



# India alumni newsletter

March 2021  
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# CEO's foreword



**Arun M. Kumar**  
Chairman and CEO  
KPMG in India

We have just finished over a year of COVID-19 and of working an entire fiscal year during the pandemic. Our resilience was tested, but we emerged even stronger.

2020 was also a year of great human suffering – for many our colleagues and alumni, a heart-breaking year as some lost close family members. I applaud the fortitude with which they handled their bereavements, and truly the josh with which they sprung back to keep moving forward.

In February, the KPMG family suffered an immeasurable loss with our Deputy CEO, Akhil Bansal's passing. Akhil was a KPMG stalwart and a pillar of strength to his family, friends and colleagues. Throughout his 10 months of illness, Akhil kept very engaged and his attitude was always robust and upbeat. To honour Akhil's memory, we have arranged with his alma mater, Aligarh Muslim University, to name the amphitheater of their new business school building in his name. Many of us show pride in the institutions we studied in, often fancy names in India or elsewhere. Akhil had said to a friend that, more important than your being proud of where you studied, is to make your institution to be proud of you. Generations to come will congregate in the Akhil Bansal Amphitheatre and the university will thus celebrate their distinguished alumnus. In these pages, you will find heartening tributes from those who knew him and remember him for the colleague and friend that he was.

In 2021, our focus continues to be to work to be a trusted provider of choice for our clients, guided by our Values and our Purpose. As we reflect on our past and deliberate on our present, we also look to a future where inclusion and diversity will be increasingly central to us. Our cover story in this issue shares glimpses of our International Women's Day initiatives and celebrates our belief that the #FutureIsInclusive. Read '#ChooseToChallenge – from challenge comes change' and meet some of our many leading 'Women in Power' within the global KPMG family.

Get to know our alumni Anisha Goel, Sweta Mishra and Leetha Prajesh. We are delighted to welcome back Shubhra Mathur to the KPMG family, as she joins our Clients & Markets team.

Stay safe and stay connected. Do keep sharing with us more stories about your journey.

Arun Kumar  
Chairman and CEO  
KPMG in India

# In fond memory of Akhil Bansal

Akhil had been our strong pillar for over 24 years, contributing to our progress and helping create the firm we are today.

While his life was so sadly cut short at 53, we must reflect on his extraordinary accomplishments and the impact he made on the firm and all those who were part of it. Akhil's courage and attitude were exemplary and he was very engaged in his work almost to the end.

Over the years, Akhil played many important roles. Among his most important legacies is his contribution as a leader of various initiatives that he launched to help take the firm higher in the marketplace. His contributions to set up successful business units, acquisitions and other inorganic growth initiatives, were pivotal to shaping the future of the firm. His leadership and guidance on all matters- financial and administrative, were of immense value. There is no strategic or important decision that we made over the last four years that did not have his input and support.

But most of all, he is missed by his family, friends and colleagues for the big-hearted, vivacious and confident person he was.



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# In fond memory of Akhil Bansal

We share with you some heart rending tributes to Akhil, from the people at the firm.



He was a good man. Honest, upfront, caring, friendly, balanced and sharp. It is devastating to lose him in his prime. It was a privilege to know him, work with him and always have his counsel and hand on the shoulder. I will always remember him fondly.

**Anish De,**  
Global Sector Head, Power & Utilities, KPMG  
National Head - Energy Natural Resources & Chemicals,  
KPMG in India

It is very difficult for me to imagine the corridor where I used to see Akhil walking in and out of his cabin. May god give strength to his family today and always.

**Aradhna Garg,**  
Associate Director  
KPMG in India



Not only have we lost a great leader, but also a great mentor. I am eternally grateful to him for what and where I am today. He was a visionary and the most approachable leader I have ever come across. Heartfelt condolences to his family and friends. RIP, Akhil.

**Kangan Khanna,**  
Executive Director  
KPMG in India

Akhil was one of the most humane Partners. I remember how he drew me into the Midas programme, which turned out to be extremely successful. It was a pleasure to work with him, and he remained connected with me till the end. The saying, "Those whom the gods love die young" is sadly apt in this case. We will all miss him profoundly. God bless him and his family.

**Farid Gulmohamed,**  
Senior Advisor  
KPMG in India



I was in awe when the person on the other end of the call that I had just picked said that his name was Akhil Bansal and that he wanted to talk to me about an engagement. Having had no contact with the Deputy CEO of KPMG in India before, I think I fumbled and blurted my way through the entire conversation. In the end, he asked me to save his number and call him directly if I needed any help. I have been in awe of his simplicity and humility ever since then. May his soul rest in peace.

