



India alumni newsletter

April 2024

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CEO's foreword

Yezdi Nagporewalla
Chief Executive Officer
KPMG in India

Dear Alumni,

As we close this financial year, we are delighted to share remarkable achievements, stories of success, growth and entrepreneurial journeys of our people and how they make the difference. Our Firm continues to make a positive impact, which inspires us to leap to new heights of Excellence. We began 2024 on a high note, with the bustle of the Vibrant Gujarat Summit, World Economic Forum at Davos, leading into the Interim Union Budget, and the kickstart of the second edition of our ESG Conclave and Awards. We also hosted a highly successful workshop in Kathmandu focused on unlocking Nepal's investment potential, setting the stage for the upcoming Nepal Investment Summit scheduled for April.

Leading the way in the market, we are recognised as a Worldwide Leader in ESG Program Management Services by IDC Marketplace, received the Gold award at the 2024 Economic Times Human Capital Awards, and won the B2B Marketing Campaign of the Year title at ASSOCHAM Branding and Marketing Summit and Excellence Awards for the 2023 India CEO Outlook Survey report.

In the current landscape of India's upward trajectory, collaborating closely with our global leaders has never been more imperative. To set the tone for the year ahead, we welcomed several esteemed global leaders to India. These included Brenda Walker, Global Head of Government Sector; Nhlamu Dlomu, Global Head of People; David Linke, Global Head of Tax and Legal Services; Paul Korolkiewicz, Global Head of Quality and Risk; and Andrew Cranston, Partner, Global Business Resilience. Their insights and expertise contributed significantly to shaping our strategic focus and growth trajectory.

At KPMG in India, we constantly strive to better our work environment for colleagues, ensuring that each person's voice is not just heard but acted upon, their uniqueness celebrated, and their contributions valued. This year's International Women's Day urges us to 'Invest in Women: Accelerate Progress', focusing on addressing economic disempowerment, with an attempt to 'Inspire Inclusion'. Read our cover story to know how we elevated our commitment to engage colleagues in collective and absolute affirmative action to create an equitable workplace for all.

In this edition of the newsletter meet fellow alumni Annie Bafna and Anagha Malekar as they delve into their journeys of becoming entrepreneurs and paving their inspiring paths. We are also delighted to welcome back Sneha Gharat and Abhishek Kishore Gupta as Partners to the KPMG family.

As we move forward, we eagerly anticipate staying connected and continuing to learn from your wealth of experience and wisdom. Share your insights, stories, or updates with us for future editions. Your participation enriches our community and inspires the next generation. We look forward to hearing from you and continuing this journey **Together**.

Stay healthy, stay connected.

Warm regards,

Yezdi Nagporewalla
CEO
KPMG in India



Alumni speak

Straight from the heart

Anahita Bafna
Founder
The Nutcracker

Annie Bafna, Founder Director of NutCracker, transitioned from finance to culinary arts to pursue her passion for food. With a background in CA and experience in banking and fashion, she realised her dream of running a home-style café in 2014. NutCracker, co-owned with her life partner Siddharth, offers a memorable dining experience for eggeterians and vegetarians, reflecting Annie's dedication to perfection and creativity.

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

I can say without a shred of doubt that KPMG was the best exposure I had to kick-start my career. The fundamental technical aspects that I learnt in finance, costing principles, controls, processes, systems, and many others, are significant assets to me as an entrepreneur today.

My larger takeaways were the values and work ethics that I developed during my tenure with the Firm. A sense of professionalism and integrity at work, respect for punctuality, adhering to timelines and commitments, an eye for detail while maintaining the bigger picture in mind, the importance of high-quality client servicing, and of course the ability to deal with high-stress situations seamlessly and giving your hundred percent to accomplish the task at hand.

What do you miss most about working at KPMG?

I miss the structure of working in a professional setup. The

restaurant industry is quite a disorganised space, to be honest.

I also miss working as part of a team, brainstorming, and having a mentor to turn to for advice. In my current role, I need to figure out everything for myself. While I enjoy the challenge, I do miss that support.

What is your success mantra?

Lead, be present, and be involved when required, to let your team take charge with confidence.

Every member of the team and every function of it should work towards betterment and consistency. If that's not a conscious effort every day, it's very easy to slip.

And lastly, never be arrogant about achievements. Constantly stay on top of customer feedback and work on innovations.

How have you balanced the demands of your personal and professional life?

That is a hard one and the scale will always tilt one way or the other depending on what you choose to give priority to at a certain point in time. In the earlier years of my career, I had to go all in and make the business my primary focus.

However, as I said above, getting the right people on the team and spending a lot of time with them ensured they reflect my philosophy. Over the years this has allowed me to manage my work commitments better and given me the flexibility to take my personal time out when I need to.

Message for alumni

I don't want to get ahead of myself and try shower wisdom on my colleagues and mentors. I can only appreciate and express deep gratitude for my time at the Firm.

For the alumni who have toyed with the idea of jumping professions like I did - I would say just go for it. There is never a better time than now! Each day that passes in contemplating "what ifs" is a day less spent doing what may bring you happiness.



Alumni speak

Up close and personal

Anagha Malekar

Co-founder of Casa Himalaya & Mountain Rover

Anagha, a Chartered Accountant turned nature enthusiast, left her successful tax consulting career in Mumbai to embrace the Himalayan lifestyle. Spending 5 to 6 months annually in Auli and Joshimath, she collaborates to create distinctive hospitality ventures. Anagha's vibrant personality, determination, and passion for providing exceptional travel experiences make her a driving force in the exploration of Auli Himalayas.

1. What do you currently do?

I am a co-founder of the Casa Himalaya and Mountain Rover, luxury ski resorts and nature retreats, nestled in Auli, Uttarakhand.

2. If not in your current profession, what would you be?

If not in my current profession as an entrepreneur Chartered Accountant, I would have continued to further my career in Tax Advisory and Consulting. Over two decades of working with the big 4 has enriched me with invaluable skills in problem-solving, strategic thinking, and client service. I would have liked to leverage my expertise to teach and mentor younger professionals in my field.

3. If you could turn back time, what would you do differently?

On a personal front, I would strongly focus on physical fitness from an early age. On the professional front, I believe I could have accelerated my transition into entrepreneurship by embracing opportunities sooner and stepping outside my comfort zone. Nevertheless, every experience has shaped who I am today. I am grateful for the learnings along the way and the personal relationships I have built over these years.

4. A gadget you can't live without?

The invisible ticker in my heart that connects me with nature is an integral part of my life. I am not overly obsessed with gadgets.

5. Your favorite food?

Hands down, Pani Puri. Anywhere, anytime!

6. Best childhood memory?

Surge of emotions when a 5-year-old me saw my newborn little brother for the first time at the maternity home. Aai held us both in a warm hug and Baba lovingly embraced us! Beyond words!

7. Where can we find you in your free time?

Home or the Himalayas!

