Report and Supplements (kpmg.us)</td>
</tr>
</tbody>
</table>
### Governance

<table>
<thead>
<tr>
<th>Theme</th>
<th>Core metrics and disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stakeholder engagement</td>
<td>KPMG has a diverse range of stakeholders, including our people, clients, local communities, governments, regulators, academic institutions, media and capital markets.</td>
</tr>
<tr>
<td></td>
<td>In late 2019, KPMG Global conducted research to identify the issues that are most material to our worldwide stakeholders and business. The study sourced information from KPMG member firms around the globe. In the U.S., we currently report on climate change, diversity, equity and inclusion, community impact, training and other core metrics, which are identified based on formal and informal communications with our key stakeholders while considering our business strategy. The nuances of the local market led to our own U.S.-based materiality assessment, partially leveraging the methodology followed by KPMG Global. We expect to complete the U.S. study within this year.</td>
</tr>
<tr>
<td></td>
<td>We also held regular employee check-ins and used employee engagement pulse surveys throughout FY20 to understand employees’ needs and their trust and comfort in the firm’s response to the pandemic. The results of these conversations and surveys have helped us make decisions regarding health and safety policies, return-to-work programs and support for our people’s physical and mental well-being.</td>
</tr>
</tbody>
</table>
Theme | Core metrics and disclosures
---|---
Ethical behavior | **Our Ethics and Compliance program**  
Our Ethics and Compliance program is the foundation of stakeholder trust in KPMG. The faith and confidence of our partners, our employees, our clients, regulators, the public and the capital markets is essential to our continued growth and success. For us, doing the right thing is always the bottom line.

KPMG is committed to a high-quality Ethics and Compliance program based on the principles and best practices of leading organizations:

- Ethics and Compliance is central to the business strategy.
- Ethics and Compliance risks are identified, owned, managed and mitigated.
- Leaders at all levels across the organization build and sustain a culture of integrity.
- The organization encourages, protects and values the reporting of concerns and suspected wrongdoing.
- The organization takes action and holds itself accountable when wrongdoing occurs.

Ethics and Compliance helps the firm manage risk more holistically, supports our leaders as ethical role models and hones the ability and confidence of our people in speaking up when they see behavior inconsistent with laws, regulations, the Code of Conduct or the firm’s Values.

Reporting and monitoring retaliation are key components of our program. We have put a renewed emphasis on the range of reporting channels available to our people such as the Ethics and Compliance Hotline, which is managed by an independent third-party provider and available 24 hours a day to anyone inside or outside KPMG to report possible illegal, unethical or improper conduct. In addition, the firm enforces a zero-tolerance policy against retaliation and maintains a rigorous and robust retaliation monitoring system to ensure that people who report possible misconduct or who participate in investigations suffer no adverse consequences in the workplace.

Learn more about Ethics and Compliance at KPMG [Ethics and Compliance Program Overview](#)

Risk and opportunity oversight | KPMG has a robust Enterprise Risk Management (ERM) program to ensure the timely identification, assessment, mitigation, management and communication of enterprise risks to the KPMG management committee and board. An enterprise risk is a threat that may adversely affect KPMG’s strategic, operational or compliance objectives in the short term or long term.

The information obtained through the ERM process provides ongoing monitoring of key risks and helps the management committee and board clarify accountability and prioritize risk-mitigating activities for the firm.
### Planet

#### Theme
- Climate change

#### Core metrics and disclosures

**Greenhouse gas (GHG) emissions**
While our energy use decreased in 2020 in large part because of COVID-19 restrictions, we continued to evolve our energy efficiency measures throughout 2021.

