



2023 PwC Network **Environment Report**

October 2023

www.pwc.com/environment

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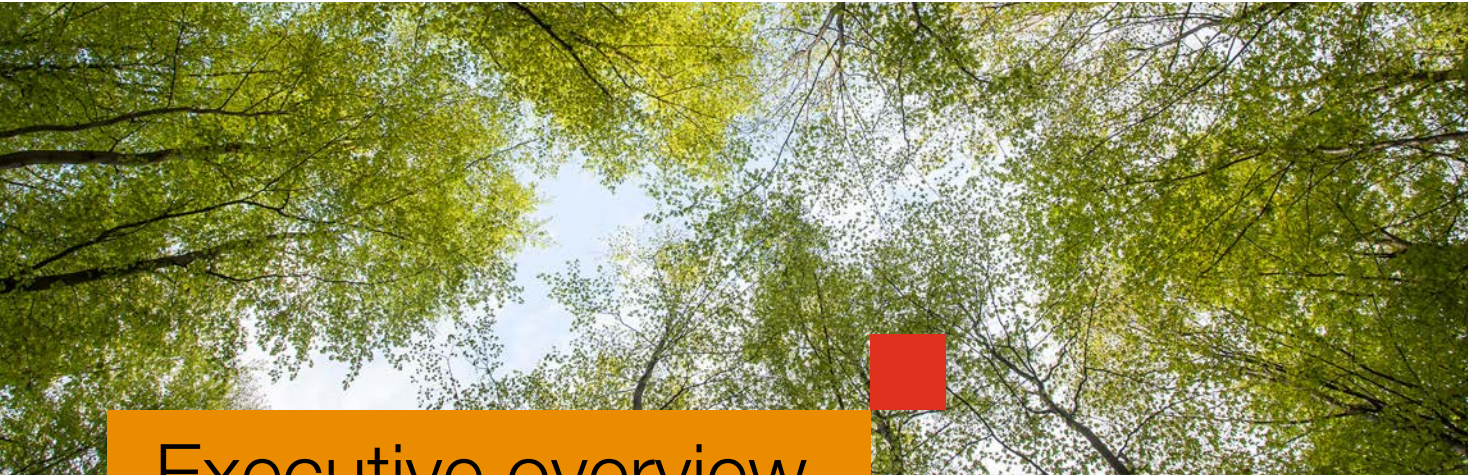
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Executive overview

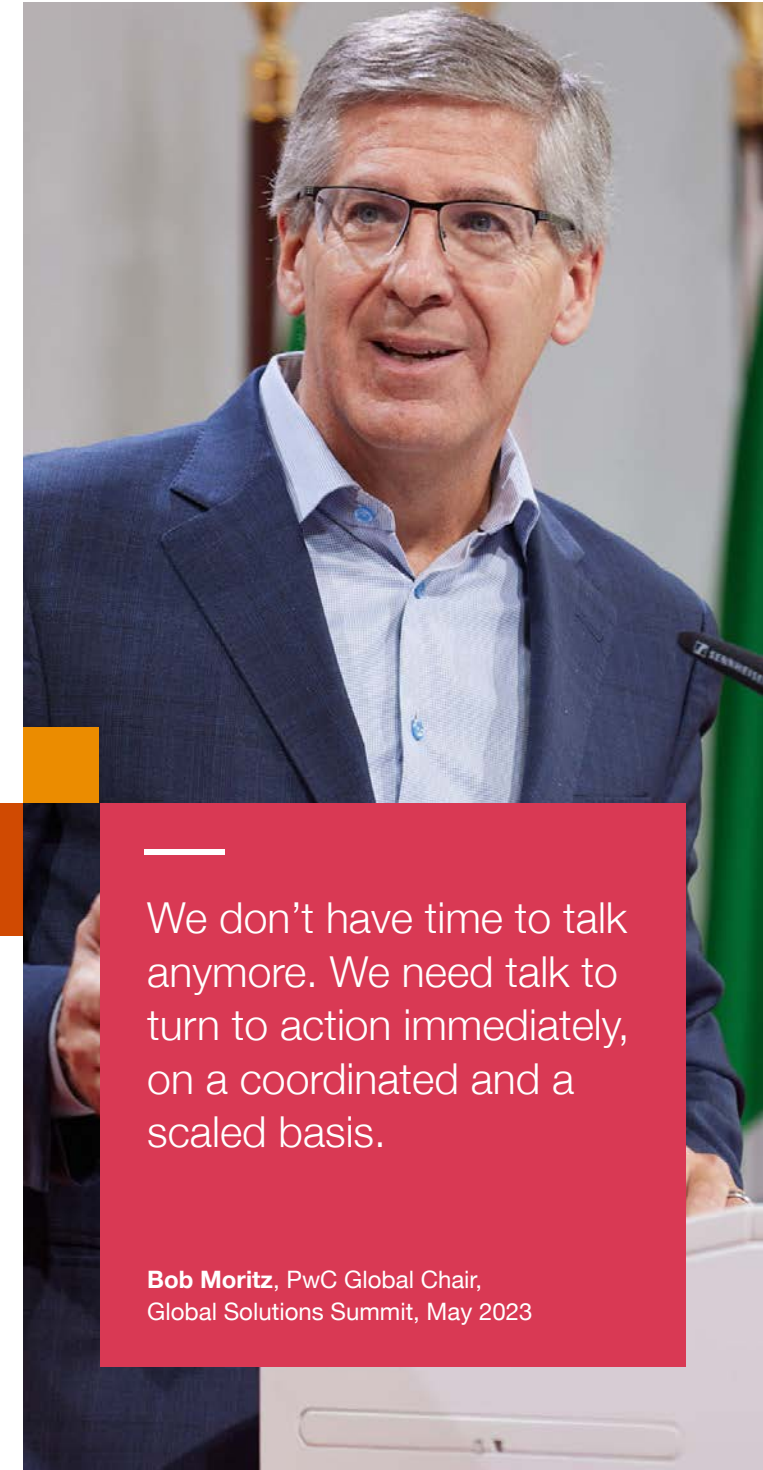
It's not just about reducing carbon

We're already feeling the devastating effects of climate change across the world, with global temperatures now at least 1.1°C above pre-industrial levels, and emissions remaining at record-breaking levels. And we know - regardless of what we do - there is worse to come, further deterioration is already locked in.