8. Who is your role model?

Every common man and woman who braves all odds to uplift their family inspires me to keep pushing my own boundaries and fight fiercely for what I strongly believe in.

9. A habit you can't live without?

Folding hands in gratitude before the Almighty each day with unwavering faith, and thanking for all blessings.

Additionally, having the time and ability to offer a helping hand to someone brings immense fulfilment and purpose to my own life.

10. What does an ideal weekend look like for you?

Immersing in the sights and sounds of nature in someplace scenic, soothing and quiet.

11. What is your success mantra?

Perseverance, Perfection and Prayer!
Believe in your dream, trust your team, be relentless and give it your 100%.

12. Two qualities you admire in others?

Integrity is the quality that first comes to my mind. Having lived in the mountains, I have seen and come to admire the "Resilience" of simple villagers. Their ability to navigate challenges with grace and determination. Their strength in bouncing back stronger from setbacks is something to learn from.



Alumni speak

Up close and personal

Anagha Malekar

Co-founder of Casa Himalaya & Mountain Rover





Welcome Back

Sneha Gharat
Partner
KPMG in India

1. What brings you back to KPMG India?

My decision to return to KPMG India was heavily influenced by my extensive decade-plus experience with the firm. Both professionally and personally, KPMG has played a pivotal role in shaping my career trajectory and fostering meaningful connections. The rich history of collaboration, innovative solutions, and the strong sense of community within KPMG made the decision to come back feel like a natural and rewarding choice.

2. Tell us what you missed most about KPMG in India?

What I missed most about KPMG in India is the vibrant and diverse set of individuals who collectively define the extraordinary work culture within the organization. The camaraderie, professionalism, and shared commitment to excellence are palpable, creating an environment where every individual feels valued and empowered to contribute their best. It's this sense of belonging and shared purpose that sets KPMG apart and makes it such a fulfilling place to work.

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

Over the years, KPMG in India has undergone a remarkable transformation, characterized by its unwavering commitment to innovation, adaptability, and client-centricity. The firm has embraced agility as a cornerstone of its operations, constantly evolving and diversifying its service offerings to meet the evolving needs of clients in a rapidly changing business landscape.

From pioneering initiatives in areas such as Environmental, Social, and Governance (ESG) services to spearheading digital transformation solutions, KPMG has consistently demonstrated its ability to stay ahead of the curve. Moreover, the firm's approach to client engagement has become more collaborative and sector-specific, fostering deeper relationships and delivering tailored solutions that drive meaningful impact. Additionally, KPMG's focus on employee well-being has become more pronounced, with initiatives aimed at promoting work flexibility, professional development, and overall wellness, thereby ensuring that its workforce remains engaged, motivated, and equipped to thrive in the modern workplace.

4. Do you have a message for our readers?

To all the readers, I would like to convey that KPMG offers a wealth of opportunities for personal and professional growth, coupled with a vibrant and inclusive culture that celebrates diversity and fosters collaboration. Whether you're just starting your career or seeking new challenges, I encourage you to seize the opportunities that KPMG has to offer and become part of a community that is dedicated to making a positive impact on the world. Embrace the journey, leverage the resources available, and together, let's create a brighter future.



Know our Leader

Anvesha Thakker

Global Co-Lead Climate Change &
Decarbonization: Partner & Lead,
Renewable Energy
KPMG in India

Describe your first day at KPMG in India.

It is a bit hazy as it was 9 years ago. I do recall feeling that the environment was relaxed and friendly. I felt very welcomed and had a sense of homecoming since I joined a team where I had worked with several colleagues before. I also got lost through the day given the size of the office and remembered thinking that a map would be quite helpful.

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

The firm provides with various means and platforms for professional and personal growth with freedom to make our own choices. It is really up to us and how much we appreciate and leverage such opportunities.

KPMG's biggest impact on you and your biggest impact on KPMG?

The firm, the team I work with, friends, colleagues and mentors have helped me become the leader I am today, who strives to be a better version of herself every day.
My biggest impact would be strengthening the Firm's market presence in the clean energy sector. I have also contributed on a more holistic scale, whether it be new business areas, new solutions, strengthening international networks or better the people agenda.

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

Authentic, sharp, and sporty.

One thing that nobody knows about you:

I am very fond of baking, fancy fondant cakes are one of my specialties.

Your favorite:

- **Holiday destination:** A resort next to a clean, serene beach with soft sand, blue waters, and good food. Thailand is a favourite but looking to explore more such destinations.
- **Cuisine:** Coffee and cheesecake. It is criminal that it does not qualify as a cuisine.
- **Book:** Enid Blyton's Magic Faraway Tree remains my favourite book.
- **Movie:** Jaane Bhi Do Yaaron
- **Sport:** Tennis and Cricket

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

Be more discerning, and be more bold in your decisions.

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

It would be Roger Federer.

I would really like to understand how he can be so elegant and calm even in stressful situations. I wish to inculcate the mentality and strength that made him come back time and again from jaws of defeat

What does Dream Big, Think Big and Act Big mean to you, both personally and professionally?

For me it is the Impact. It should be big.

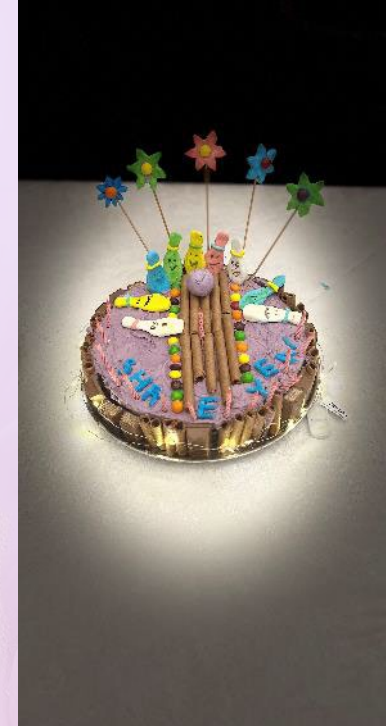
I want to look back and feel a sense of pride to have worked with a stellar team and made a meaningful contribution to the energy transition ambitions of governments and corporate leaders.



Know our Leader

Anvesha Thakker

Global Co-Lead Climate Change &
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KPMG in India



Partner Notes



Comprehensive understanding of demographics with target markets, customized offerings and impactful reach – key reasons for the growth of NBFCs in India

The Non-Banking Financial Companies (NBFCs) sector in India has witnessed a remarkable evolution, carving out a significant niche within the country's financial landscape. From its inception, the sector has experienced notable transformations, with segments like housing finance, microfinance, and consumer finance driving its expansion. This growth narrative is fueled by several factors, including the burgeoning middle class, enhanced financial inclusion efforts, and positive policy interventions.

In light of these developments, we are pleased to introduce a comprehensive report titled "[NBFCs in India - Growth and Stability](#)," put together by **KPMG in India** in collaboration with the **Confederation of Indian Industry (CII)**. This report offers a panoramic view of the current NBFC landscape in India, delving into the fundamental drivers that underpin its development and growth trajectory. Additionally, it explores the pivotal role that technology, data, and analytics play across the NBFC value chain, encompassing emerging trends such as super apps, digital sourcing, and strategic partnerships.

