Corporate Citizenship Report

Committed to community

kpmg.bm

—

May 2020

Our Commitment

We take our role as a corporate citizen seriously and KPMG we remain at the forefront of serving and strengthening our markets and communities in tangible ways. It's core to our purpose and our values.

We are committed to working collaboratively to help drive change that has a positive and lasting impact on our colleagues, clients and communities. It is this common purpose that is fundamental to who we are and what we stand for as an organisation.

We live in extraordinary times and the opportunity to serve others is more important now than ever. As a leading professional services firm that is part of a strong and global network of member firms, we recognize the role that we can play in helping others at this time. By working together, we are stronger together.

Our community

Last year our firm celebrated exciting new milestones for corporate citizenship; co-founding the Ignite program, the island's first privately funded entrepreneurial accelerator, continuing with our Make a Difference Day, a firm wide initiative that has been going for over a decade, fundraising for Relay for Life and fundraising to provide support to our colleagues and their communities impacted by Hurricane Dorian in the Bahamas. In addition, we had participation from everyone right across our firm in a variety of activities, from volunteering to participating in charitable boards and fundraising events, sporting and team activities.

I am very proud of our commitment to community and that it is shared by everyone across our firm I am delighted to share our activities with you in our 2019 annual report and I hope you enjoy reading it.

Sincerely,

Neil Patterson
Chairman
KPMG in Bermuda

Our Values

Our Values represent **who we are** and **what we believe** in

Integrity

We do what is right

Excellence

We never stop learning and improving

Courage

We think and act boldly

Together

We respect each other and draw strength from our differences

For Better

We do what matters

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Committed to community

Our commitment, our focus

At KPMG, our commitment to corporate citizenship is reflected in these areas.

Youth development

Through youth-focused development programs, charities and local sports initiatives, including our firm's flagship KPMG Round the Grounds Race.

Education

Through our Graduate Program, annual KPMG Scholarships, summer internships, the annual KPMG Senior School Investment Challenge and our administrative and financial commitment to educational charities.

Health

Through our firm's sponsored Wellness Program, participation in many sporting and well-being events, and our ongoing backing of Bermuda's key health and support-related charities.

Environment

Through our local and global Green initiatives which include: reducing our environmental impact, supporting research and its outcomes through volunteer work, environmental partnerships and driving initiatives that engage and empower our people, clients, and suppliers.

Additionally, we align our efforts with local initiatives and activities that benefit our communities and its members. Our corporate giving extends to grassroots charities with a focus on culture, art and humanities. We are also proud to provide professional services on a full or partial pro-bono basis – which is valued at hundreds of thousands of dollars annually – to charities and not-for-profit organisations.

A message from the Chair

At KPMG in Bermuda we believe in inspiring change through lifelong learning. Investment in education is one of the most important catalyst for addressing societal issues. We encourage our staff to be forward thinkers – we look to the future and those that will make it, our youth, in an effort to create the change we need for the world we want. This focus stems from KPMG's involvement in the UN's 17 Sustainable Development Goals which we actively try to pursue through all business activity and our corporate citizenship strategy, with particular focus on Goal 4, "Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all".

We help to build the skills necessary for our youth to succeed and bring about a successful future for all. This starts with our educational outreach, which supports a variety of local education initiatives, through to the KPMG Investment Challenge which generates student interest in the capital markets and raises awareness of related career opportunities; transitioning into our scholarships that support undergraduate studies abroad; internships where students can apply and develop their skills; and our graduate programme where we help launch the next steps in a variety of careers. From the start to the end, we provide an environment of support for lifelong learning, but we are not limited this, we also create an environment of sustainable development.

We cannot proactively achieve Goal 4, without committing to our environment, and while our main focus will always be the development of our youth, there needs to be a future for them to apply these developed skills to. Our firm actively contributes to a healthy future, whether that be through the development of our community in our Make A Difference Day initiatives and our summer interns' charitable projects or limiting our environmental impact by reducing our firm's overall electricity usage.

In Bermuda, community is everything and KPMG will always remain committed to its development for current generations and those to come. I hope you enjoy our report.

Sincerely,

Stephen Woodward
Managing Director
Chair of the Corporate Citizenship Committee

Meet our Corporate Citizenship Committee

KPMG in Bermuda's Corporate Citizenship strategy closely aligns with global and local priorities. It is designed to make a positive impact on the community, providing personal growth and development opportunities for our people while helping define a clear market leadership position when it comes to corporate citizenship.

