

PwC France & Maghreb's individual commitments to act4nature International

INDIVIDUAL COMMITMENTS						REPORT ON THE IMPLEMENTATION OF COMMITMENTS		
Link Common Commitments	Commitment	Scope	Indicators	Measurable target SMART	Deadline	Status	Explanations of the status	Verification method
1 3 10	Measure the impact of 100% of PwC's activities on biodiversity using the <i>Global Biodiversity Score</i> measurement tool in MSA/km ² (<i>Mean Species Abundance in an ecosystem</i>) for a first application exercise by 2024. This measurement will allow us to define our indicators and implement actions to reduce our impacts	France and Maghreb	% of activities measured	Measuring the impact of 100% of PwC's activities on biodiversity using the <i>Global Biodiversity Score</i> measurement tool in MSA/km ²	2024	Closed	The Sustainable Development team of PwC France & Maghreb carried out a biodiversity footprint analysis with the <i>Global Biodiversity Score (GBS)</i> tool on the 2023 data from PwC France & Maghreb as Scope	Self-assessment
3 4 5	Reduce pollution linked to our travel by encouraging sustainable mobility for our employees - Since 2022, the travel policy has been adapted to limit the use of airplanes ^[1] - PwC is promoting soft mobility by implementing the sustainable mobility package in 2022 so that 80% of employees travel by public transport or via sustainable mobility by 2024 - 100% of the cars offered in the company <i>Car Plan</i> will be hybrid or electric by 2024	France	% of employees using sustainable mobility % of electric or hybrid vehicle fleet	80% of employees will travel by public transport or sustainable mobility by 2024 100% of the cars offered in the <i>company Car Plan</i> will be hybrid or electric by 2024	2024	Closed	Concerning PwC France: the 80% target is reached either by sustainable mobility package or by transport passes 75% of the cars in the car plan are hybrid or electric in France in 2024 (<i>100% of new vehicles are hybrid or electric</i>)	Self-assessment
3 4 5	Offset our impacts by ensuring that 100% of our investments in carbon credits, aligned with ICROA ^[2] standards, are not harmful to biodiversity from 2024	France and Maghreb	% of carbon credits invested that are not harmful to biodiversity	100% of our investments in carbon credits, aligned with ICROA ^[2] standards, are not harmful to biodiversity from 2024	2024	Closed	The projects supported by the network in 2024 are not harmful to biodiversity: they collectively impacted more than 1.2 million people and created more than 34,000 jobs. They supported the conservation of 970,000 hectares of primary tropical forests and peatlands, and supported the reforestation and reforestation of more than 214,000 hectares of forests	Self-assessment
6 7	Integrate biodiversity into our service offering by investing in 50% of our strategic clients through offering them the opportunity to measure their impacts using the GBS tool by the end of 2024	France	% of strategic customers asked to measure their biodiversity impact	Investment in 50% of our strategic clients by offering them the opportunity to measure their impacts using the GBS tool by the end of 2024	2024	In progress	The teams pitched the GBS tool which was presented to customers Missions integrating the use of the tool are currently being carried out	Self-assessment
6 7	Train all employees and partners involved in ESG assignments, as well as partners responsible for strategic accounts, by 2024, and then gradually train our entire workforce on biodiversity issues ^[3]	France and Maghreb	Number of employees and associates trained in biodiversity issues Number of training hours recorded	Train 100% of employees and partners working on ESG missions as well as partners responsible for strategic accounts by 2024 to gradually train 100% of our workforce in biodiversity issues ^[3]	2024	In progress	Since the launch of the modules in 2023, 2,737 employees have followed at least 1 of the 4 modules for a total of 2,908 hours	Self-assessment
2 4 6 7 9	Raising awareness through our garden. Our head office is located on a 2.2-hectare park labeled Ecojardin accessible to our employees and visitors. By 2024, actions to enhance and raise awareness of biodiversity will be carried out there	France	Number of awareness-raising initiatives launched in relation to the park	By 2024, actions to enhance and raise awareness of biodiversity will be carried out there	2024	Closed	A display on the bird populations existing in the park has been installed Honey-making workshops and beehive visits in the parc have been initiated in June 2024	Self-assessment

✓ The reports cover all commitments due by the end of 2024, including those that had already reached their deadline but were not closed in previous reports.

1 Flying is only permitted if the equivalent journey by train is more than four hours one way, or more than six hours for a same-day return journey.

2 International Carbon Reduction and Offset Alliance.

3 Two-hour training module offered to all 5,000 employees and partners of PwC France and Maghreb.