

# People—At a glance

Our vision is to make ESG synonymous with KPMG. Prioritizing ESG not only allows us to provide better insights and guidance to our clients, but also makes our business stronger—by unlocking new value, building resilience, and achieving greater impact.

# 50%

Partner and managing director representation from underrepresented groups by 2025

# 30%

Promotions for people of color in manager roles and above in FY21

# 32%

Increase in the percentage spend with small and/or diverse suppliers from FY20 to FY21

Diversity, equity, and inclusion (DEI) are foundational to our ESG strategy. To achieve our growth and trust ambitions, we must unlock the power of our people and ensure we are doing all we can to contribute to an equitable society and workplace. This means attracting, retaining, and advancing underrepresented talent, diversifying our supplier relationships and helping suppliers advance their own ESG commitments, supporting our people's professional development and career advancement, and protecting the health of our people—both physical and mental—so they can thrive both inside and outside the workplace.

## Our commitments

- **Enhance diversity, equity, and inclusion (DEI)** at all levels of our firm through Accelerate 2025, our long-term strategy and commitment to DEI centered on attracting, retaining, and advancing underrepresented talent. Our aspirations for 2025 include:
  - 50%** Partner and managing director representation from underrepresented groups, including doubling our Black representation
  - 50%** Increase in our Black and Hispanic/Latinx workforce
  - ↑** Significant increase in representation from underrepresented groups in client and firmwide leadership roles
- **Increase the representation of women** in senior leadership (partners and managing directors) to 33%, as part of KPMG International's global goal
- **Improve our people's experience by continuing to build on our culture** through the intentional embedding of KPMG culture into each stage of our people's career, including incorporating accountability for values-based behavior into our performance development process, hiring, and promotions