Simply put, being a good corporate citizen is a part of our corporate culture and what we value as a firm. We know that our team brings the skill, influence and business knowledge to make significant and enduring contributions to the societal issues that are affecting our communities and environments.

At KPMG in Bermuda, we have a dedicated committee that is charged with overseeing our corporate citizenship initiatives. Our firm's mandate is driven by the impact we're making on our community, the engagement of our people, and it's something we are proud to be known for in the market.

Sponsor

Neil Patterson

Chair

Stephen Woodward

Secretary

Sahima Choudhury

Members

Rhiannon Fox-Nanette

Sharon Brimmer

Samuel Perry

Sam Mawoyo (2019, Alumna)

Stephen Caton

Alex Brown

Our mandate

As a committee, our mandate is to support our firm in achieving its mission in being a good corporate citizen and is to:

- Be committed to our communities;
- Work toward improving the health, education, development, equitable access to resources and eventual employability of Bermuda youth; and
- Set an example among our peers for greater Bermuda-based social responsibility in support of local health care, elder care, the environment, and for arts and humanities initiatives.

Our giving guidelines at a glance

KPMG's giving policy is limited to registered charities in Bermuda and their local activities. We are unable to provide financial support to individuals, for overseas trips and events, or for religious organisations. We are, however, pleased to support select community outreach projects that are led by religious-based organisations.

If you would like to have your charitable activity be considered for funding or assistance as part of our corporate citizenship program, please submit a request letter, addressed to the Chair, Corporate Citizenship Committee, and provide details about the initiative, including donation amount and supporting documentation (i.e., charitable registration number).

Requests should be made a minimum of three months in advance of your fundraising need, activity, or event, and they can be sent by email to info@kpmg.bm or delivered to our offices at Crown House, 4 Par-la-Ville Road, Hamilton, Bermuda HM 08.

Our giving philosophy

Our philosophy for corporate citizenship is built on personal and collective commitment. Our policies and initiatives seek to add value for, and with, our community partners, and include:

Bermuda partnerships

Forming strong relationships with not-for-profit organisations to achieve lasting community impact.

International and local disaster relief

Providing funding, volunteers and other support during emergencies.

Community volunteer leave policy

Encouraging and supporting our people to spend time volunteering in their communities, both during and outside of working hours.

Pro-bono work policy

Harnessing our people's skills, experience and expertise, by supporting not-for-profit organisations through pro-bono work engagements.

Directorships and stewardship

Giving generously of our senior leadership's time, advice and experience as directors and officers of various charities and community organisations.

Workplace giving program

Enabling our people to donate to their favorite community organisations through payroll deductions.

Committed to our community

A core value of KPMG and at the heart of all we do, a strong connection and commitment to our community is a key aspect of who we are. Among other things, it is this value that attracts people to our talented team in Bermuda.

From sponsored events, through many community projects organised by our summer interns, to our firm-wide Make A Difference Day, our people are always looking for ways to engage and be empowered to make a meaningful difference. Our senior leadership team is comprised of committed corporate citizens who serve on various government and community boards, including the following organisations:

Bermuda Zoological Society

Cedarbridge Academy

National Museum of Bermuda

Pembroke Rotary Club

Ignite Bermuda

Bermuda End to End

Bermuda Chamber of Commerce

Every year, more than 50 charities receive our support, primarily in the areas of youth, education, health and the environment.

OUR YOUTH

Adding value: The value of education

KPMG Senior School Investment Challenge

Since 2005, we have been running the KPMG Senior School Investment Challenge as part of our firm's commitment to education and youth development.

The Challenge has been designed to generate interest for the students in investing for the future, develop knowledge of the capital markets, as well as raise awareness of related career opportunities. With virtual funds of BMD$100,000 to trade over six months, the teams with the top three highest returns claimed victory, awarding their schools actual cash prizes totalling BMD$20,000 at a special Prize Giving Ceremony in May 2019.

The 2020 KPMG Senior School Investment Challenge, which commenced in fall, is comprised of 22 teams from The Bermuda High School, Mount Saint Agnes Academy, Saltus Grammar School, Cedarbridge Academy, Warwick Academy, The Berkeley Institute, Bermuda Institute and Impact Academy.

Which teams will have the best investments in their portfolio during this Challenge?