We need to reverse the path we are on. But the sheer magnitude of the challenge we are facing is something never experienced in human history. It is, to put it simply, one of the most strategic priorities facing every region, community and business today.

But to tackle climate change, we need to work on two fronts. First, we need to speed up our efforts to decarbonise and drive towards net zero faster and stronger. But that alone is not enough.

We also need to adapt to the impacts of climate change. We have seen all too many pictures of wildfires, floods and damage to homes and livelihoods. We need to accept that environments around us are deteriorating, and we have to plan for that and build greater resilience. These two agendas must be addressed in parallel to each other.



We don't have time to talk anymore. We need talk to turn to action immediately, on a coordinated and a scaled basis.

Bob Moritz, PwC Global Chair,
Global Solutions Summit, May 2023

Protecting nature

The decline of our climate is accelerating the destruction of our environmental ecosystems. These ecosystems span land, freshwater and oceans, and offer some of the most important solutions for climate change. We need to halt their destruction and work to restore nature as quickly as possible. Then it will help amplify our decarbonisation efforts and can help shelter us from the impacts of extreme weather. Solutions for climate and nature must go hand in hand.

These are complex challenges and we need holistic strategies to deal with them, rather than tackling issues one at a time. The change we need is systemic. We need to rewire our systems, to restore alignment between positive outcomes for society, the economy and the planet.

The role of business and what we are doing

We believe business can play an important role in both driving and enabling this systemic change. Acting on a global scale, businesses have the capacity to invest a lot in environmental innovation and the development of new, more sustainable business models.

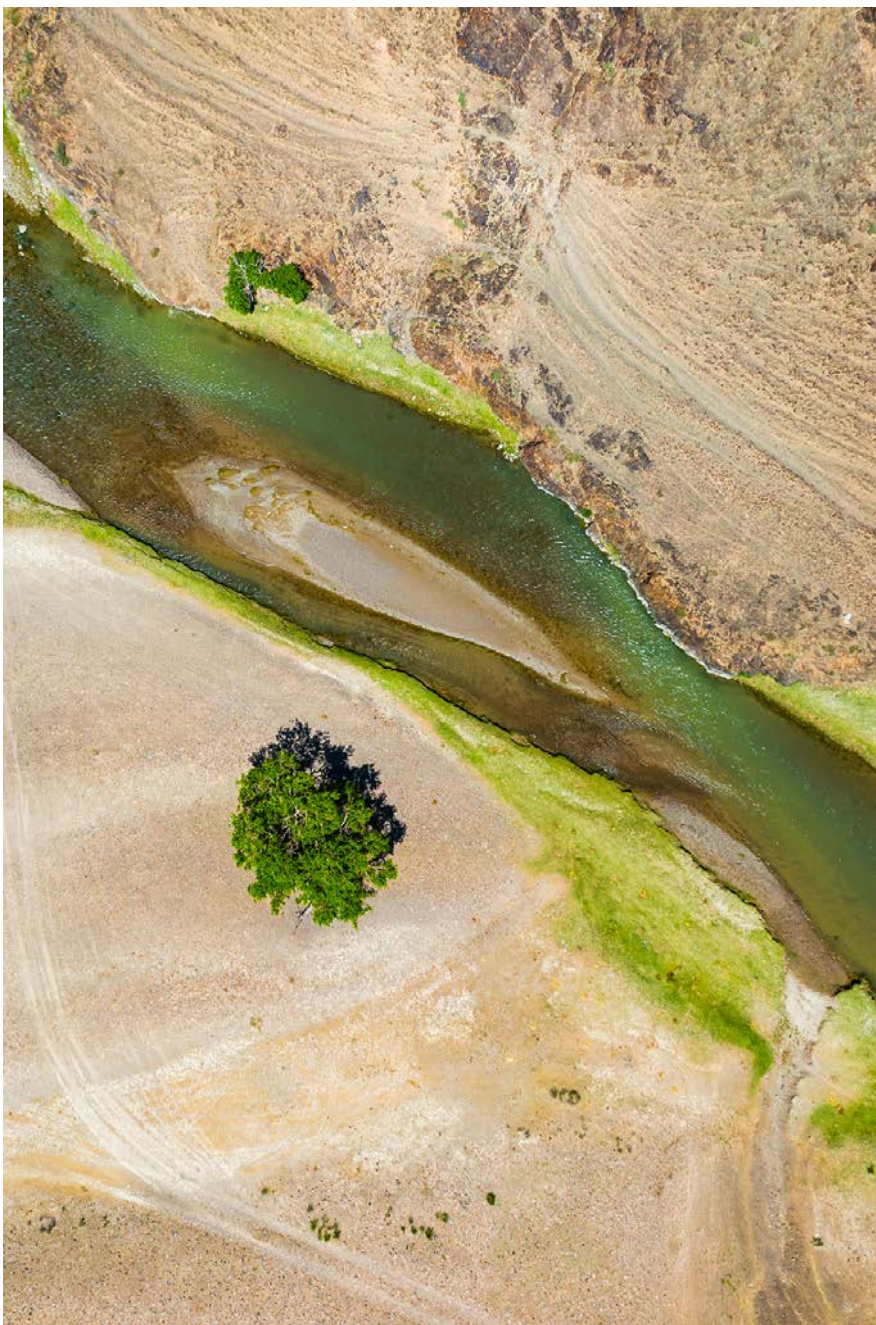
Sustainability is central to our global strategy - The New Equation - delivering on our purpose to build trust in society and solve important problems. We are reducing carbon in our own business, and our role within the business community positions us strongly to support other organisations to achieve their sustainability ambitions too. Similarly, the role we play within the broader financial system allows us to advocate for the rewiring process that is necessary. Both for a just transition of the global economy, and to build resilience to the risks already embedded within it.

Our approach

We have been transforming our business in response to climate change for a number of years, and continue to do so. We have learnt a lot from our progress so far, and our approach has evolved as a result.

At the start of our journey, we used climate scenario analysis to identify the strategic risks and opportunities climate change posed to our business. That work identified some core strategic challenges we needed to address - no matter which scenario transpired. You can read a summary of the main findings in the figure below, and details of our methodology and scenario choices in [appendix 1](#).