**Vinod Narasimhamurthy,**  
Director - KPMG in India

# Alumni speak

## Straight from the heart

Post her stint with KPMG in India, Anisha moved to Arthur D. Little in 2016, following which she served as Head of Growth and Partnerships at Drivezy, a tech startup. It was in 2019 that Anisha founded Kaze Living, making safe and reliable supply of gourmet foods accessible and affordable in NCR.

### What are the values from KPMG that have stayed with you and shaped you as the professional you are today?

Teamwork, humility and self-confidence. At KPMG I joined as a consultant and each project was very well structured, giving us an opportunity to work with both junior and very senior colleagues. This allowed me to stay humble and learn from the best and at the same time feel appreciated for what I'm bringing to the table and build self-confidence. This mindset has stuck with me through all future jobs and has been extremely valuable.

### What do you miss most about working at KPMG in India?

I miss our team lunches! KPMG fostered a strong sense of community and loyalty. As an entrepreneur, I have tried to build my venture with the same set of core values. At the M&A Advisory practice we had periodic meetings where the Partners revealed past financial performance and future targets. I have taken that same practice to my startup and realised it has imbibed an immense sense of belonging within each employee.

### What is your success mantra?

Change is the only constant. From an evolutionary point of view, we are not equipped to deal the fast-paced life that consulting, or entrepreneurship brings upon us. Highs and lows are inevitable but maintaining control, peace of mind and impeccable mental health in the face of adversity is the best ammunition to build.

### Message for alumni

Believe in yourself, stay in touch with the KPMG family and best of luck in your careers!

**Anisha Goel**  
Founder  
Kaze Living



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# Alumni speak

## Up close & personal

Having spent six years at KPMG in India in HR, Sweta currently heads HR for Indus Valley partners, a fintech firm. Her interest in HR stems from the fact that it brings people, processes and technology together in exciting ways. Her career has been fulfilling in more ways than one, given her some wonderful friends, made her cross paths with great leaders and helped her understand the significance of 'intent' in building a rock-solid HR function.

**If not your current profession, what would you be?** An educationist may be

**If you could go back in time, what would you do differently?** Focus on well-being much sooner in life than I did

**A gadget you cannot do without.** My Kindle

**Your favorite food?** Rice and Thai curry

**Best childhood memory;** Visiting book fairs; flipping through few pages of any book I found interesting

**In your free time where can we find you?** At home, reading or watching Netflix

**Which was the last book you read?** Man's Search for Himself (by Rollo May)

**Who is your role model?** Not anyone in specific. I have learnt different things from different people. I find it limiting to make one person a role model.

**A habit you cannot live without.** My workout

**An ideal weekend for you would mean.** A combination of quiet time and time with friends

**What is your success mantra?** Know what you want...with as much clarity as you can

**Two qualities you look for in an individual.** Clarity and candour

**What according to you is JOSH, both personally and professionally?** Awareness that it is an absolute privilege to be alive, to have your basic needs met, to have an education and the opportunity to contribute.

**Sweta Mishra**  
Director, HR  
Indus Valley Partners Pvt Ltd



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# Alumni speak

## jOSH story

When I think of my time at the firm, I see a starry-eyed HR professional with a fire in her belly to soak in all experiences and build a career in the field. After spending five years in recruitment in consulting, I was looking for a break in Corporate HR, now known as 'generalist' or 'business partnering' roles. In my capacity as Senior Executive in HR, I gained rich experience in recruitment for Southern India, played various roles with the process and policies team, HR business partnering for the Tax function and finally took over as India head of Compensation and Talent Management – an area I never imagined to lead had it not been for the firm.

### When everything falls into place

My six-year stint with the firm has been most essential in piecing together my career. It was full of excitement, energy and passion. Each person I met had so much value and experience to offer. Soon I transformed – in my actions, my thoughts and ways of dealing with people. Every day being at work meant wondering what's in store, whether it was finding innovative ways to hire CAs, resolving employee issues, analysing data or working on a policy.

With each passing performance review, I saw myself knowing and being more. Looking at all that I managed today, I don't think any formal training would have prepared me. It was the hands-on experience that helped me recognise and appreciate members of my team, what they feel, why they react and what we could do to create a better experience for them.

### Leading with confidence

When the global recession struck, in 2009 organisations across industries were rapidly seeing adverse effects of an economic slowdown. Interestingly, it was also the year I was asked to head Compensation and Talent Management for the firm and KGS. While I was elated, I faced the daunting task of taking over the role from someone who had been managing it for over a decade. Although I believed I had the skills, I had no clue where to start or how to make the most of the opportunity. All I knew was I had to make it happen.