BMD$100,000

virtual funds to trade over **six months**

BMD$20,000

awarding **cash prizes**

Educational outreach

Bermuda Centre for Creative Learning

Supported the school and their commitment to empower and nurture students who learn differently, no matter their socio-economic background.

Bermuda Institute of Ocean Sciences (BIOS)

Given our location, the ocean is very important to us. We donated to BIOS' bursary initiative that supports selected students in attending their summer programmes where an ocean education begins.

Bermuda Outstanding Teen Award

Sponsored the KPMG Academic Achievement Award, which celebrates outstanding academic achievement.

Delta Sigma Theta Reading Festival

Supported the 20th Annual Children's festival. It was a day of discovery, creativity and excitement for all ages. It attracted 650 children who collected a free book, listened to storytelling, played literacy games, and enjoyed entertainment and many family-fun activities. Parents received important literary related literature, as well as advice on how to foster a love of active reading in their homes.

Impact Mentoring Academy

Contributed to their building drive, which aimed to build additional infrastructure to offer a higher quality delivery of services and be better equipped to reach more students.

Pembroke Hamilton Club Foundation

Contributed to the annual campaign that encourages young men and women in their pursuit of higher education, and assists with their high school, college and university studies.

Planet Math

Having a passion for numbers is not surprising, we are KPMG after all. That is why we were delighted to have the opportunity to support Planet Math with a donation to their Back to School Bootcamp.

The Reading Clinic

KPMG was pleased to support their efforts for the children of Bermuda, ensuring that diversity of learning styles and abilities are given a supportive learning environment for reading and math.

Lift Off Program

Graduate program
15 staff accountants

Student internship program
17 interns

Scholarships
Accounting $20,000
Business $20,000

An exciting career journey starts with KPMG's Lift Off Program. We've helped launch many careers over the years, with no two alike. The program is designed to provide skills development, the opportunity to interact with our client engagement teams and get exposure to professional network building to accelerate career development. This is possible through the many facets of the program which include: Scholarships, summer internships, co-op placement, work shadow for high school seniors and our full-time graduate program.

KPMG in Bermuda Scholarship

The 2019 KPMG in Bermuda Scholarships were awarded to Ashley Farrington, a 2017 graduate of The Bermuda High School and Imani Smith, a 2016 graduate of The Berkeley Institute. Along with the financial rewards, and an invitation to join us upon graduation, they have also been provided guaranteed internships with our firm, and an opportunity to take part in KPMG's Global Advantage leadership development program.

In 2020, Ashley and Imani will travel to KPMG's office in Copenhagen, Denmark to attend the 3-day global leadership program. They will experience development training, historical/cultural activities, client interactions and the chance to network with over 80 other top students from around the world.

"After receiving the news that I was awarded the 2019 KPMG Accounting Scholarship, I felt a combination of thrill and excitement. Reading about past recipients of this scholarship, I found myself admiring and looking up to these individuals as they mirrored the kind of person I have always wanted to be: determined, driven and committed. Through hard work and perseverance, I am pleased to have the opportunity to be in this position and grateful to KPMG for awarding me this scholarship."

Ashley Farrington
Accounting

"The support from KPMG will allow me to probe the multitude of challenging and diverse sectors, from manipulating numerical complexities to analysing the multifaceted dimensions of the world we inhabit. The exposure I will receive and the experience I will gain will lay the foundation to become a positive and influential contributor in both the professional arena and my community in Bermuda."

Imani Smith
Non accouting

Graduate Program

Our firm makes a significant investment in our Staff Accountants, providing training, educational and financial assistance, in addition to salary and other benefits. In return, we ask for dedication and hard work, especially when it comes to gaining their qualifications and developing and growing as a professional accountant. The training involves a commitment of at least 30 months of work experience and study following completion of university education.

We provide graduates with an interesting, rewarding and varied work experience. They also receive individual support and mentoring with their work experience being tailored to their knowledge, previous work, academic qualifications and specific course of study.

"Entering your first full-time job while simultaneously completing a designation is an extremely challenging experience to adjust to. However, over the last year, the Graduate Program has given me all of the tools and support necessary to reach my goals. The program has not only assisted me in all my endeavors, but it has allowed me to gain valuable connections and relationships that I will have for the rest of my life."

Ryan Parris
Staff Accountant

Student Internship Program

Each year, KPMG in Bermuda offers a 12-week summer internship to a select group of Bermudian undergraduates, and while we are known for accounting, it's just a part of our internship offering. From marketing and human resources to finance and compliance, we have helped launch a variety of careers. Applications open in December and close in February each year.