According to findings from the report, a nuanced understanding of demographics, targeted market segments, customized product offerings, and robust outreach strategies emerge as pivotal factors propelling the growth of NBFCs in India. Furthermore, the report sheds light on the transformative impact of digital tools in areas such as collections, fraud management, cyber, and data security within the NBFC space. It also addresses the challenges encountered by NBFCs and outlines strategies to navigate the competitive Indian landscape successfully.

Digitisation has emerged as a game-changer for NBFCs, facilitating faster and more efficient processes, and enhancing customer experiences. This trend, coupled with the rise of super apps, is poised to redefine the industry landscape. Moving forward, we anticipate an increased emphasis on technology and analytics across the value chain, particularly in areas such as credit underwriting, collections, and cybersecurity.

Echoing these sentiments, **Chandrajit Banerjee, Director General of Confederation of Indian Industry (CII)**, emphasised the transformative potential of NBFCs in India. "The NBFC sector has undergone significant transformations, characterized by growth, regulatory reforms, and technological advancements. Despite challenges, the sector remains poised to play a pivotal role in India's growth narrative, driving formalized credit penetration among underserved segments. Policy initiatives, regulatory support, and digital adoption are expected to further bolster the NBFC ecosystem, shaping its growth trajectory in the years to come."

In conclusion, the collaborative efforts between KPMG in India and CII aim to provide valuable insights into the dynamic landscape of NBFCs in India, offering a roadmap for sustainable growth and innovation within the sector. As NBFCs continue to navigate evolving market dynamics and embrace digital transformation, they are poised to catalyze financial inclusion and contribute significantly to India's economic growth story.



Somdeb Sengupta
Partner – Risk Consulting
KPMG in India



Suveer Khanna
Partner, Risk Advisory,
Financial Services,
KPMG in India

Cover story



#InspireInclusion – Invest in Women: Accelerate progress

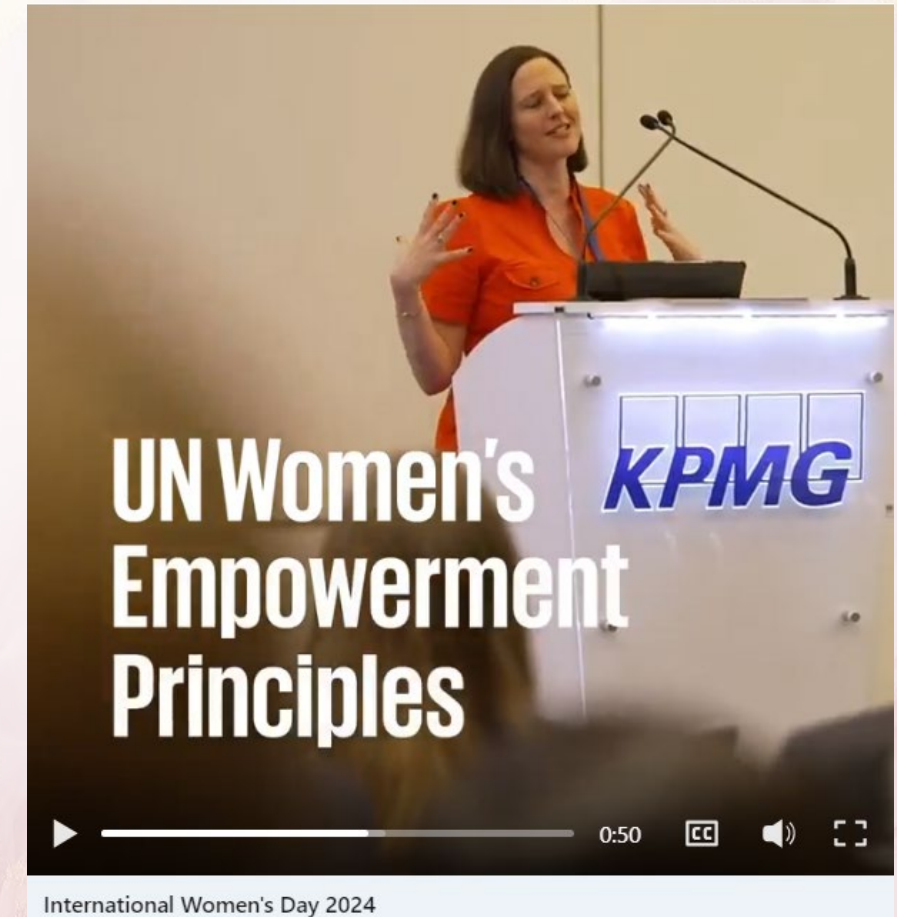
To truly include, means to openly accept the diverse ways in which people think, act, show up, and identify themselves. At KPMG in India, Inclusion, Diversity and Equity (IDE) are vital to driving forward organisational culture, innovation-led thinking, and a sense of belonging.

With the world shifting its priorities centered around a green economy, care, and respect, we are encouraging colleagues to engage in collective action to **'Invest in women: Accelerate progress'**. As we lay the groundwork for equity within our daily actions, we believe that if we level the field for 50 per cent of the population, we elevate our society by 100 per cent. Investing in women, thereby, becomes a cornerstone for building inclusive societies.

In our journey of three decades in India, we are proud to welcome more women in leadership positions and across levels, bringing our women ratio up to **41 per cent** across the firm. In our ongoing pursuit of excellence and our steadfast dedication to promoting inclusivity and agility within the Firm, we have introduced rotational roles within the India Leadership Team (ILT). This strategic initiative underscores our commitment to fostering a culture of empowerment and collaboration. As part of this initiative, **Gauri Malviya**, a Partner with over 23 years of professional experience, has been appointed to the India Leadership Team for a one-year term. Gauri, who also brings valuable expertise as a member of the core Financial Services Advisory team, will play a pivotal role in driving our collective vision forward.

Whether it is through our Returning Women Programme, agile work and leave arrangements, or policies that support life and well-being, we believe in providing deliberate opportunities for the advancement and growth of all our colleagues.

As we further advance our IDE journey, through consistent efforts, we continue to foster a work culture where colleagues can 'come as they are'.