### Leetha Prajesh

Director - People and Culture  
Recruitment and Compensation & Benefits  
Amadeus Software Labs, India



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# Alumni speak

## jOSH story

Each time I would rely on tried and tested methods, I would hear, “If we had to do it the same way, where are we adding value?” I soon realised that moving away from the conventional and leaning towards disruption is good for the long-term and is something we must continuously strive for. I built my risk appetite and understood that introducing change was not easy, especially for someone with much lesser experience than preceding leaders. With gradual changes, we kept improvising. Looking back, I owe a lot to my manager who instilled in me the belief that you are never too young, too junior, too inexperienced to be the change you want to see.

### It's the people...

One of the biggest strengths of the firm is its people. I was one of the first six members of the HR team in Bengaluru when I joined. By the time I left, there were so many team members (most of whom I had hired) that the magnanimity of what we had built together was overwhelming. I still remember looking around that room on my last day and thinking, do I really need to let this go, do I really need to leave?

The relationships, friends for life, mentors and guides helped me shape who I am. They continue to be a vital part of my career and I still reach out to them often for advice, suggestions and perspectives. I remember a team that came together not just to celebrate success, but also to learn from failures and have each other's backs, irrespective of hierarchies.

Today, as the Director of People and Culture at Amadeus Software Labs, I lead Compensation and Benefits, Talent Acquisition and Talent Management, and continue to build on my learnings from the firm. To others seeking growth in their personal and professional lives, I would say, “Have the wisdom to make the right choices, the will to make a difference and build on the wealth of opportunities you gain. Most importantly, be open, honest and have the courage to be who you are!”

**Leetha Prajesh**  
Director - People and Culture  
Recruitment and Compensation & Benefits  
Amadeus Software Labs, India



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# Welcome back



## What brings you back to KPMG in India?

In my experience, KPMG in India is one of the most dynamic platforms for opportunities and growth. My earlier association with the firm was one of the most significant learning and valued professional experiences. The firm is an epitome of competence, value generation and team spirit. The work culture here and my team were clear motivators for me to return to KPMG in India.

## Tell us what you missed most about KPMG in India.

I missed the firm's unmatched professionalism and clear priorities that support individuals in achieving their team and personal goals. The team spirit and positive energy that motivate us to do better in every task or project we take on is something that KPMG in India has in abundance is what I missed the most.

## How do you think KPMG in India has changed over the years?

When you are part of a firm like KPMG in India, the change is the only constant thing. The firm has grown into a mature organisation that is increasingly supportive of its people and customers alike. It has evolved, keeping in mind the changing dynamics of the market and the needs of people within the Firm.

## Message for the readers.

KPMG in India gives us a chance to excel and embrace challenges. It gives us an opportunity to work with talented colleagues and broaden our horizon.



**Shubhra Mathur**  
Associate Director  
Markets  
KPMG in India

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# Know our leader



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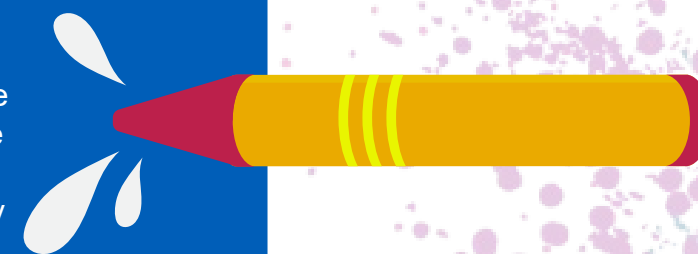
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Nandita joined the firm in 2006 and has over 18 years of experience in the professional services industry. She has worked with a cross-section of Indian and global companies across sectors on a range of assignments involving transaction structuring, tax diagnostic reviews, due diligences, business restructuring, cross-border taxation, entry strategies and devising tax efficient ownership, and operating structures. Nandita has extensive experience in advising companies in the infrastructure space, including airports, roads, transmission, power, real estate and construction sectors, on several large marquee M&A transactions. She is a regular speaker in the media and industry forums and regularly contributes articles on business and tax matters in leading English business newspapers. Nandita is passionate about inclusion and diversity and is part of some of the key initiatives that KPMG is driving firm wide. She is an avid traveler, a food enthusiast and believes in striking a balance between her professional and personal life.