The intern's projects gave the students unique experiences, where they could put their initiative and creativity to work, with the support of a mentor system. During the summer, they also had an opportunity to sharpen their presentation skills as they delivered their findings and recommendations to KPMG's management and employees, as well as the senior executives from the charities.

Our summer interns also have the chance to participate in rewarding charitable projects by working alongside local, non-profit organisations. Here are some examples of what our 2019 summer interns got up to.

The Bermuda Zoological Society

Observed current processes and inventory at the gift shop to compile processes into a procedures manual, and make recommendations of solutions and controls, including highlighting any potential risks.

Bermuda Diabetes Association

Worked with rejected patient claims to capture patient counselling demographics for the 2017 and 2018 fiscal year, contributing to improved operations.

Masterworks

Working alongside the Masterworks team, ensured that the paintings presented in the gallery and vault physically existed in the museum's inventory catalogue, allowing for updated documentation.

Impact Mentoring Academy

Conducted a thorough analysis of current processes and financials to draft a Strategic Partnership Sustainability Proposal and a business plan for a new potential industry element.

The Reading Clinic

Researched Client Relationship Management software and organised contact information lists to a single database to upload onto the implemented software.

K-Nect

At KPMG in Bermuda, we host K-Nect student events in July and December, as well as a Parent &Teacher K-nect information session. During these special events, students, parents and teachers alike can learn how we help shape students interest in business and financial services into an exciting and rewarding career. We also share information about our KPMG Scholarship and summer internship opportunities. We hope to see you at our next K-nect event!

Global Advantage Leadership Conference

Each year KPMG hosts a Global Advantage Leadership Conference, a four-day interactive global leadership training program designed to attract top talented KPMG intern candidates from around the world. During this unparalleled experience, participants have the opportunity to network with experienced KPMG partners, as well as KPMG interns and professionals from around the world. This exciting program is designed for highly motivated students looking to gain valuable leadership skills and a competitive edge as they launch a successful career.

OUR COMMUNITY

Working together: Giving back to the community

KPMG Round the Grounds Race

In partnership with the Mid-Atlantic Athletics Club, we celebrated the 21st Anniversary of KPMG Round the Grounds Race at the Botanical Gardens in Paget. The event took place on March 10, 2019, and attracted over 500 participants, ranging in ages from 4 to 18.

This is an event we look forward to every year and we love to see everyone running for fun in such a treasured spot on the island.

Time to beat — ages 13+:

Female
6:04:52

Male
4:58:99

Charity Days

While we can often dress casually, we still love to fundraise and give back. Throughout the year, KPMG employees participated in Charity Days and raised $3,020 for a number of local charities.

Bermuda Diabetes Association

Bermuda Heart Foundation

P.A.L.S.

SCARS

Toys for Tots

Women's Resource Center

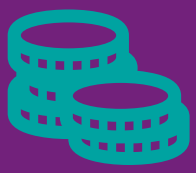
Pro-Bono

Clients

24

Market Value

$1,272,587



Hours

2,948

Corporate Citizenship Hours

Our staff dedicated

1,813 hours

of their time to corporate citizenship activities in 2019.

Hurricane Dorian

On September 1, 2019, Hurricane Dorian made landfall in The Bahamas as a category 5 hurricane with effects among the worst experienced for any natural disaster in the country's history. The destruction devastated the country leaving thousands of people without basic necessities and vital infrastructure. As a member of the KPMG Island Group, our firm came together to support our fellow colleagues and the community of The Bahamas through a number of fundraising initiatives. The funds raised were donated to Rotary International, an international service organisation who provides humanitarian aid.

Thanksgiving Luncheon

While a time for thankfulness, this year we focused on the giving. On Thanksgiving, we hosted a lunch which many employees purchased tickets to attend. Good food for a good cause!

KPMG Silent Auction

During our biannual staff meeting, employees were able to bid on many exciting items donated by our generous senior level staff. A firm wide favorite was an evening of Christmas carols with our Managing Directors!

KPMG Raffle

Throughout the month of November, our employees purchased raffle tickets for the chance to win some of the fun prizes kindly donated by our senior level staff and the Corporate Citizenship Committee.

Annual Staff Golf Day

Each year, our firm holds a staff golf day and, to get into the competitive spirit, bets are placed on which pairs will win. This year 25% of the funds raised from pair betting were donated.