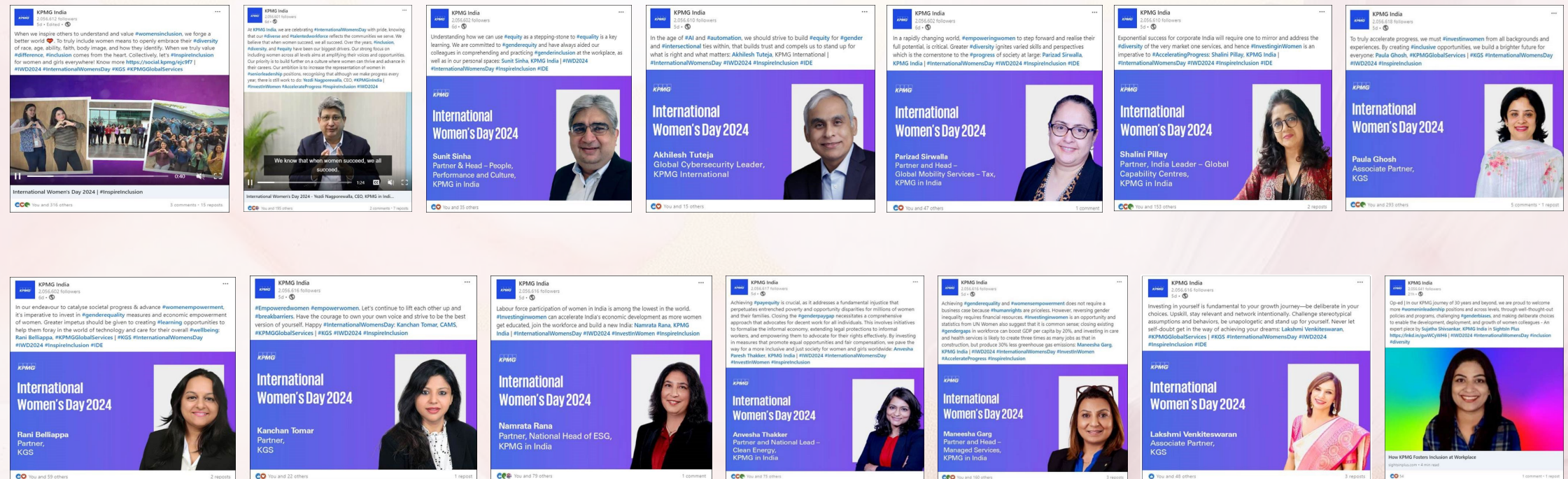
Snapshot of the video released by KPMG International on the occasion of the International Women's Day 2024 (Click to view LinkedIn post)



Cover story

#InspireInclusion – Invest in Women: Accelerate progress

During the month, several of our leaders spoke on their personal and professional commitment to further an inclusive work environment and shared what it means to invest in women as a human rights imperative.



Cover story



A vision to #InspireInclusion through Courageous Allyship

At KPMG we are committed to gender equity and have always aided our colleagues in comprehending and practicing gender inclusion at the workplace, as well as in our personal spaces. To that effect, we have enhanced the scope of our **Paternity leave policy** to 20 days and will make incremental expansions alongside gradual shifts in mindset.

This year, our focus on **inclusion, diversity, and equity (IDE)** revolves around empowering women through investment. We're highlighting not only how women invest throughout various stages of life – in their time, finances, emotions, and aspirations – but also how they strive to create a safe and secure future for themselves. Acknowledging the obstacles they face; we've encouraged them to share their strategies for fostering inclusion across all aspects of life.

Courageous Allies embody our Purpose to inspire confidence and empower change by playing a crucial role in pushing for a fairer, more equitable society. Whether it is through mentorship, or gender partnering, we can explore courageous allyship through the lens of KPMG Values: **Integrity, Excellence, Courage, Together, For Better**, which represent what we believe in and what is important to us.

To us, an ally is **any person who supports, empowers, or stands up for another person or a group of people**. Our **IDE, Culture and People Experience** teams are at the heart of encouraging our people and all associations to live our Values while also chasing various passions under one roof.

The **'People of Passion'** series shared across the firm depicted myriad experiences of our women colleagues, their determination to strive as individuals, and paths to progression. It's important to recognise that you cannot simply 'be' an ally. You need to practice it. **Allyship** is an ongoing journey, and everyone has more to learn. Being alert to inequity and practicing allyship ultimately benefits everyone. It enhances our inclusive culture, built on trust; creates a more educated, empathetic workforce; and positions each of us as an advocate for equal opportunity.

By promoting the development and growth of our women colleagues, or support through various resource groups, we strive to **make the difference** for the firm, our clients, and each other, all of which will compel more diverse thinkers to join us and find their own ways to 'thrive with us'.

Progress for women, benefits us all! Each one of us can **#InspireInclusion** within our spheres of influence to challenge glass ceilings and systemic barriers so that no one is left behind.





Cover story

The 'People of Passion' series: some snapshots

People of Passion - Women's Day Series
This women's day we spoke to some of our colleagues to tell us about their professional journey, the highlights, challenges and advice, we will be sharing their stories through this series.

#PeopleExperience

My career journey began with aspirations of becoming a journalist, but societal norms and concerns from my parents, led me to chartered accountancy. While becoming a CA, I thrived and gravitated towards the field of tax. I tasted failures and realised they were brilliant opportunities to grow.

My initial roles instilled valuable skills and stepping into a pivotal role as a Tax head at a financial services company marked a significant turning point for me. In my early 30s, another turning point in my career came when I became CEO of a fleet management company. A role that gave me lot of courage and confidence to transition from back-end to a front-end facing role.

The journey of an introverted leader required building relationships, managing risks, and leading by example.

Lata Daswani

This transformation expanded my horizons and helped step outside my comfort zone.

As a woman in leadership roles, I've faced implicit bias over the years along with the expectation to conform to traditional leadership styles. Navigating these challenges involved staying true to myself, leveraging my strengths, and demonstrating my competence through results. I've also leveraged mentorship opportunities to connect with allies and gain valuable guidance.

Outside of work, I am a certified spiritual life coach and I love exploring all that life has to offer.

We can achieve anything in life if we have faith, are willing to take calculated risks and give it our all.

People of Passion - Women's Day Series
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#PeopleExperience

I fondly remember how overwhelmed I was when I joined my dream job with this firm 10+ years back. Taking this step was not easy as it went against the 'societal norm' that women are not meant for consulting world, but my parents always had my back.

On my road to leadership, while there were opportunities that led to success, there were also instances when I had to prove to the world that I can do it. Two pillars of strengths I always leaned on were - commitment to my work and my integrity, doing what is right, even when no one is watching.

A message to my dear fellow women colleagues, do not let any obstacle stop you from what you aim to achieve. Your belief in your strengths should never waver. At the same time, I'd appreciate that every journey to leadership is unique and so are you.

Neha Tewari

In this ever-demanding corporate world, it is okay to take a break and restart, to seek support, to slow down to take care of other equally important life priorities and most importantly, to take care of your mental and physical well-being.

Beyond work, I love to travel. Being in a new place, experiencing a new culture, meeting new people, hearing new stories and perspectives - delights my soul and rejuvenates my mind. Each place I have visited so far, I have an interesting story to tell. Someday, I will put all my travel experiences in a book. Learning something new - an art form, a skill, a musical instrument - gives me a sense of fulfilment and joy. I started learning Kathak recently - something I have always wanted to since childhood.

On this International Women's Day, may you all shine bright in your career with the Firm and in your life!