### Describe your first day at KPMG in India.

I was nervously excited when I entered the office – little did I know that I would end up like a fixture here. The first day was special then and its pleasantly nostalgic when I am asked to describe it.

### What are your biggest takeaways from your journey at the firm?

Nothing succeeds like success. And setbacks only make you stronger for bigger, better, bolder times ahead. So, come what may...never lose confidence in your own self!

### KPMG in India's biggest impact on you and your biggest impact on KPMG.

Stand up for what is right and do the right thing even when no one is watching – that's what the Firm has engrained in me in the last 15 years. I was given the opportunity at every step to be myself and make my own choices. I give my best in whatever I do and live excellence every single day – a win-win partnership, with immense learnings through all the highs and lows.

### If you had to describe yourself in three words, what would they be:

Passionate, intuitive and creative

### One thing that nobody knows about you.

I am unbeatable in dumb charades 😊

### Your favorite:

**Holiday destination:** Africa

**Cuisine:** Indian food

**Book:** Many Lives, Many Masters

**Movie:** The Pursuit of Happyness

**Sport:** Tennis

### If you could go back in time what would you tell your 25-year-old self?

There are better ways to ruin your life – Choose wisely

### If you could trade lives with someone for a day, who would it be and why?

With my nine-year-old pet Bakku (a.k.a. Bakhtawar) – to know how it feels when you express without saying a word.

### What does jOSH mean to you, both personally and professionally?

Put your heart behind your actions, let your actions say it all and the world will see it - Never lead an ordinary life because you only have one, so make the most of it!

**Nandita Tripathi,**  
Partner – Deal Advisory, M&A Tax and PE  
KPMG in India



# Cover story

## International Women's day



### #ChooseToChallenge – From challenge comes change

If there is anything 2020 has proven, it's that unconscious bias is real – that inequality, both at home and the workplace, have no place in our lives from this decade on. While the pandemic posed a serious threat to women's progress made well into the 21<sup>st</sup> century, it exposed hard realities and inequities that continue to prevail politically, socially, culturally and financially.

### Future is inclusive, future is equal

On International Women's Day, the firm commenced its month-long celebration to express the firm's commitment to gender equality and **#ChooseToChallenge** gender bias by promoting awareness and sensitisation. At KPMG in India, we believe a systemic change can be brought about by investing in women and neutralising the 'gender effect' by reframing our policies, benefits and behaviours. We have also taken progressive steps to increase representation of women at senior levels and are committed to equality for opportunities and of compensation. Over the years, we have harnessed agility, flexibility and allyship to further our Inclusion and Diversity (I&D) initiatives for the benefit of our people, clients and communities. Our Kontinuum programme continues to ensure more women steer clear of a career downshift or loss of work owing to sudden or planned shifts in their personal and professional lives. Overall, our journey to inclusion is mapped to ensure mentorship, growth and a clear career path, not just for women, but all colleagues.

### KNOW townhall – A meeting of like minds



We organised our first ever virtual KPMG Network of Women (KNOW) Townhall on 11 March, connecting gender equality advocates, aspiring leaders and all women colleagues on one platform. We heard from several of our senior women

leaders about how they have challenged norms to build better workplaces and communities, their career narratives and what continues to inspire them to **#ChooseToChallenge**. It was also a privilege to have Nhlamu Dlomu, Global Head of People, KPMG International address participants as the event's keynote speaker, where she spoke about building an inclusive workplace, prioritising values post COVID-19 and how hybrid working can be a catalyst for greater gender equality. The sessions were a reminder for us to keep reviewing gender thoughts, especially on intersectionality, psychological safety, on stepping up, work-life harmony, well-being and learning to become your own hero.

### Action for equality – mind the gap

To inspire collective action, seed shared ownership and drive gender parity within our work ecosystem, we asked our people on how they were 'achieving an equal future in a COVID-19 world'. Several people shared their experiences and perspectives towards equality, equity, gender privileges and how they chose to challenge the family vs. work conditioning before and during the pandemic. Several of our women employees **#ChooseToChallenge** their past, present or future by writing notes to younger selves, in retrospect, building an eye-opening, cross-generational connect at the firm.

Our 'Women in Power' interview series featured several women leaders from the global network, who shared their unique learnings and professional journeys with the hope to empower and inspire more women to leadership roles and create a two-way culture of allyship.