After all of our employee-led initiatives, we had almost reached our fundraising goal. To achieve what we set out for, our firm generously donated the remaining amount to bring us to a fundraising total of:

Relay for Life: Team KPMG

The mission of Relay for Life of Bermuda is to raise awareness and funds to enable access to cancer prevention, early detection, treatment and support provided by Bermuda Cancer and Health Centre. The 24-hour walk/run-a-thon was held May 17-18, 2019, at the North Field, National Sports Centre, and supporting this global initiative locally is something we are always up for.

Given the outpouring of generosity in the previous year, we increased our donation goal to $20,000 with various fundraising initiatives held leading up to and in anticipation of the event. This event is continuously a firm wide effort with over 50 volunteers, along with colleagues who donate their time and money and show their support on the day of.

With a greater goal to achieve, we got more creative with our fundraising this year. FUNdraising activities included KPMG vs PwC football, barre and bubbles, KPMG Managing Director: come dine with me, walk the plank, wheel of fortune and raffles. Thanks to the enthusiasm and generosity of our employees, we surpassed our fundraising goal and raised $27,769 for the Bermuda Cancer and Health Centre, breaking our prior year's donation record of $23,971.

Raised $27,769

Breaking our prior year's donation record of $23,971.

Movember: Team KPMG

During November, moustaches can be found growing on the men of KPMG as part of Movember Bermuda.

Our firm's MoBros demonstrated their creativity and various abilities when it comes to growing facial hair and contributed to changing the face of men's health. The "Mo"tivated team held a number of fundraising activities during the month to show off their moustache masterpieces, which included bake sales, a bowling night and a Crown & Anchor table at the firm's Annual Staff Golf Day. Our MoSistas got in on the action too, helping raise funds for this important cause.

A big thank you to all our MoBros that got a little hairy for a great cause and their MoSistas, who came together and successfully raised $5,462 for the Bermuda Cancer and Health Centre. While we lost our title as corporate winner, our very own Will Green and Sam Perry won best moustache and Mr. Movember, respectively. We're ready to take back our title next Movember!

CROWN HOUSE 4

EXIT

Charity Walks/Runs

As part of the initiatives led by our firm's Wellness Committee, our employees get involved in many of Bermuda's sponsored walks and runs to raise funds for local charities. The events are a great way to stay active, connect with colleagues and community members, and enjoy the natural beauty unique to the island. In 2019, KPMG in Bermuda supported our team members in the following activities:

- Argus Crime Stoppers 5K
- AXA Man on the Run 5K (benefits Bermuda Cancer & Health Centre Radiation Therapy and other local Men's Health initiatives)
- BAC Jingle Bell 5K (benefits the Bermuda Red Cross)
- Bacardi 8K Road Race & Walk
- BAMZ Zoom Around the Sound 7.5 mile Run/Walk/Cycle (benefits the Bermuda Zoological Society)
- Bermuda Triangle Challenge – the Front Street Mile, Bermuda 10K Run & Walk, Bermuda Marathon & Half Marathon
- BF&M Breast Cancer Awareness Walk (benefits Bermuda Cancer & Health Centre Equal Access Fund and Prevention and Early Detection Programmes)
- Butterfield & Vallis 5K (benefits Bermuda Heart Foundation)
- Catlin End-to-End and Middle-to-End (benefits the Bermuda Diabetes Association, the Bermuda School of Music, the Bermuda Sloop Foundation and PALS for 2018)
- Eye Institute Classic 5K (benefits Bermuda Age Concern)
- Fidelity 5K (benefits the Neil Burnie Foundation)
- Goslings to Fairmont Southampton Race (benefits The Continental Society of Bermuda)
- Greenrock- 5K Run, 25K Ride, 5K Glow Walk and Glow Flow Yoga
- Hannover Re Walk/Run (benefits Friends of Hospice)
- ITU World Triathlon Bermuda
- Lindo's-to-Lindo's 5 mile Walk/Run (benefits Bermuda Diabetes Association)
- May 24th Bermuda Day Half Marathon and Half Marathon Day
- Nature Valley 5K Road Race
- PALS Family Fun Walk & Run
- Partner Re 5K (benefits the Family Centre)
- Renaissance Re 10 Mile Challenge
- Round the Sound Swim (benefits the Bermuda Zoological Society)
- Swans Running Club Legend Series- the Ed Sherlock 10K Run, Ray Swan Flat 8K, Ludwig Cann 10K, "Sir" Stanley Burgess 5K
- The Bermuda Grand Prix
- Tokio Millennium Re Triathlon
- You Go Girl Relay (benefits The Women's Resource Centre)
- Zurich 5K Run & Walk (benefits the AAD – Action on Alzheimer's & Dementia)

Ignite Bermuda

A new business often begins from a spark of an idea, and KPMG in Bermuda help to foster an environment where it can ignite. Ignite Bermuda is the island's first privately funded entrepreneurial accelerator, co-founded by KPMG and New Venture Holdings, in partnership with Entrepreneurial Spark, the largest operator of such hubs in the UK.