Both scenarios	Paris-aligned scenario (well below 2°C)	No mitigation scenario (>4°C)
<p>There are a number of risks and opportunities that will arise regardless of the climate scenario.</p>	<p>This scenario drives a greater level of transition impacts given the dominance of policy changes and disruption as the economy transitions to a low carbon world.</p>	<p>This scenario drives a greater level of physical impacts given the dominance of climate- and weather-related events that would likely take place.</p>
<ul style="list-style-type: none"> ■ The need to adapt our core services to embed consideration of climate-related matters ■ The development and scaling of new and emerging climate services to support clients ■ Continued ability to attract and retain talent ■ Brand/reputational impact arising from our contribution to the climate agenda 	<ul style="list-style-type: none"> ■ Disruption in sectors with high levels of transition risk with implications for our portfolio ■ Disruption in geographies with high levels of transition risk with implications for our portfolio and for those regions 	<ul style="list-style-type: none"> ■ The need to plan for the impact of potential acute and chronic climate events on our office network, people and operations (including our key suppliers) ■ The portfolio impact of potential acute and chronic climate events in higher risk geographies ■ Global or regional economic disruption arising from the impact on sectors with supply chains that are heavily concentrated in areas of high physical risk



These challenges are still relevant today and have now been deeply embedded into the execution of our strategy. This analysis focused just on climate change, but its themes and findings are still highly relevant when looking through a broader environmental lens.

We know, given the nature of what we do, that these risks and opportunities will affect our business at different levels. Some impacts will affect our own infrastructure and operations (Direct). Others will arise through our clients (Portfolio) or in the economies where we operate across the globe (Broader market). These levels are strategically significant because how we address each impact will vary based on the level, and so this framework (below) goes to the heart of how we plan and respond to climate change challenges.

Category	Impact level
1. Direct	Climate-related outcomes that directly affect PwC operations, services or people
2. Portfolio	Climate-related outcomes impacting PwC clients
3. Broader market	Climate-related outcomes which create regional economic and social disruption triggered by acute and chronic climate events or transitional activities, including large scale supply chain disruption and adaptation

Our environment strategy

Responding to these findings over the last few years has helped us to crystallise our focus on a few key areas of change.

You can see the core pillars of our current approach opposite. This report provides an update on each of these pillars and explains what we have achieved this year and the journey we are still on.

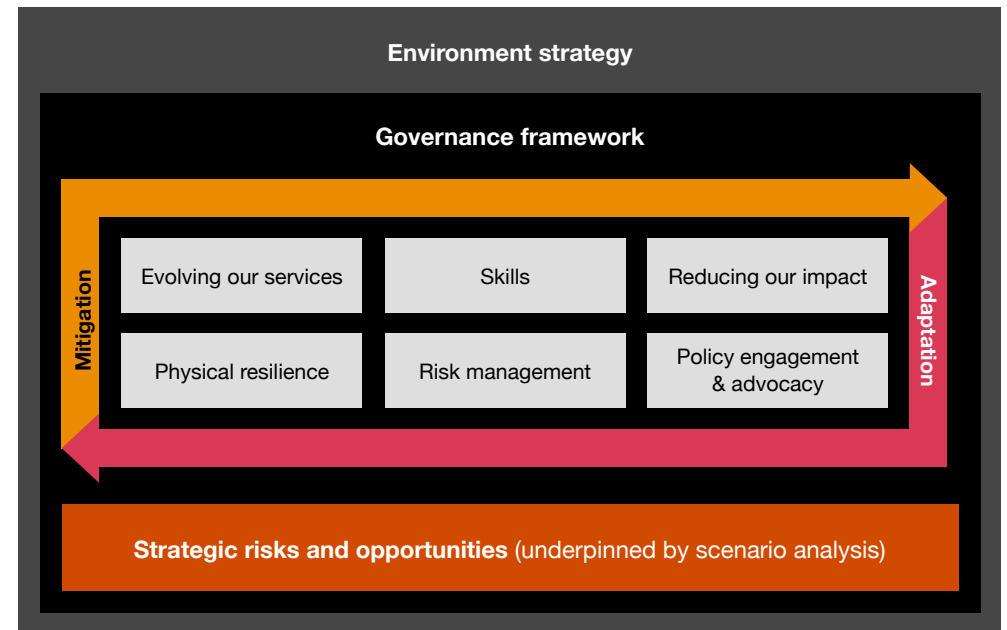
Our focus is concentrated on pursuing the two central and interconnected agendas - firstly the global push to reduce our impact on the environment as quickly as possible. Secondly, adapting to the risks that are already causing devastating impacts across the globe. Each pillar supports one or both of these issues - known as **mitigation** and **adaptation**.

And we are always looking to see what difference we can make across one or more of the three levels - Direct, Portfolio or the Broader Market.

Of greatest strategic significance for our business is the need to **evolve our services**. This pillar is about what we do, and is the keystone of helping to ensure that we remain a sustainable business. We need to embed consideration of environmental issues in our existing core business (for example, embedding climate risk into deals), and develop and scale environment-related services.

To enable this, we need to **transform our knowledge and build new skills** across our network. It is critical that we upskill our people in sustainability topics through our Global Sustainability Academy. Giving our people this opportunity also clearly demonstrates the importance we place on being part of the climate solution. Beyond our own business, we also contribute to developing green skills across our communities. For example, we work with UNICEF in support of Generation Unlimited which aims to help 1.8 billion young people transition from school to work by 2030.

We have never wavered from our original ambition to **reduce our own impacts** as quickly as possible. That remains a core pillar of our strategy today. We have set near-term science-based targets to reduce carbon in our own business. And we buy carbon credits to help mitigate emissions we cannot eliminate now. PwC appointed Crowe U.K. LLP to provide independent limited assurance over emissions data included in this report. For the scope and results of that assurance, see the assurance report on page 47. We are also looking beyond climate, into other areas of our environmental impact - including nature.



Adaptation and mitigation must be pursued with equal force and urgency.

António Guterres, United Nations Secretary-General

However, we are also acutely aware we need to make sure we can withstand whatever challenges climate change brings. So, building greater **physical resilience** is and will remain an important area within our strategy. We are working to make sure our own network (spread across nearly 750 locations) is resilient to climate hazards identified by our physical risk analysis. We are also helping our clients and communities to adapt and prepare for environmental impacts.