<table>
<thead>
<tr>
<th>Carbon footprint (metric tons of CO₂e/yr)</th>
<th>FY2016</th>
<th>FY2017</th>
<th>FY2018</th>
<th>FY2019*</th>
<th>FY2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Scope 1 emissions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Direct emissions</td>
<td>6,275</td>
<td>6,318</td>
<td>7,586</td>
<td>6,803</td>
<td>4,835</td>
</tr>
<tr>
<td><strong>Total Scope 2 emissions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Indirect emissions</td>
<td>29,702</td>
<td>29,305</td>
<td>26,323</td>
<td>22,119</td>
<td>23,312</td>
</tr>
<tr>
<td><strong>Total Scope 3 emissions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other indirect emissions</td>
<td>150,001</td>
<td>151,069</td>
<td>170,141</td>
<td>232,060</td>
<td>101,081</td>
</tr>
<tr>
<td><strong>Total emissions</strong></td>
<td>185,978</td>
<td>186,692</td>
<td>204,050</td>
<td>260,982</td>
<td>129,228</td>
</tr>
<tr>
<td><strong>Offsets and renewable energy certificates</strong></td>
<td>12,510</td>
<td>21,515</td>
<td>24,015</td>
<td>32,159</td>
<td>28,465</td>
</tr>
<tr>
<td><strong>Total net emissions</strong></td>
<td>173,468</td>
<td>165,177</td>
<td>180,035</td>
<td>228,823</td>
<td>100,763</td>
</tr>
<tr>
<td><strong>Net emissions per FTE</strong></td>
<td>5.5</td>
<td>5.3</td>
<td>5.7</td>
<td>6.8</td>
<td>2.9</td>
</tr>
</tbody>
</table>

*We have made an adjustment as more accurate data has become available.

**TCFD implementation**
We recognize that climate risks and opportunities are dynamic and interconnected and that it’s vital to evaluate their potential impact on our business operations. We regularly review our climate risk approach and performance and present our progress to the firm’s management committee. As part of this process, we are improving our approach to climate risk assessment and impact reporting, and we are playing an active role in the Task Force of Climate-Related Financial Disclosures (TCFD).
Climate change (continued)

KPMG utilizes a formal Enterprise Risk Management (ERM) approach to identify, assess, monitor and report on priority risks to the firm, including climate-related risks. Priority risks include strategic, operational and compliance risks. Senior leadership is responsible for monitoring the completeness and robustness of the process, including the effectiveness of risk-mitigating actions, on a periodic basis throughout the year.

Our enterprise risks are identified and managed through our ERM Liaison Committee, which is chaired by the national partner in charge – Risk Policy and Enterprise Risk. Environmental and social sustainability has been identified as a priority risk for the U.S. firm. The ERM Liaison Committee convenes quarterly to:

- Review collected information on existing and emerging enterprise risks
- Make suggestions for improvements to risk treatment strategies
- Provide input on reporting of risk data to support preparation of the ERM report for the management committee and board of directors

By creating better awareness of the impact of climate change through the management of our enterprise risks, we will be able to allocate capital more efficiently to mitigate risks or enable opportunities, improving our financial stability. We are now in the process of setting specific metrics.
Our commitment to land use and ecological sensitivity

KPMG is committed to protect biodiversity and to work with, rather than against, planetary boundaries. To do this, we’re striving to gain a better understanding of our impact on nature and to improve our biodiversity performance. Over the next year, we will further develop our approach to managing these issues and will adopt targets and metrics appropriate to our sector. While that work is underway, we will continue to build awareness of our personal and professional impact on our natural world and encourage our people to empower change by engaging in activities that make a lasting, positive impact on the environment.

KPMG recently conducted an environmental survey and found that 53 offices (72% of real estate) are in the vicinity of Key Biodiversity Areas and 32 offices (55% of real estate) are in the vicinity of water-stressed areas. We are engaging with our people, property managers and nonprofits to protect biodiversity and address water scarcity. Several offices support local environmental projects. At the national level, we have partnered with the Arbor Day Foundation to plant trees across the country and collaborated with the National Audubon Society to help protect migratory birds.