Entrepreneurial activities are a key facet of a successful economy but starting, and then growing a small business is never easy. There are many uncertainties involved between each level of growth and Ignite provides a support network of peers, mentors and advisors to navigate all of these stages within a provided office space, while allowing the opportunity to source much needed and sought after capital along the way.

During its inaugural year, the support for Ignite has been incredible and has brought together a variety of different people, ranging from companies providing financial support, professionals eager to mentor and coach, and the entrepreneurs themselves; creating an entrepreneurial community. This community works in close collaboration with the Bermuda Economic Development Corporation, aiding in the utilisation of existing programs and infrastructure. We look forward to watching the progress of the 2019 cohort and are excited to see what innovative ideas the next cohort bring, as they continue to ignite the economy one idea at a time.

For more information, visit: **ignitebermuda.com**

2019 Economic Impact Dashboard – First Cohort

24
part time jobs

15
full time jobs

3
business turnarounds

57
businesses supported

100%
survival rate

0%
cohort in decline

35%
sales growth

10x
application oversubscribed

$1,229,022
Annual sales increase

OUR PEOPLE

Sponsored team sports

- BFA Corporate Beach Soccer Tournament (in aid of Big Brothers/Big Sisters)
- Beat the Couch
- Bermuda Junior Cycling Team
- Bermuda Lawn Tennis Association
- Bermuda National Volleyball Team
- Bermuda Rugby Football Union
- Bermuda U40's Football Tournament
- Corporate Futsal Challenge (in aid of the CP Athletic Development Scholarship Program)
- Corporate Softball League
- Corporate Volleyball Tournament

Nutrifit

This year we sponsored 22 employees for a six week nutrition lifestyle program where they received tailored meal plans, participated in a series of nutrition classes and attended a label reading grocery store tour. They finished the program with a wealth of nutritional education to share with co-workers so that everyone could make more informed choices, as what you put into your body impacts how well you'll feel every day and we want the very best for our employees.

"The KPMG Wellness Committee's goal is to improve employee health and well-being. We achieve this by providing a platform for employees to be more aware, motivated and skilled when making decisions to increase their own and other's wellbeing. We sponsor an evolving variety of initiatives including sporting events and teams, nutritional education programs, mental wellness seminars and much more! Our employees' wellness is at the heart of everything we do."

Will Green
Assistant Manager,
Corporate Finance and Chair, Wellness Committee

Passionate: The environment

"KPMG in Bermuda has a dedicated committee overseeing our Green initiatives. We are focused on reducing KPMG's carbon footprint and raising green awareness to effect change in all staff, both in behaviours and mindset. In today's climate being kind to the environment is vital and we are committed to helping our colleagues achieve this."

Annette Fitzmaurice
Manager, Facilities and Chair, Green Committee

Our Green Committee

It's through the Green Committee that we provide ongoing awareness to our colleagues and keep the environment top of mind. Our Committee and employees took part in the following areas.

Keep Bermuda Beautiful

Participated in clean-up events around the island and organised one of our own at Astwood Park.

Office Renovations

Major office renovations were carried out this year, the green way. All lightbulbs were replaced with LED's, used furniture was donated to local organisations, old urinals were replaced with hybrid waterless versions, new carpets are made of recycled materials, new workstations are made of 48% recycled content and we said goodbye to plastic coffee pods with the purchase of new coffee machines.

20,000 hours
in light savings

Donated
used furniture

80%
less water

Workstations made of
48% recycled content

No
Coffee pods

With our mind on the goal, lower consumption and higher awareness, we are pleased to say that we have been successful in reducing our firm's overall electricity usage. We're confident that with our focus and our newly renovated and environmentally friendly office, we can keep up all the good work in the years ahead.