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**Action for Equality**

Opportunities are usually disguised as hard work, most people don't recognise them



**#ChooseToChallenge**

Being a part of the firm for 14 years, last year Deepthi Shinghal (Assurance, Chennai) chose to challenge herself and explore a new facet within the Assurance business - ZLOD (2nd Line of Defence). Around the same time, the pandemic had hit the world, and everyone was grappling with their 'new normal'. Although not an easy move to make, especially at such a time, Sethuraman Sivaramakrishnan's faith in her abilities and Rishabh Kumar's guidance encouraged her to take this leap.

All great changes are preceded by chaos. While it did take some time to mold herself into the new scope of work, Deepthi developed a keen inclination towards dealing with the technicalities of this programme early on. Not only did this help her sharpen technical skills, but also provided ample opportunities to interact with the Partner and Director community across locations, with more credence.

The struggle ends when gratitude begins. Deepthi is grateful to have people around her who had her back through this journey, in one of the toughest years of our lifetime. She is also appreciative of Satish Yeddy's constant mentoring and Manish Handa's guidance and encouragement. While she was coping with the newness at work and adjusting to work from home, she credits her husband for being her pillar through it all, without whom she wouldn't have found the balance and focus she needed.

Her hard work was also well appreciated by various leaders and engagement teams. For Deepthi, her 'action for equality' was to speak up, take responsibility of her own change and openly seek support to reshape her path at the firm.

**Action for Equality**

The future is female equal



**#ChooseToChallenge**

In the run up to International Women's Day, tell us how you have been 'Achieving an equal future in a COVID-19 world'.

Write to us on:

- Stories of men and women supporting each other, breaching their comfort zone
- Eyeopeners about personal/professional gender privileges, acting equality at home and work
- Challenging the family vs. work conditioning, not the gender

Share your story at [IN-FM India Markets](#)

**Women in Power - KNOW our leaders**

Be unafraid in the face of competition and speak up



**Vandana Chopra**  
Executive Director  
Markets

Vandana is a true traveler having worked in different geographies - Hong Kong, Sri Lanka, Singapore and UAE. She has been with the firm for nearly seven years and drives firm-wide multi-channel branding and communications strategy.

Describe your professional journey, both outside and at the firm? What factors helped you push yourself ahead in your career?

A strong drive to always be independent and do what I always loved is the guiding force. I have strived to create an enabling environment at home and that has helped my professional journey. To do our best, it is important to understand ourselves and our work personally.

Colleagues who you are a person and take the last five years of your career to understand what you like, what kind of environment and culture you thrive in. It is important to build skills and do a course correction if required, and I did when I made the shift from journalism to communications.

What have been the most significant barriers in your career and how have you turned them into opportunities to succeed?

Having worked in different geographies, I believe communication and professionalism is the bedrock of success and growth, irrespective of gender. Women are extremely multitaskers, fearless and honest with people who count on them.

So, always do what feels right and what is right for you. Be in the ring with the team; never be a spectator. Working with the team and learning is key, as it strengthens relationship with peers.

In your experience, what efforts have helped drive inclusion and diversity at the firm and how can we further shape our future?

Our firm has always encouraged diversity of thought, knowledge and ideas. We have been proactive in involving policies with changing times, which has helped us to be the employer of choice.

The periodic system change has brought in more diverse and inclusive decision-making. I take pride in the fact that our response planning and strategic decision making has always kept us ahead of the curve.

What needs to change for us to achieve an 'equal future'?

All of us are stepping towards an equal future and I think women are as decisive as men, it's just that they take lot more inputs before taking an informed decision. I firmly believe in the 4Cs - Competence, Courage, Competition and Communication. Be competent, have courage, be unafraid in the face of competition and speak up. I believe women need to step out more to identify the right forums and be more proactive.

What have been your inspirations and motivations through it all and why? What advice would you give your 20-year-old self?

Tennis legend, Martina Navratilova once said, "Every game in life is played on a six-inch ground, the space between our two ears." So, we don't live in offices, parks or high-rise buildings, but in our own minds. Hence, it is important that we keep the mind uncluttered at all times. The key to performing well is the ability to control the quality and quantity of our inner dialogues.

What's your overview for almost 14 years of your professional journey. I reached a few things. One, you can disagree with your colleague but still be friends. Two, work-life balance is critical especially for women. And three, it is important to have the right perspective and the ability to connect the dots.

To my younger self, I would say, cultivate a diverse set of mentors to help you in your professional journey. Also you don't have to be the perfect parent, it is fine to drop a few balls without going through emotional dilemmas which many of us women battle with.