People of Passion - Women's Day Series
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I had a good mix of both rural and urban experiences growing up, moving often due to my parents' translocable jobs. The contrast between how women are perceived and treated in different parts of the country was evident to me early on. Within my own home, I had a strong female role model to look up to, my mother was one of those gun-wielding, hunting-for-bandits-in-the-Chambal-ravines kind of policewoman. She was the first woman IPS officer from the state of West Bengal and was very similar to the idealistic character in the OTT crime series we get to see today. I had a very eventful childhood, we lived in the middle of a national forest and when my mother drove the jeep at night, sometimes we would have to stop the car and wait for tigers to cross. Sometimes rescue baby elephants would temporarily find shelter with us. My love for nature and wildlife was born out of these experiences. While all of this sounds exciting, her work life was demanding, and she was rarely at home. It can be emotionally draining being away from one's child. I realise now, as a mother, this is my second stint with KPMG. I first joined KPMG 14 years ago when climate change and sustainability services were first introduced. A challenging period, for various reasons ESG wasn't mainstream at that time. We built credentials from scratch, while every other big 4 had a head start. A lot of the work we now carry on as a result of

I had strong technical aptitude but wasn't a very outgoing person at that time, so networking didn't come easy to me. But over time, I learnt how to connect with people and get things done. I saw a big shift in my own personality over time, gaining confidence as the years went by. Encouraged by the positive feedback I got early on from seniors who I really admired. In my current position, I aspire to play a similar role in building the confidence of my team. Juggling multiple priorities is always a challenge for women because we have an inherent desire to be perfect in all the roles we play, whether within our homes or at work. It was the same for me when I got married, and it was even more when I had my child. Till date, it's not easy for me to leave my child behind at home as I travel for work through most of the weekdays. I have learnt to prioritize and ask for help when I need it. I've built a support system with reliable people who can fill in for me when I need it, which includes my partner. And most importantly, I've learnt to forgive myself when I feel like I'm falling short. As women we often tend to be too self-critical and get in the way of our own progress. We must acknowledge our own strengths, be assertive, practice self-compassion, and focus on growth rather than perfection. I unwind by dancing, baking, and travelling. I also love peaceful weekends with

Apurba Mitra

People of Passion - Women's Day Series
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#PeopleExperience

Looking back at my 20 years of professional career brings a smile to my face. I never thought I'd last this long, but what has kept me going is the - always keep looking forward to tomorrow and keep learning new things. Although God, my family, and people around me have all been kind, by no means has it been a cake walk, trying to do things differently and on your own terms does not come easy. I realised that early on, but I kept on with it. I feel it one wants to achieve something and if you really want to do it, the path gets cleared. Had it not been for my parents, I probably would not have started this career.

My support structure and mentor at work could foresee the challenges I would face at work as a young mother and helped me thrive in a supportive environment, not only allowing me to pursue my career but also to give time to my infant, at a time he needed me most. I came back to work with renewed energy and that was the push I needed for my journey. Our work environment and colleagues play a huge role in scripting our success, for me it did.

"Keep looking forward and success will be yours!"

Meenakshi Sharma

Now, when I see that sparkle in the eyes of all these people who inspired me to realise my dreams, I feel proud - yes, I've done it!

People of Passion - Women's Day Series
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#PeopleExperience

I've always loved the idea of being independent and a professional, which despite my conservative background, my mother always encouraged and motivated me to pursue my dreams. After I completed my professional qualification, I started my career with a leading hospitality company. I observed how many of my women colleagues balanced their lives between home, children, and official engagements quite beautifully, showcasing how it was possible to have it all.

Within a year of starting my career I lost my mother, resulting in an emotional crisis for me. At the time, I was managing a very critical transition from US to India. Through that time, it was the trust of the leadership team and my mother's teachings, which helped rebuild confidence in me. I learnt how to be assertive, and the importance of making my views known. I have worked in diverse roles at the Firm, which have provided a well-rounded perspective to help navigate a complex financial landscape.

Shalini Gupta

My family, my colleagues at the Firm have been an integral part of my professional journey. I strongly believe that we need to have a strong support structure as it helps to tide over challenges - personally and professionally. Balancing work and life especially when you have small kids can be challenging. I still recall when I brought my children to the office, and they were welcomed by the senior leaders as a part of KPMG Family! Beyond the corporate realm, I love gardening, reading books, seeing new places, spending time with my family, follow a spiritual learning path and drive literacy programs for local communities. I believe in the mantra of giving back to society.

To young women who are starting their career journeys, my advice is to take ownership of your own professional development and forge your own path. The rewards are well worth it! Never shy away from difficult tasks or projects. Embrace them as opportunities to learn and grow.

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#PeopleExperience

Life has been a journey of circumstantial choices. I did not have the luxury of planning a career as life events brought me at crossroads where difficult choices had to be made, that panned into what I do now and where I stand. However, all along there was just one simple mantra of being an independent woman known for her honesty and integrity. I started my career as a power economist and am now a transfer pricing consultant. Challenges have been galore - at the outset, I worked in a team of six where I was the only woman and often a male dominant power sector had an acceptance issue. However, my in-depth understanding of the sector, backed with analytical mindset left them with little choice. The second organisation I worked at was also a male dominant team with a young leader, it was challenging. At this juncture marriage took me overseas where getting a corporate job was difficult. But here I discovered the power of resilience, as I started my career afresh to enter a new domain - transfer pricing.

The last 20 years in transfer pricing has been interesting, there has been the marked rise in women participants along the way, in teams as well as leadership roles which has had its own setting period. A way for me to remain motivated and self-driven through it has been to choose a passion beyond work. For me that has been social causes and helping people. My experiences have been far ranging from helping reunite a 6-year-old with her parents, lost during illegal border crossing, to crowdfunding initiatives for those in need (supporting education, girl child marriage and critical operations). My takeaway from this long journey in the corporate world is that it's very important to have an identity that is outside work and your own definition of 'you'. The satisfaction gained from that passion drives my heart while the passion for work satisfies the mind. Together they complete me.

Pallavi Paul

She has been a priority of circumstantial choices.

KPMG in focus

Vibrant Gujarat Global Summit 2024

Vibrant Gujarat Global Summit (VGGS) is a biennial event organised by the Government of Gujarat, with an aim to bring together business leaders, investors, corporations, thought leaders, academicians and policy makers to understand and explore business opportunities in Gujarat. This Summit was envisioned by Shri Narendra Modi, Hon'ble Prime Minister of India and then Hon'ble Chief Minister of Gujarat, in 2003. The Summit has evolved into one of the most reputed global forums for business networking, knowledge sharing and strategic partnerships for inclusive socio-economic development.

The 10th edition of VGGS was themed as 'Gateway to the Future'. The Summit witnessed participation of more than 61,000 delegates from over 140 countries. This edition has emerged as a prestigious platform with participation from 35 Partner countries and 16 Partner organisations. The Summit also provides a platform for various states as well as countries to showcase investment opportunities in their regions.