72% of offices by sq. footage in the vicinity of a Key Biodiversity Area
### Theme

<table>
<thead>
<tr>
<th>Freshwater availability</th>
</tr>
</thead>
</table>

#### Core metrics and disclosures

**Water consumption and withdrawal in water-stressed areas**

<table>
<thead>
<tr>
<th>56%</th>
<th>21%</th>
</tr>
</thead>
<tbody>
<tr>
<td>of offices by square footage currently in water scarcity areas</td>
<td>of offices by square footage currently on the brink of water scarcity</td>
</tr>
</tbody>
</table>

**Our commitment to improving freshwater availability**

As the early days of 2021 demonstrated, water scarcity is a global and local problem. Millions of Americans and critical industries face water shortages. KPMG is committed to addressing this issue. We have identified which offices are currently in areas of water scarcity and which offices are in areas on the brink of facing areas of water scarcity. In 2020, we made significant strides in water conservation and will not only expand these efforts but also partner with nonprofits with expertise in managing the entire freshwater cycle.
## People

<table>
<thead>
<tr>
<th>Theme</th>
<th>Core metrics and disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dignity and equality</strong></td>
<td><strong>Pay equity</strong></td>
</tr>
<tr>
<td></td>
<td>Please see our <a href="#">2020 U.S. Transparency Report</a>.</td>
</tr>
<tr>
<td></td>
<td><strong>Wage level</strong></td>
</tr>
<tr>
<td></td>
<td>As of December 31, 2020, KPMG U.S. LLP does not disclose this data.</td>
</tr>
<tr>
<td></td>
<td><strong>Diversity and inclusion</strong></td>
</tr>
<tr>
<td></td>
<td>Please see our <a href="#">2020 U.S. Transparency Report</a>.</td>
</tr>
<tr>
<td><strong>Risk for incidents of child, forced or compulsory labor</strong></td>
<td>KPMG LLP is committed to a work environment that is free from human trafficking, forced labor and unlawful child labor. Firm policy prohibits any such conduct by its personnel.</td>
</tr>
<tr>
<td></td>
<td>We expect our clients, subcontractors, outside consultants and other third-party vendors to abide by the same ethical principles. We also seek to ensure that the firm does not accept products or services from anyone that employs or utilizes human trafficking, forced labor or other similar prohibited activities. Within our Federal Services practice, we perform compliance checks of all subcontractors and vendors to ensure there have been no substantiated human trafficking violations.</td>
</tr>
<tr>
<td></td>
<td>During FY21, KPMG LLP developed three trainings for key areas of the organization (Talent Acquisition, Federal, State and Local Government, and Commercial) to enable personnel to recognize and understand how to report potential human trafficking within KPMG LLP, our candidates, our clients and our subcontractors.</td>
</tr>
<tr>
<td></td>
<td>Learn more about our efforts to <a href="#">Prevent Human Trafficking</a>.</td>
</tr>
</tbody>
</table>
**People**

<table>
<thead>
<tr>
<th>Theme</th>
<th>Core metrics and disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and well-being</td>
<td></td>
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</tbody>
</table>

**Health and safety**

As the COVID-19 pandemic began to unfold in 2020, KPMG and its leaders took immediate steps to respond to the growing crisis. We did so with our Values and our people's well-being as the highest priority. Our population of over 35,000 individuals in the U.S. became a cohesive community, checking in and relying on one another.

KPMG pivoted overnight, adjusted to working remotely 100% of the time, adapted services to meet clients’ needs and mobilized our new workstreams to respond to the market. The firm focused on meeting the real-time needs of our employees and communicated frequently. In the early days of COVID-19, KPMG formed a pandemic response committee, launched a coronavirus resource center and began working with the Mayo Clinic to guide us as information evolved about the virus. The firm also enhanced and expanded resources to support overall mental and physical well-being, such as expanding leave policy and sabbaticals, increasing the number of uses for the employee assistance program and waiving co-pays for telemedicine visits and a new Talkspace online counselor program. Utilization increased:

- EAP usage was up 44% over 2019.
- Top issues were anxiety (24%), relationships (15%) and stress (13%).
- Teledicine usage increased more than 1,500% over the prior year, with an 867% increase in number of people accessing the resource; 55% of visits were attributed to behavioral health.