# Cover story

## Take risks and learn to face the consequences

Divya joined the Firm in 2005 and worked in the Tax function till 2017. She has experience spanning 16 years in providing tax and regulatory advisory, tax compliance services, dealing with domestic and international taxation issues and handles mergers and acquisitions. A member of the Institute of Chartered Accountants of India, she is a regular speaker at various tax conferences and has several published articles in professional journals and newspapers to her credit. At InterGlobe Enterprises, she heads M&A tax working on marquee transactions and capital market deals specifically in hospitality, aviation and real estate sectors.

### Describe your professional journey, both outside and at the Firm ? What factors helped you push yourself ahead in your career?

The 12 years I worked at the Firm were perhaps some of the most exhilarating! I went from joining as a fresher in a team to leading one as a Director, from being single to a mother of two boys – life just unfurled at warp speed. My current role at InterGlobe Enterprises, following my time at the Firm, is by no means any short of thrills either.

Whether it was a shift from consulting to industry, corporate to M&A tax, stationed job to crazy travels or from an advisor to a decision taker – the whole transformation has been utterly satisfying amidst an expected slew of professional challenges. What worked? My determination, hard work, time management and self-belief that I can embrace challenges in life.

### What have been the most significant barriers in your career and how have you turned them into opportunities to stand out?

Although most strength came from within, so did blockades in the form of the constant guilt of leaving kids for work and work for kids. I was relentlessly trying to be a superwoman and genuinely struggled with it. Gradually, I adapted to rising pulls of my career and the rearing demands of my children without having to choose between the two. I

continued to aim high, accepted where I was and where I wish to be, decided to change some things and worked on myself. I learned to leverage the available support system to the hilt – family, neighbours, support staff, co-workers or mentors.

### In your experience, what efforts have helped drive inclusion and diversity at the Firm?

Policies like work from home, flexible hours, sabbatical, awareness programmes are some of the initiatives I recall from that time. The Firm recognised that these policies were equally important for men, hence they were always aimed to be gender neutral. I remember when I was expecting my first child, the Firm had come up with a “buddy mother” concept. That helped me not only cope with new mom work pressures, but also with postpartum depression. In my opinion, having a mentor or a friend works better and lends a personal touch.

I strongly recommend leaders to have a formal KPI to find at least one woman to mentor, especially at the mid-manager level. Their contribution and insight on planning a career path, dealing with general fears and conduct focused performance can propel multiple careers.

**Divya Gupta**  
Vice President  
M&A tax, InterGlobe Enterprises



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# Cover story



## Take risks and learn to face the consequences

### What needs to change for us to achieve an 'equal future'?

We see fabulous policies, but more needs to be done to measure their success and address unconscious biases. I always foster classic questions within my teams. Why can't networking be done at breakfast instead of dinner? Why is eight hours of organised work labelled as "leaving early" and 12 hours of working with endless breaks as productive? Why do women need to fit the mould of preceding leaders, overwhelmingly men?

Truth is that women are still held to higher standards than men and we are yet to reach an equitable place in society. For an equal future, there is a lot of ground to be covered, especially in workplaces. As policy amendments fall into place post COVID-19, we now need to create appropriate means of measuring their success.

### What have been your inspirations and motivations through it all and why? What advice would you give to your 20-year-old self?

While I have had many mentors, my parents have been my true inspiration. They taught me to be fearless, humble and grounded. There are two learnings I live by – 1) Always lead by example and with empathy. To bring about change one needs to influence and motivate rather than command or demand. 2) Learning from success or failure is more important than the success or failure itself.

I always wonder, if our parents' generation could do so much in their lives with such limited access to resources, we are a blessed generation for sure. The generation after us would be more fortunate.

To 20-year-old Divya, I would say, "Take risks and learn to face the consequences. Fly high but work on your fall. Aspire to fulfil your dreams, but don't forget to help people along the way."



**Divya Gupta**  
Vice President  
M&A tax, InterGlobe Enterprises

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# Partner notes



The Budget is one of the most significant event in the calendar for the entire firm. The first of this new decade and the first digital budget 2021-22 proposed a slew of measures intended to aid the recovery of an economy hit by the COVID-19 pandemic.

**As is the case in many years, KPMG in India was amongst the first in its competitors to organise a budget analysis webinar on Budget day** and provide a detailed overview of the impact of the announcements on businesses and the economy. Senior Partners from the firm shared their insights on the Budget proposals.

**Sunil Badala, Partner and Head - BFSI, Tax, Vivek Gupta, Partner and National Head - M&A and PE Tax and Parizad Sirwalla, Partner and National Head - Global Mobility Services, Tax** joined me in taking the participants through a variety of tax and regulatory related changes announced in the Budget.