2014	2015	2016	2017	2018	2019
866,415 kWh	854,985 kWh	819,042 kWh	774,748 kWh	658,025 kWh	600,291 kWh

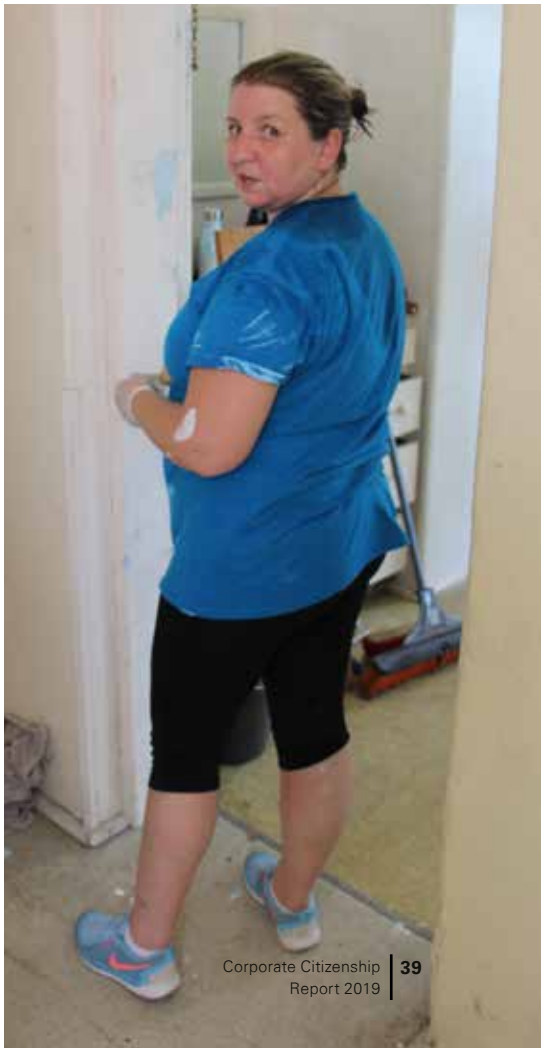
Stronger together: Make a Difference Day

Our annual Make A Difference Day is a truly hands-on volunteering experience where our employees give their time generously to make a difference in our local community. Our people get first-hand experience volunteering and gain a better appreciation of the importance of contributing to their community. They are also encouraged to continue the relationships with the charitable and service organisations we support. With hundreds of person-hours donated in a single day, we make a significant impact in a very short period of time.

This year, KPMG supported Habitat for Humanity of Bermuda at Pembroke Rest Home, the Bermuda Society for the Prevention of Cruelty to Animals (SPCA) and the Windreach Recreational Village. At the SPCA we got to lend a helping hand and make some furry friends. One team painted walls in the back kitchen, sanded down doors and completed other cleaning tasks. At Pembroke Rest Home we were given a plan for the property, and with it, a mission. Ten teams focused on washing walls as well as painting them and completing landscaping work inside the building courtyard.

A further landscaping team had some fun in the sun clearing vegetation at Windreach Recreational Village. At each facility our teams supported, we had the opportunity to go on tours. Joining the teams at each location, KPMG'S adopted school, Dellwood Middle School, students had the opportunity to take in-depth educational tours also.

Clearing vegetation at Windreach Recreational Village



One Young World Summit

One Young World is a UK-based charity that gathers together the brightest young leaders, empowering them to make lasting connections in order to create positive change from around the world. At the annual summit, 1,800 delegates from global and national companies, NGO, universities and other forward-thinking organisations were joined by world leaders acting as One Young World Counsellors.

Our very own Will Green and Brianna Buchanan were selected and supported by KPMG in Bermuda to attend the London Summit in 2019, and they returned to the island with even more energy and enthusiasm about how to create change within our firm.

"One Young World was a truly life changing experience for me. It opened my eyes to the scale of the global issues we are facing, but equally filled me with inspiration and hope thanks to the incredible people I met who are devoting their lives to make the world a better place. My biggest take away was from my fellow delegates who showed me that small steps can lead to meaningful change. I hope that I can start to improve the lives of the people around me and also make Bermuda a more sustainable place."

Will Green
Assistant Manager

"I was eager to go to One Young World to meet and collaborate with young leaders from around the world. While the celebrities and activists that took the stage shared incredible stories, I was most inspired by meeting other ambassadors like myself from around the world. To be surrounded by so many ambitious and forward-thinking individuals was extremely refreshing. Hearing the various projects they were working on back home inspired me to do more for not only KPMG, but my surrounding community. I came back to the office ready to make change and to share my experience in hopes of inspiring others."