More broadly, our enterprise **risk management** framework continues to evolve in response to the emerging environmental risks for our business. Our risk policies, processes and systems reflect the inherently dynamic nature of environmental risks, so we can identify and manage them as they emerge.

But the world is still not moving fast enough to avoid the catastrophic effects of climate change, even with all the current efforts being made by business, governments and citizens. And so we use our voice. We contribute to the debate. We view **policy engagement and advocacy** as part of our strategic responsibility.

We contribute our expertise to support the development of the new frameworks and standards needed that will support the global transition. We are members of the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD). We also engage with relevant parts of the standard-setting ecosystem, including with relevant parts of governmental institutions (such as the EU), with regulators such as the SEC¹, and finally the standard-setting bodies themselves, such as the ISSB², EFRAG³ and the GRI⁴. And beyond that, in FY23 we contributed to debates at key global events such as COP27, COP15, the World Economic Forum Annual Meeting and the Global Solutions Summit, advocating for the measures to stop the environmental crisis we see looming large.

These core pillars comprise our business response to the environment agenda. All these pillars address the **strategic risks and opportunities** identified in our original scenario analysis. Our detailed methodology ([appendix 1](#)) and details of how we are responding to those original findings ([appendix 2](#)) remain central to our transformation. We intend to iterate this analysis to continue to guide us in the future.

¹ The U.S. Securities and Exchange Commission

² International Sustainability Standards Board

³ European Financial Reporting Advisory Group

⁴ Global Reporting Initiative

Finally, our **governance framework** is a critical business mechanism in enabling our environment-related priorities. An overview of our governance structure and the roles of its different bodies in managing or overseeing our responses to environmental matters can be found in [appendix 3](#).

Transition planning

There is an increasing consensus that businesses need to be clearer on how they plan to transition towards a net zero economy, so their stakeholders can make more informed decisions.

A number of organisations have been vocal on the need for businesses to publish 'climate transition plans', to provide stakeholders with more granular information on the steps being taken towards transition.

Our efforts towards transition go far beyond the perimeters of our own business. We work with our clients to help them with their sustainability plans and are involved in many projects in support of transitioning the whole economy. You can see an overview in [appendix 4](#) of the steps we are taking towards transition. We will continue to work on this and will share further updates in future reports.

Looking ahead

We expect our approach to our environmental strategy will change as the needs of business and society change.

But even if our approach changes, our commitment will not.

We strongly believe we need to continue working together with other businesses, organisations and governments to be successful in addressing the environmental crisis. PwC remains firmly committed to playing our part.



Main report



Introduction

With offices in 151 countries and regions and over 360,000 people, PwC is among the leading professional services networks in the world. We help organisations and individuals build trust and deliver sustained outcomes through our services. At our core is our purpose – to build trust in society and solve important problems.

This report focuses on the changes we're making to be a sustainable business. It outlines our environment strategy and the main areas where we are transforming what we do and how we do it. This includes the fundamental transition of our priority services to embed consideration of sustainability matters, and the development of new services focused on specific sustainability topics which our clients tell us they need.

It also includes our commitments and details of our transition towards net zero, plus how we're identifying, assessing and addressing climate-related risks and opportunities for our business. The report includes our disclosures in response to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) (you can find an index in [appendix 5](#)). Lastly, it includes actions we are taking in respect of wider environmental matters including nature.

The appendices contain supporting detail, technical data, methodologies and further explanations, and a glossary of key terms.

Each of the main areas within our strategy is featured.



[Evolving our services](#)



[Investing in skills for a more sustainable future](#)



[Reducing our impact on the environment](#)



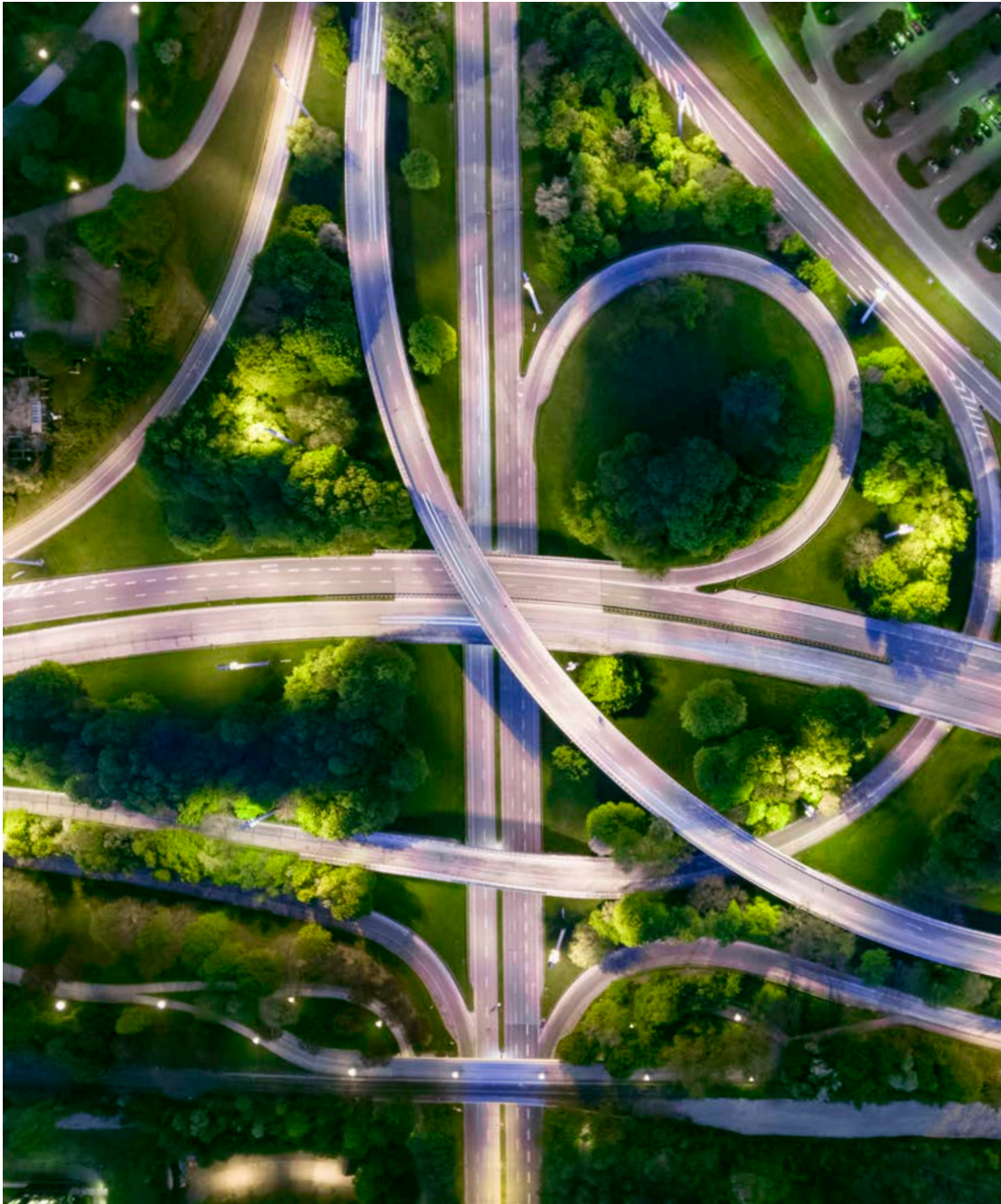
[Physical resilience](#)