Our webinar on the Budget 2021-22 had few thousand unique registrations and a good number of live participants attending the live webinar. The webinar presentation was well received by both internal and external participants.

In addition, this year, we organised **more than six virtual sessions after the Budget across multiple sectors, corridors and tax service lines**. The firm also tied up with over 12 trade bodies, chambers and

multinationals to provide insights on the Budget proposals. These included **The Economic Times India Leadership Council (ET ILC), Indo American Chamber of Commerce, Swiss-Indian Chamber of Commerce (SICC), National Association of Software & Services Companies (NASSCOM), Confederation of Indian Industry (CII), Finland Chamber of Commerce in India, Finland-India Business Association, Indo Dutch Chamber of Business & Sciences (IDCBS), Belgium Luxembourg Business Association (BLBA), and many more.**

Partners from KPMG in India participated in these virtual events as speakers and were given an excellent opportunity to provide their analysis of the Budget proposals and interact with several **CEOs, CFOs, promoters, managing directors, tax heads**, etc. from multinational organisations.

The virtual sessions were highly appreciated by our clients and members of the chambers.



**Rajeev Dimri**  
National Head of Tax  
KPMG in India

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### NIPO-KPMG Roundtable on 'Inventor remuneration in India'

NIPO – The India IPR Foundation, organised a web conference on 'Inventor remuneration in India' on 20 January 2021. KPMG in India participated in this web conference as the **Knowledge partner**.

Our speaker, **Sumantra Mukherjee, Director, KPMG in India**, shared his insights on 'Innovation and Intellectual Property' and discussed steps taken to build a better understanding with relevant stakeholders, spread awareness amongst the community and explore possible implementation of this best practice in the Indian context. The virtual conference was well attended by over 80 participants including various high-profile representatives from government, international, academic, industry personnel and the guest of honour **Shri Rajendra Ratnoo, IAS** Joint Secretary, DPIIT and Controller General of Patents, Designs & Trademarks.

### Webinar on the four Labour Codes

The Ministry of Labour and Employment recently introduced four labour codes and consolidated 29 central laws with an objective to limit multiplicity of employment legislations in India and to modernise labour regulations. These codes regulate wages, social security, occupational safety, health and working conditions and (iv) industrial relations. In light of the above, KPMG in India organised a webinar to address these transformative changes. Our speakers for the event were **Amit Vashisht**, RPF (Legal) and member of the drafting committee of the Code on Social Security, **Dr Anoop K. Satpathy**, Subject Matter Expert and Senior Faculty at V.V.Giri National Labour Institute and member of the drafting committee of Code on Wages, **Parizad Sirwalla**, Partner and Head, Global Mobility Services, KPMG in India, **Ashish Gupta**, Chartered Accountant and **Monali Dutta**, Legal Expert. The webinar was well received, with over 2,000 live participants.



# Corporate citizenship



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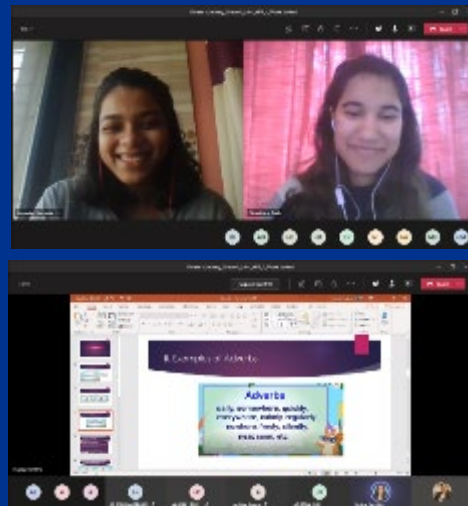
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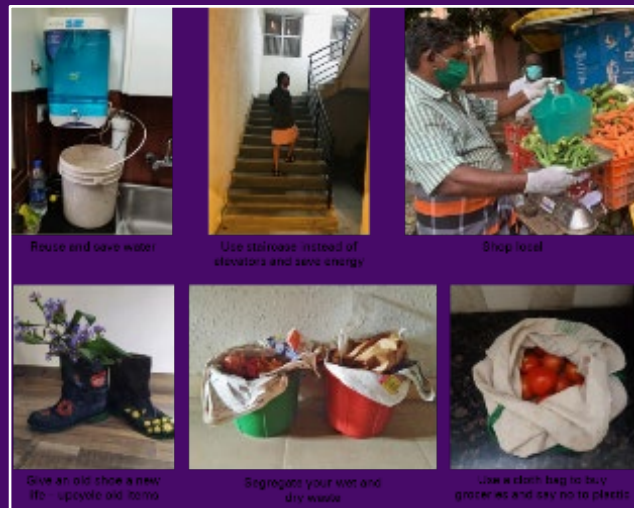
### Online coaching

Our volunteers have been conducting regular online coaching for students across grades from NGO run schools with an objective to strengthen their concepts and clear doubts. They use creative ways such as quizzes, games or worksheets to engage with students and make this a fun-filled experience for them.