Across the three days of the Summit, various seminars, and conferences on globally relevant topics such as Industry 4.0, Technology and Innovation, Sustainable Manufacturing, Green Hydrogen, Electric Mobility and Renewable Energy and Transition towards Sustainability were organised.

'KPMG in India', Knowledge Partner for Vibrant Gujarat since 2013, has played a pivotal role in supporting the Summit's mission to foster economic growth, innovation, and global partnerships. Being an integral part of the state government led high-level delegations, both internationally and nationally, the Firm has actively contributed to showcasing the investment potential of Gujarat on the global stage. Moreover, the KPMG team has demonstrated its commitment to the success of VGGS by actively engaging in various aspects of the Summit from shaping the strategic direction to ensuring smooth execution of the Summit.



KPMG in focus



KPMG at Davos

As global leaders came together at Davos to deliberate on myriad challenges anticipated to impact the world's future, it was interesting to witness two aspects unfold at the event – the shift from climate ambition to climate action, and application of Artificial Intelligence in every sphere of life.

Whether it is about approaching the next frontier of Generative AI with trust as focus, understanding modern barriers to women in leadership, making AI more human-centric, or scaling renewable energies, the emphasis in every discourse was on the 'opportunity to act'.

Geopolitically, over half the world's nations are preparing an era of new leadership and change. Within the global business landscape, having transparency and accountable relationships with all stakeholders is a dire need if businesses want to grow sustainably and responsibly.

AI governance is an undeniable imperative if we want it to be truly transformational. For now, it will bode well for the future to proceed with cautious optimism, all the while striving to achieve an equilibrium between being responsible and pursuing innovation.

This brings forth the necessity to redefine our values before the lines between technology and human ideals blur out meaningful growth of businesses and our society at large. This also means that all digital infrastructure needs safeguarding with robust measures of defense and action, as cybersecurity risks get more nuanced, and attacks get more diverse and creative.

Shaping the world with equity, equality, and sustainability, will help us further comprehend and guide the impact we make with the work we do.





KPMG in focus

Unlocking Nepal's investment potential: Collaborative Strategies for economic growth

The workshop on unlocking Nepal's investment potential held in Kathmandu on 26 January 2024 and organised by the Investment Board of Nepal (IBN) in collaboration with KPMG in India, aimed to explore ways to attract investments into Nepal.

Marking the Firm's inaugural presence in the country, the workshop served as a preparatory event for the Nepal Investment Summit 2024 scheduled for April. Discussions focused on innovative approaches to boost inward investments and foster collaboration among thought leaders, industry experts, and government representatives to shape Nepal's economic development, with emphasis on the importance of private investments for a sustainable growth trajectory.

Finance Minister of Nepal, Dr. Prakash Sharan Mahat, and our CEO Yezdi Nagporewalla highlighted Nepal's potential as a green investment destination and the untapped opportunities in sectors like tourism, agri-business, and ICT.

The workshop enhanced our brand reputation through the significant media coverage it received, setting a roadmap for future investment attractions, collaborations and initiatives aimed at bolstering Nepal's economic growth.





KPMG in focus

Roundtable on 'Creating sustainable brands'

As a precursor to the KPMG ESG Conclave and Award, we hosted an exclusive discussion at the Gurugram office on 'Creating sustainable brands' in February. This is the first of a series of planned roundtables. Several industry leaders were invited for an insightful dialogue on shaping market-leading brands via ESG integration into business strategy.

To drive sustainable outcomes, and scale up value creation, an active ESG roadmap can guide meaningful innovation and brand differentiation for us and our clients, especially in the face of mandatory requirements in the future.

Global Head of ESG, John McCalla Leacy, was part of the roundtable to share his views with industry and the media on the shift in consumer preferences towards ESG-oriented brands.



CII Corporate Governance series

As Principal Partners for the **CII Corporate Governance Series**, we held pertinent discussions on latest trends in corporate governance and concerning issues. At the core were three themes, dedicated to governance as the foundation of ESG, in family business, and striking the right balance between people, profit and purpose. The series aims at facilitating interactive sessions with CEOs/Board Members/C-suite, with the end goal to foster a culture of good governance.





KPMG in focus

Annual India-Japan corridor meet

Recently, we convened our Annual India-Japan corridor meet, fostering strategic discussions led by Masahiko Chino, Co-Chairman of KPMG Japan, and Yezdi Nagporewalla, CEO, KPMG in India, alongside global Japan Practice and Indian leadership. We're committed to maintaining our focus on the corridor, with unwavering support from KPMG Japan. Our dedication to Japanese clients and the Japan corridor remains paramount as we continue to collaborate closely with our counterparts in Japan.

The meeting was followed by external Client Reception which was attended by more than 100 key clients across sectors.



Corporate citizenship

Aspire Meet 2023

The **Annual Aspire Meet** was held on 14 and 15 December for over 50 Aspire girl students in grade 11 across locations. Day one was focused on career-orientation, motivation, and job opportunities in various sectors like government, public, and banking. Some of our Aspire alumni shared their journey of discovering a career for themselves, and high achieving students were felicitated. On day two, the students enjoyed a fun-filled day at the local adventure parks, creating lasting memories.



Students got an opportunity to interact with the Leadership



Sessions were organised on career prospects in various sectors

Corporate citizenship



Students had a fun-filled experience at the adventure park

Corporate citizenship

Christmas carnival

A fun-filled Christmas carnival was organised for the children of our support staff. This included Christmas themed games, art and craft, Christmas carols and meeting Santa.



Session on handling criticism and feedback

Volunteers conducted a session on handling criticism and feedback for students at our partner NGO schools. The session covered how to deal with constructive criticism, techniques to effectively give feedback, followed by role play.



Corporate citizenship



Conducted a session on personal hygiene for students from our partner NGO school

Realising that health and hygiene play a pivotal role in preventing the spread of contagious diseases, our people conducted a session on sanitation, health, and hygiene for the girl students from our partner NGO school.