[Risk management](#)



[Policy engagement and advocacy](#)



Our support for the TCFD

We've supported the TCFD since it launched its recommendations in 2017 and have been members of the Task Force since 2016. We have been involved with TCFD in many capacities - as part of working groups, sharing data and methodologies, and also leading projects.

The TCFD framework helps business leaders to spot, assess and deal with the risks and opportunities from climate change. This will accelerate the overall transition to the net zero future we all need to achieve.

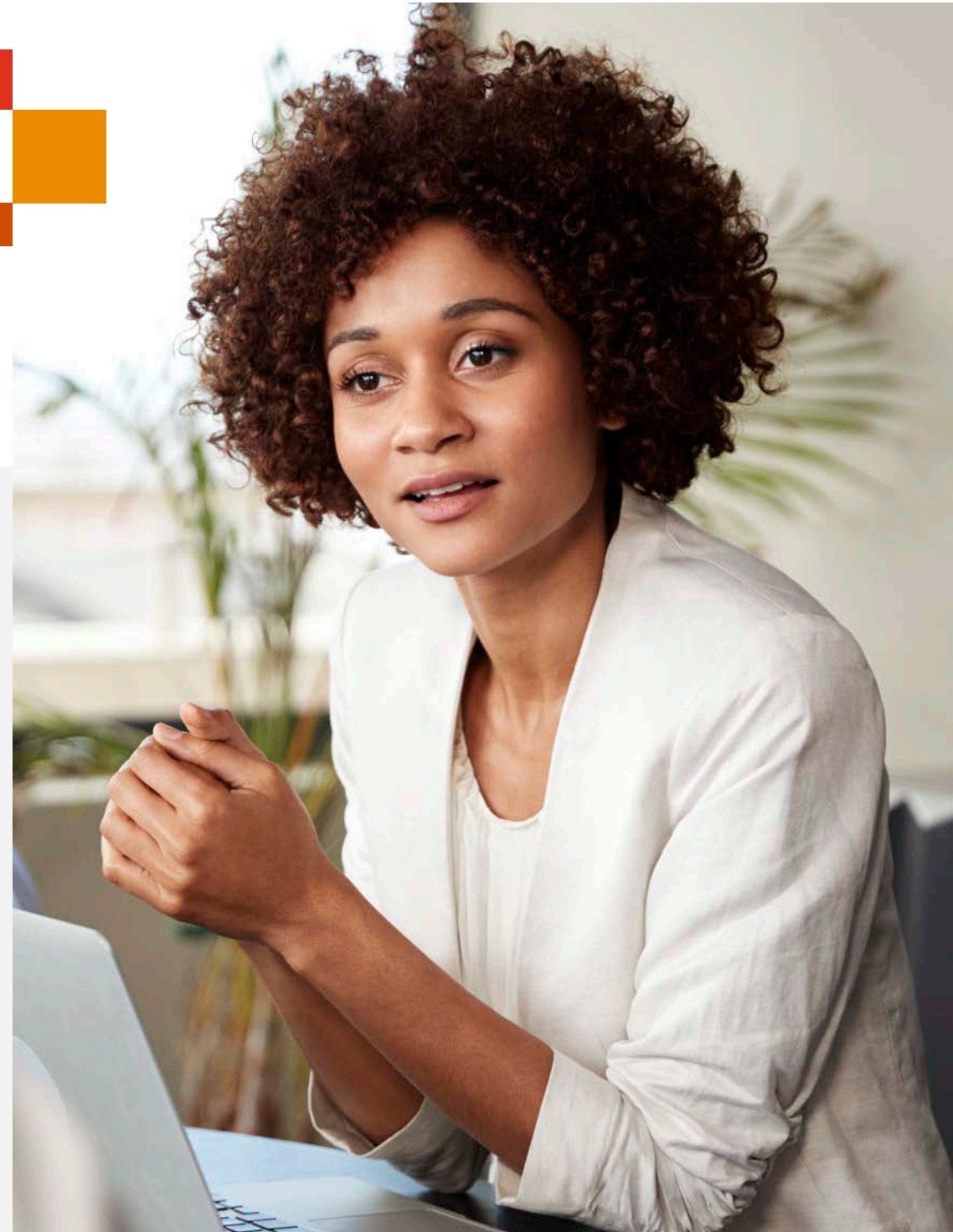
We welcome the full integration of its recommendations into the recently released International Sustainability Standards Board (ISSB) standards, as well as other emerging regulatory requirements. This builds upon the TCFD's legacy and commitment to market transparency.



Evolving our services

One of the most important roles we will play in the global transition to a sustainable future is to help our clients understand and navigate the challenges they will face from the environmental agenda - impacts, dependencies, risks and opportunities. That's why we put sustainability and environment at the heart of our global strategy, The New Equation.

We have committed to investing US\$12 billion over five years. This investment includes acquisitions and investments in partners, staff and technology - with a significant focus on growing our capabilities in relation to sustainability issues.



The evolution of our service offerings is paramount to our own business transformation, to remain competitive, relevant and therefore sustainable into the future. And that evolution will touch all parts of our business, all lines of service.