Since parents were disproportionately impacted by the pandemic, we enhanced offerings specific to their needs, including expanding paid leave policy, doubling the number of backup care uses per dependent from 30/year to 60/year, adding five additional days for infant backup care, and discounting childcare and family learning support.
## People

### Theme

### Skills for the future

#### Core metrics and disclosures

**Training provided**

In January 2020, the firm opened [KPMG Lakehouse](#), a world-class $450 million learning center with 800 guest rooms that can host as many as 1,000 learners a day. The flexible, technology-enabled classrooms of Lakehouse are custom-designed to support interactive learning. In addition, Lakehouse hallways and lobbies teem with opportunities for reflection, connection and exploration. In-person training at Lakehouse still anchors KPMG’s long-term learning strategy, but Lakehouse is closed in the short term to support health and safety during the coronavirus pandemic. The firm will reopen Lakehouse as soon as it is safe and practical to do so.

- Approximately 2.5 million hours of training delivered
- 1.7 million CPE Credits earned
- Approximately 500,000 culture training hours, including Ethics & Integrity Training
- No. 5 on 2020 Learning Elite List
- Training Magazine Top Ten Hall of Fame
- 10,000 digital courses available, including 8,000 courses accessible through LinkedIn Learning Library
- 95% of courses rated as good to great
Prosperity

<table>
<thead>
<tr>
<th>Theme</th>
<th>Core metrics and disclosures</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment and wealth generation</td>
<td><strong>Absolute number and rate of employment</strong></td>
</tr>
<tr>
<td></td>
<td>Please see our <a href="#">2020 U.S. Transparency Report</a>.</td>
</tr>
<tr>
<td>Economic contribution</td>
<td>KPMG believes lifelong learning is a journey of growth where knowledge and skills make all the difference. Our Community Impact efforts are aimed at providing access and equity to quality learning for all. Working with KPMG U.S. Foundation, Inc., we support our most vulnerable populations. Together, For Better, our KPMG professionals do what matters:</td>
</tr>
<tr>
<td></td>
<td>• $52 million in total KPMG and KPMG U.S. Foundation, Inc., giving</td>
</tr>
<tr>
<td></td>
<td>• 119,000 hours of service</td>
</tr>
<tr>
<td></td>
<td>• 47% of KPMG Community Impact investments supported lifelong learning</td>
</tr>
<tr>
<td></td>
<td>• 308,000 students supported by KPMG lifelong learning programs</td>
</tr>
<tr>
<td></td>
<td>• $2.2 million in community support (COVID-19 relief efforts, Racial Equity Action Fund, 800+ Impact Grants to nonprofits)</td>
</tr>
<tr>
<td></td>
<td>• 5.8 million books donated since 2008 and 3,700+ schools and organizations supported KPMG Family for Literacy</td>
</tr>
<tr>
<td></td>
<td>Source: FY20 activities</td>
</tr>
</tbody>
</table>

| Financial investment contribution         | As of December 31, 2020, KPMG U.S. LLP does not disclose this data.                        |
| Innovation of better products and services| **Total R&D expenses**                                                                     |
|                                           | As of December 31, 2020, KPMG U.S. LLP does not disclose this data.                        |
| Community and social vitality             | **Total tax paid**                                                                         |
|                                           | KPMG’s focus on responsible tax encompasses our advice to clients, our engagement with regulators and other stakeholders, the arrangements of each KPMG firm and the tax affairs of our individual partners. We are committed to acting lawfully and with integrity to provide high-quality advice and build mutually trusting relations with tax authorities. KPMG’s tax professionals are guided by [Principles for a Responsible Tax Practice](#), which bring to life KPMG’s Values and Global Code of Conduct in a meaningful way for everyday situations. |
|                                           | In 2020, our firm launched KPMG IMPACT, a cutting-edge suite of data-driven solutions to help clients enhance their ESG performance, while also delivering on our own ESG commitments. KPMG is focused on helping companies across industries effectively seize the opportunity to make business better, building trust with key stakeholders and unlocking value in a long-term ESG commitment to create a more sustainable future while driving profitable and measurable growth today. Several tax solutions are included in KPMG IMPACT to address the increased focus on tax transparency as a key metric for demonstrating the impact an organization is making through its tax contributions. |
Contact

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