### Virtual marathons

Even in the unique circumstances of the pandemic, our people all over the country continued to support various social causes by participating in virtual marathons from wherever they are.



### Going green. Together, for better.

As a firm, we are committed to being environmentally conscious. In an endeavour to encourage our people to uphold this commitment, we launched the 30 Days Sustainability Challenge (16 November to 18 December 2020) aimed at encouraging our people to adopt an eco-friendly lifestyle at home. Over 260 participants and their families undertook weekly tasks related to saving energy and water, sustainable consumption, reducing single-use plastics etc. and shared pictures or videos to motivate others.

As a token of appreciation, fruit trees will be planted on behalf of the participants in a local community of Maharashtra.



To stay connected with the students during the pandemic, we have been organising several virtual volunteering activities for the students such as celebrating Republic Day, a fancy-dress competition and virtual tour of a museum.





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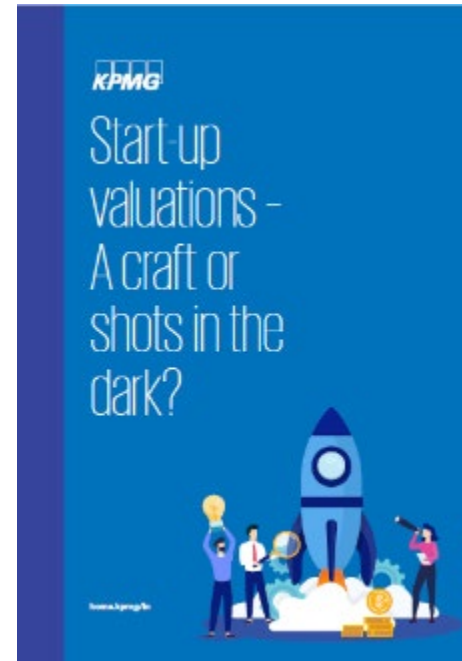
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**Making it count: How PEs/VCs in India manage their portfolio investments**



**Start-up valuations- A craft or shots in the dark?**



**ESG value realisation**



**The future of human capital in Indian pharmaceutical sector**



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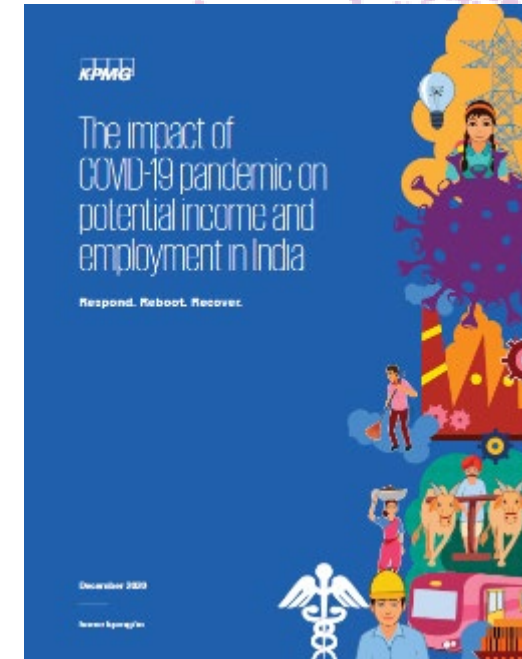
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Rewiring service delivery - Agile globalisation



Quality transformation in the digital world



The impact of COVID-19 pandemic on potential income and employment in India



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**#KPMG josh**

# Join KPMG in India's alumni network

## Our Alumni website

Registrations continue to pour in for our alumni website - a forum for ex-KPMG employees to connect with each other and the firm!



Our flourishing alumni network not only helps you in establishing contact with your former colleagues, friends and KPMG in India, but also keeps you abreast of our alumni programmes, news and events, as well as latest services and offerings.

By registering with the network on our [Alumni portal](#), you can also actively participate and contribute to our [Citizenship programme](#) and other initiatives of the firm, wherever you are based.

**Follow us on:**  
[home.kpmg/in/socialmedia](http://home.kpmg/in/socialmedia)



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