We are **adapting our core services** to include consideration of environmental matters, where appropriate and in compliance with applicable laws, standards and regulations. This ranges from the inclusion of carbon taxes and green incentives within our Tax services, consideration of environmental issues in Deals, reinforcing climate in our Assurance methodologies and processes, and sustainability-driven transformation programmes in Consulting, plus many more.

We are also **building and scaling new services**. Our sustainability practice helps organisations act on their strategies to plan, source, deliver, finance and measure the wider impact of their products and services. We're helping future-proof businesses by enabling them to become resilient, agile and sustainable.

We do that by supporting our clients with their **net zero transformations** as they work to decarbonise their businesses. We help them to realise their ambitions to develop **sustainable supply chains**, and to develop understanding of their climate risk and resilience profiles. We work with them to implement their objectives to enhance their transparency through **sustainability reporting**, and support them in raising and deploying **sustainable finance** and navigating **the energy transition**. You can read more about our sustainability services [here](#).

This fundamental transformation of our service portfolio will continue to be one of our strategic imperatives as it is core to our continued success as a business. We have outlined some major achievements from our progress this year in the following section.





Adapting our core services

Sustainability touches every part of a business model. So, whatever our clients do, they need to think about sustainability. That means we also need to put sustainability at the heart of our services - whether we are working on deals, auditing financial statements, or giving tax and legal advice.

To achieve this, we continue on our journey to enable all our people with relevant skills via our **Sustainability Academy skills programme**. You can read more about our progress on that [here](#).

Net Zero Financial Service Providers Alliance

As auditors, it is our responsibility under professional standards to obtain reasonable assurance that financial statements as a whole are free from material misstatement. To do this, we need to identify and assess risks of material misstatement, including those arising from or related to climate.

We and other financial service providers are members of the **Net Zero Financial Service Providers Alliance** (NZFSPA), connecting auditors and other financial service providers with the Glasgow Financial Alliance for Net Zero. NZFSPA seeks to facilitate dialogue across key categories of service providers within the financial system, to enable the whole-economy transition required to meet the goals of the Paris Agreement. A more detailed description of the commitments can be read [here](#).

A measurement framework has been developed and designed for the audit firms to independently measure how they are performing against the commitments of NZFSPA. The framework specifically relates to our audit work and how, consistent with relevant regulatory and professional standards, we must assess climate-related risks as part of the process of planning and execution of audits of financial statements.

Upon finalisation, the measurement framework was submitted to the **Expert Peer Review Group** of the United Nations Climate Change High Level Champions for approval against the criteria of Race to Zero⁵. Concurrent with pursuing this approval, we began applying these measurement criteria to a selection of our audits this year, all of which are part of the **Climate Action 100+** initiative (being businesses in industries critical to the global net zero transition). You can read more detail and our results in [appendix 6](#).

⁵ To help ensure integrity and accelerate meaningful progress towards halving global emissions by 2030, Race to Zero sets out criteria for its members to meet.

Building and scaling new services

We also continue to develop and scale new environmental services. Of particular significance this year are the investments we have made in our nature service offerings and our strategic alliances in the sustainability arena.

We are working with a range of clients across sectors and industries to help them act on their ambitions of developing and putting nature positive strategies into place, reporting on their nature-related impacts, risks and dependencies and transforming in ways that embed nature as a priority.

Hong Kong's first Taskforce on Nature-related Financial Disclosures (TNFD) aligned report on nature-related impacts and dependencies

PwC China helped a Hong Kong-based client pilot the TNFD's locate, evaluate, assess and prepare (LEAP) assessment model. A range of tools and databases were used to map out potential impacts on nature and dependencies on ecosystem services for over 100 facilities across China, covering the full set of relevant biomes and business activities.

Based on these dependencies and impact drivers, PwC China worked with the company to map and assess risk drivers, their transmission channels, and potential business impacts. The results were disclosed in an integrated document that evaluated both climate- and nature-related risks and opportunities, and will inform decision making on the company's future strategy and operations.

You can read more about the steps we are taking on our own nature journey [here](#).

Centre for Nature Positive Business

Our Centre for Nature Positive Business was launched earlier this year. It combines more than 500 nature specialists from across our network. Bringing together knowledge in biodiversity, water, forestry, regenerative agriculture and geospatial analysis, the Centre is accelerating the global transition to a nature positive and net zero future. The Centre aims to:

- catalyse collaboration among public, private and civil-society organisations to create new communities of solvers to halt and reverse nature loss.
- empower business leaders to play their part, by helping the largest organisations in the world to move to nature positive business models.
- help develop the frameworks, standards and methodologies that provide the structures we need to change systems quickly.
- contribute information and build trust in the global fact base needed to take nature positive action.

We will be doubling the size of our team of nature specialists over the next 12 months. We will also offer the opportunity to our 360,000+ strong community of solvers to upskill so they can work with our clients to create strategies that are positive for nature. Read more about the Centre [here](#).



We have continued to innovate with our **strategic alliance partners** on scaling technology solutions to help solve important and complex problems. Some of our alliances include:

- **Microsoft:** PwC has a growing alliance with Microsoft. With PwC’s innovative solutions and deep industry knowledge, amplified with the power of Microsoft technology, we are instilling shared values of trust, sustainability and innovation from the C-suite to the frontline. PwC is honoured to be named a winner and finalist, globally and regionally, in the 2023 Microsoft Partner of the Year awards, including PwC Germany winning the Accelerate Sustainability category.
- **Salesforce:** PwC and Salesforce worked closely together to support clients to implement Salesforce’s Net Zero Cloud, a cloud-based solution which enables businesses to track their greenhouse gas (GHG) emissions while automating and streamlining the data collection process. The solution helps businesses manage their emissions whilst enhancing their sustainability reporting, including regulatory reporting such as the Corporate Sustainability Reporting Directive.
- **SAP:** PwC has partnered with software giant, SAP, on a co-innovation strategy which is centred around reporting, supply chain and operationalising sustainability. Leveraging SAP’s Cloud for Sustainability Enterprises, solutions will be aimed at enabling businesses achieve their sustainability goals by applying sustainability metrics through their operations and will encompass enterprise wide sustainability strategy.
- **Workiva:** PwC’s alliance with Workiva across the broad reporting and compliance process leverages the data collection, collaboration and connected reporting functionality of the Workiva platform to help our clients drive their sustainability transformation.