Brianna Buchanan
Senior

International Lunch

In the spirit of Heritage Month, we hosted an International Lunch, and with food from over 19 countries, our staff showcased KPMG in Bermuda's diversity in the tastiest way. Staff also had a chance to learn about their colleagues and test their knowledge with a quiz about the different nationalities represented on the day.

Inclusion & Diversity: Celebrating our differences

At KPMG in Bermuda, by nature of being an international business, we are naturally diverse. Now we must ensure we are being inclusive. By fostering a welcoming environment, we create a space for creativity and self-expression, which is vital to help our people grow, develop and reach their full potential. It's also how we deliver exceptional service, enhance our capabilities and improve outcomes for our clients, community and networks.

> "Encouraging a welcoming environment for everyone is how we celebrate our differences. Differences are meant to be recognised and celebrated. We live this commitment every day at KPMG."

Will McCallum
Managing Director,
Head of Tax & Executive Sponsor,
Inclusion & Diversity Committee

Inclusion & Diversity Committee

During 2019, our Inclusion & Diversity Committee was reorganised and a new committee was established. We held our first meeting and created sub committees for events, HR and training. While we worked to find our new voice, we helped other women find theirs through our donation to WeSpeak Bermuda, a local organisation helping to amplify women's voices in any room.

> True inclusivity is having a seat at the table and being heard. **#balanceforbetter**

Angell Kasparian
Director, Markets & Chair of Inclusion & Diversity Committee

International Women's Day

A balanced world is an equal world, and that is what we kept in mind during our 2019 International Women's Day celebrations. Leading up to the day, our firm hosted an Inclusion and Diversity in the Boardroom Breakfast Briefing in collaboration with the Institute of Directors and focused on fundraising for the Women's Resource Centre. On the day, we hosted a team event where we discussed what inclusion and diversity means to all of us while seeking insights on how to best support women in their professional growth.

Pride Parade

August 31, 2019 marked Bermuda's first ever PRIDE Parade. Our employees came out in KPMG rainbow colours to show their support for inclusion and celebrate this important milestone for Bermuda. We're looking forward to the next one!

Committed to our people

With a new decade approaching, we renovated to create an office fit for the future. Everyone's workspaces were designed with the future in thought, from technology to collaboration and community break areas, it enhances the way our people connect, collaborate, and ultimately deliver for our clients.

"Our people are our biggest asset. We have enhanced our environment and our policies to make working with KPMG a better experience."

Adam Smith
Managing Director

Creating extraordinary people experiences

- Dedicated work weeks for training
- Dress for your day code
- Enhanced parental leave policy
- Flexible working arrangements
- Rest and relaxation policy
- Sabbatical opportunities

Employee Wellness Program

Our employee wellness program is designed to support and enhance the overall health and well-being of our people. This includes a variety of activities like in-house health and wellness lunch and learn sessions, firm-sponsored entry fees for sporting activities, and specially negotiated corporate rates for local health/fitness club memberships. Our program also extends to our people feeling safe in their working environment during the day, and by having a security presence after regular business hours to accompany employees to their vehicles should they wish to use this service.

Employee Assistance Program

In addition to our firm's health insurance program, our employees have access to complimentary and confidential personal counselling services. The Employee Assistance Program (EAP) is available to KPMG employees and their families and is provided by a local and independent counselling organisation. The EAP is financed fully by the firm and offers a wide range of services to assist with personal or work-related problems that may impact their job performance, health, or emotional well-being.

Annual Staff Golf Day

Our golf day is open to all employees, whether you're a scratch golfer or not. In the spirit of fun and a little friendly competition, KPMG golfers are randomly placed into foursomes for the day. Connecting with colleagues outside of the office is a great way to get to know one another and foster new friendships. Our annual golf event is something that everyone looks forward to each year, and the costumes keep getting better and better.

Annual Children's and Staff Christmas Parties

The holidays are a wonderful time of year, and we like to share in the joy with children and children at heart. KPMG employees are invited to take part in our annual Children's Christmas party, and it was another magical event complete with crafts, games, presents, and a special visit from Santa who came all the way from the North Pole to Bermuda. Our festive parties are one of the highlights of the year and are always a great way to give back during a time for family, friends, and community spirit.

Published by:
KPMG | Crown House | 4 Par-la-Ville Road
Hamilton | HM 08 | Bermuda
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