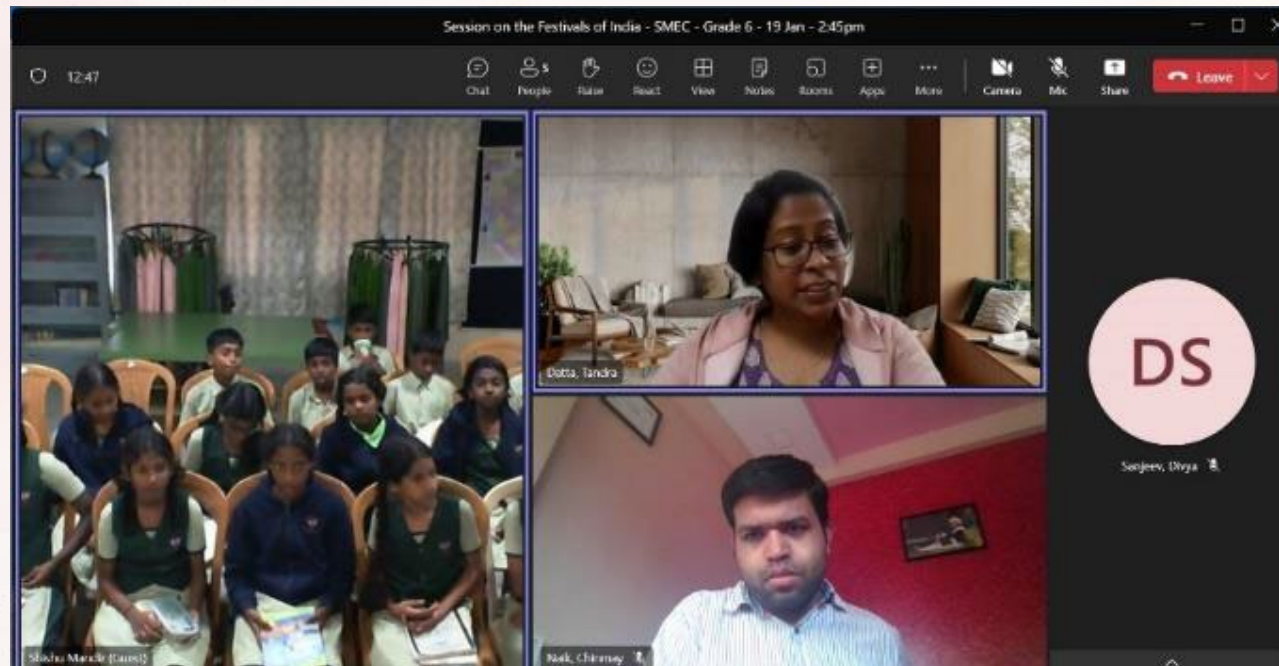


Corporate citizenship



Conducted a session on Festivals of India

A discussion on the winter festivals of India and their significance in the Indian culture was conducted by our volunteers. Through this session, students learnt about the vibrant harvest festivals of the country and the interesting mythological legends surrounding them. Unique ways of celebrating these festivals were explained.



Corporate citizenship

Accompanied Aspire students from our partner NGO schools to the Rashtrapati Bhawan Museum

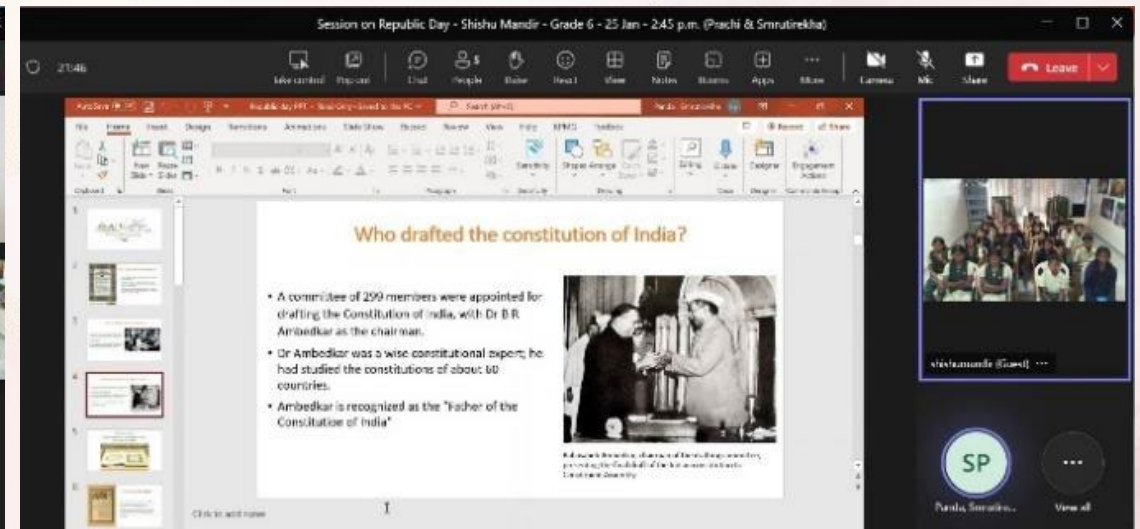
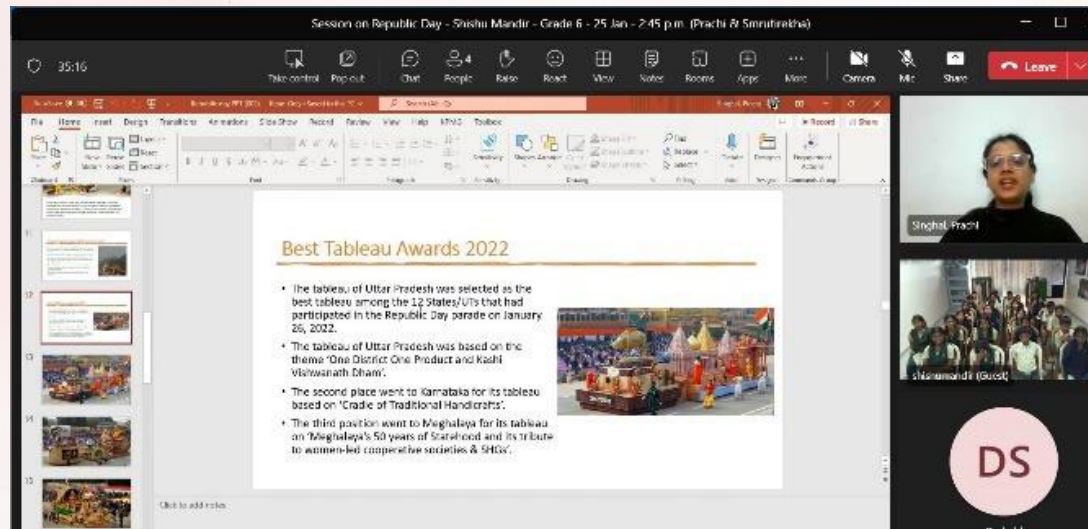
Volunteers accompanied girl students from our #Aspire scholarship programme to the Rashtrapati Bhawan Museum in New Delhi. Through this experience students learnt about the freedom struggle, prominent leaders involved in drafting of the Constitution and about the country's culture and history. They visited exhibits showcasing the possessions of the past Presidents of India.