We are ready to keep supporting our clients in the race to build the world’s greener future. For more examples of how we are supporting our clients, see [here](#).

Creating a sustainability value stream for a global pharmaceutical client

Evolving external regulations, social standards and stakeholders’ expectations pose an increased demand for transparent sustainability information from business, making sustainability transformation critical to remaining competitive. Companies currently lack a strong harmonised data backbone for transforming end-to-end processes to incorporate relevant data as an input for their sustainability impact management.

PwC and **SAP** launched a co-innovation strategy to make sustainability an integral part of standard business operations. The co-innovated solutions enable businesses to apply sustainability metrics, especially carbon issues, directly into business functions such as trading, capitalisation and tax. A global pharmaceutical business engaged PwC to utilise this solution to support them in achieving:

- full integration of sustainability-related data into relevant decision making processes.
- fulfilment of regulatory sustainability requirements and company commitments for sustainability reporting, GHG management (scope 1-3 emissions, including performance management), product compliance and product lifecycle management.
- a highly integrated and holistic sustainability data model and system landscape.

Investing in skills for a more sustainable future

The journey towards a greener future will transform our economies and our societies, and a vast array of new skills are required amongst our populations to help achieve a just transition. Obtaining those skills at the scale and pace necessary to support the transition is one of the biggest challenges we face, and is a core pillar of our environment strategy. Here we share how we are contributing to building the skills the world needs.



Building the skills our people need

We are engaging and mobilising our 360,000+ strong community of solvers to put our environmental strategy into practice.

Our people need to understand and be able to work on sustainability and environmental issues. Climate change is being felt across all sectors, geographies and products. So, our clients will feel the impact in some way. Our services need to be ready to help.

An important part of our strategy, **The New Equation**, is to give our people the chance to upskill across a range of sustainability issues.

So this is how we are making it happen:

- Our **Sustainability Academy** helps our people to increase their knowledge. More than 240,000 PwC partners and staff have taken part in sustainability upskilling courses during the past three years, representing two-thirds of our entire workforce across 151 countries and regions.
 - This year, we introduced a new **Sustainability Climate Knowledge Badge**, which recognises our people for new skills and insights they have gained.
 - We have set up **Climate into Action** courses, so our people can further integrate practical skills in their environmental work.
 - A new **Sustainability Specialist Forum** will bring our sustainability experts together, so they can more easily collaborate and share knowledge.
 - We have also launched a **Global Sustainability Graduate Programme**. This is creating a diverse community who can grow our Sustainability practice in the future.
- **PwC France and Maghreb** conducts workshops for its people to understand the complexities of climate change and aims to have 100% of PwC participants trained by internal facilitators by FY25. Training will then be extended to clients and students.





Collaborating with other organisations to help build green skills

The need for new skills goes much further than our own business. The transition to net zero will transform our economies and our societies. We will need new skills in many different sectors, and we need to do this quickly. That’s a challenge. That’s why we are working with global organisations to try to solve this. Here are some examples of our work.



UNICEF

We are collaborating with UNICEF in support of **Generation Unlimited**. Its mission is to help 1.8 billion young people transition from school to work by 2030. Last year, we published **The net zero generation** together. The report explains how upskilling enables young people to access employment opportunities to help ensure the green transition is a just transition. It also offers a way forward for governments, business and youth.

Our Global Chair, Bob Moritz, co-chaired the **Generation Unlimited Global Leadership Council** meeting which gathered government, business and youth leaders from around the world. They shared ideas on how to speed up youth action in local communities and give young people the skills they need. This work is helping to create more opportunities for prosperity and long-term sustainability.



World Economic Forum (the Forum)

We are a founding partner of the **World Economic Forum’s Reskilling Revolution initiative**. It is aimed at empowering one billion people with better education, skills and economic opportunity by 2030.

At the World Economic Forum Annual Meeting in **Davos** this year, PwC Global Climate Leader, Emma Cox led a **panel discussion** on the skills people will need to take part in the green economy, how stakeholders can work together to help develop these skills and how sectors can come together to improve people’s ability to be hired at speed and scale.

We also launched the **Putting Skills First report** with the Forum at the **Growth Summit**. This outlines the need for a ‘skills-first approach’ to solve skills and labour shortages, including shortages related to the green transition. It also gives a framework for businesses and governments to make this happen.



Global Solutions Initiative

We are working with the **Global Solutions Initiative**, supporting its **Young Global Changers (YGCs) programme**. This has attracted over 400 young changemakers (such as students, social entrepreneurs, and nonprofit leaders from 120 countries since 2017). In 2023, a group of YGCs participated in the **Global Solutions Summit’s Recoupling Awards**. These awards recognised young changemakers who are driving projects that help to connect economic prosperity with environmental sustainability, societal demands and community needs.