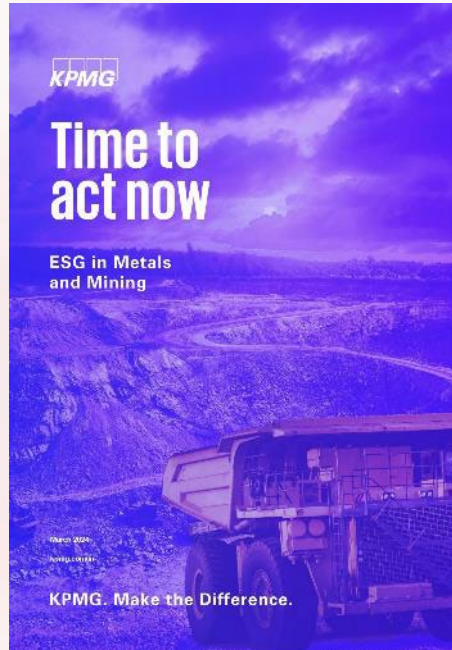
Corporate citizenship

Our people conducted a session on 'Republic Day'

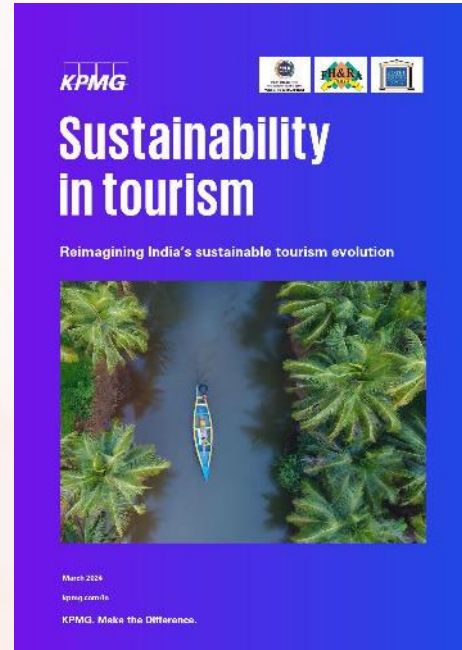
We conducted an informative session on Republic Day. Through this session the students were made acquainted with the Constitution of India and why Republic Day is celebrated. They were also made aware of contributions and lives of national heroes.



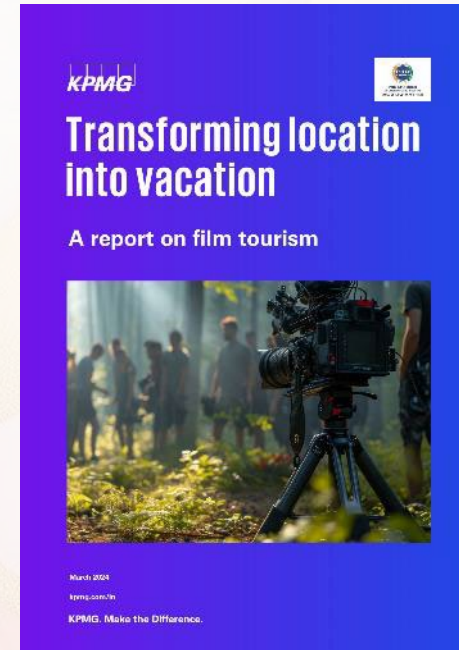
Publications



Time to Act Now: ESG in Metals and Mining



Sustainability in tourism - Reimagining India's sustainable tourism evolution



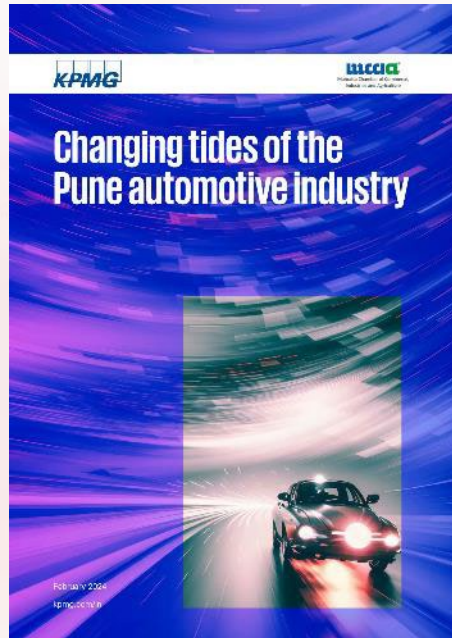
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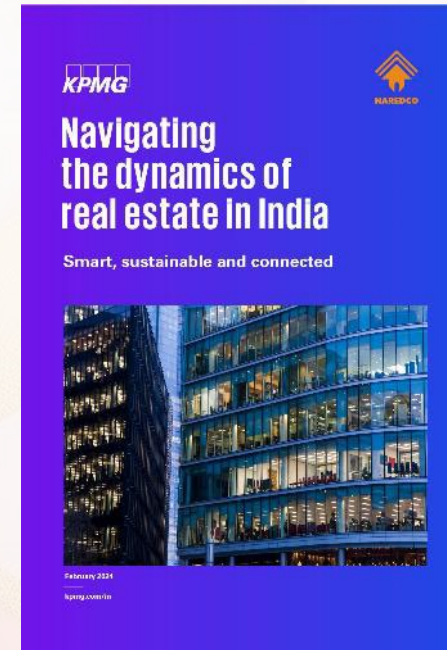
Publications



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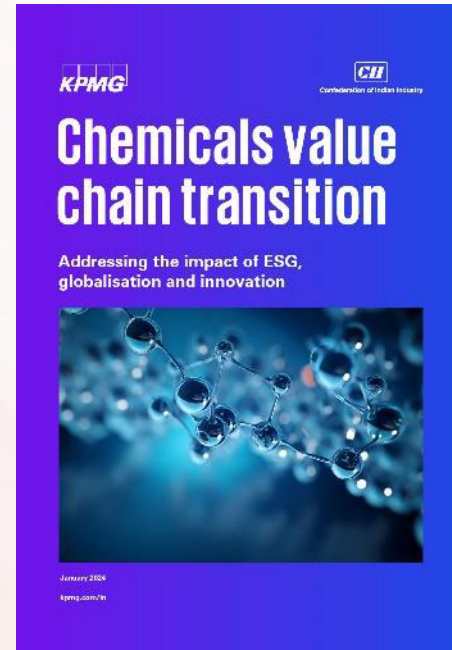
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Publications



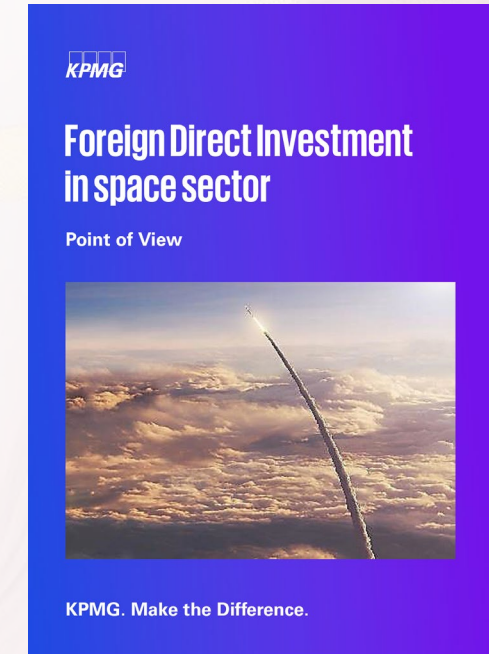
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Connect with team KPMG in India at: <https://social.kpmg/contactus>



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:
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