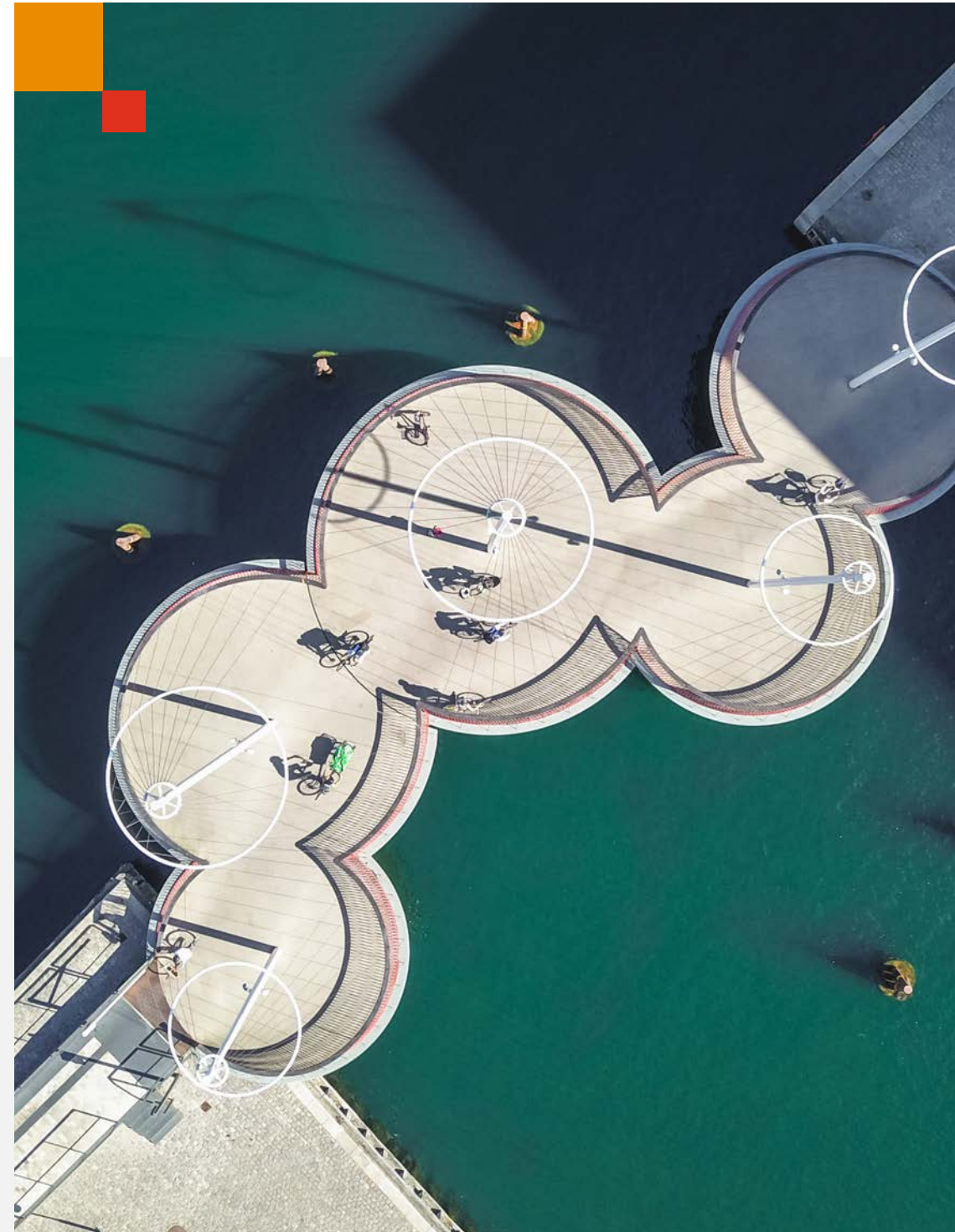
Reducing our impact on the environment

We are totally committed to playing our part in the global transition to a greener world. A key part of our commitment is making sure we are doing what we can to limit our own impact on the environment and lead by example.

Our strategy involves three key areas:

- **We are decarbonising what we can now:** we have clear near-term science-based targets (SBTs). You can read more about our targets, our progress and how we are reducing emissions across our network in this section.
- **We are mitigating impacts not yet reduced:** there are some emissions we are not able to eliminate today. We share insights below into our approach to counterbalance these emissions via the purchase of high quality carbon credits, mitigating our remaining emissions while we work towards greater levels of decarbonisation.
- **Understanding the impact our business and supply chain have on nature:** we are also working to understand more about our broader environmental impacts. It's clear that climate and nature are inextricably linked. So, we are starting to analyse our impacts, dependencies, risks and opportunities relating to nature.

In this section we share some insights from our journey so far.



Decarbonising our business

Delivering on our net zero commitment

In response to the urgent need to address climate change we have a comprehensive strategy to decarbonise our operations and supply chain, underpinned by near-term science-based targets.



What are our targets?

Our near-term science-based targets were validated in July 2021 by the Science Based Targets initiative (SBTi) and are aligned to a 1.5 degree climate scenario. We have committed to:

- reduce scope 1 and 2 absolute emissions by 50% from a FY19 base by FY30.
- transition to 100% renewable electricity in all member firms by FY30.
- reduce absolute business travel emissions by 50% from a FY19 base by FY30.
- 50% of our purchased goods and services (PG&S) suppliers (by emissions) setting science-based targets to reduce their own climate impact by FY25.

We will also continue to offset our emissions through high-quality carbon credits, transitioning our carbon offset portfolio to 100% carbon removals from FY30. You can read more about this [here](#).

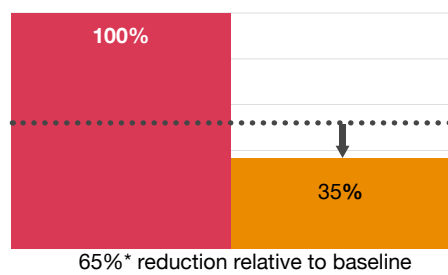
Our commitment to reach net zero greenhouse gas (GHG) emissions with 2030 goals is at the core of our strategy and extends across our network. Our global targets are cascaded to our member firms and supported by an overall framework for action. Territory Senior Partners (TSPs) are accountable for local progress to net zero. They've appointed Net Zero Leaders to deliver multi-year implementation plans. Making progress on a local plan was a key performance indicator for TSPs in our 21 largest member firms and regions this year. This makes sure there's accountability at the most senior levels of our business. The implementation plans give a full view of progress we expect across the network.

Our performance against our global targets and our overall emissions are summarised below.

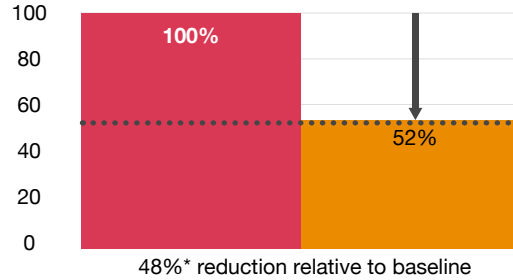
How we are progressing against our targets

■ FY19 baseline ■ FY23 Target: 50% reduction by FY30

Reducing our scope 1 and 2 emissions



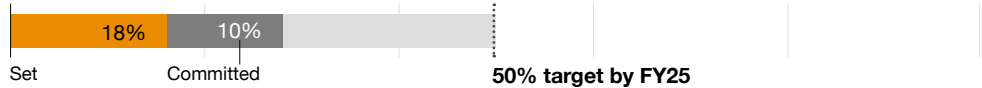
Reducing our scope 3 business travel emissions



Increasing our renewable electricity usage



Encouraging our PG&S suppliers (by emissions) to set SBTs



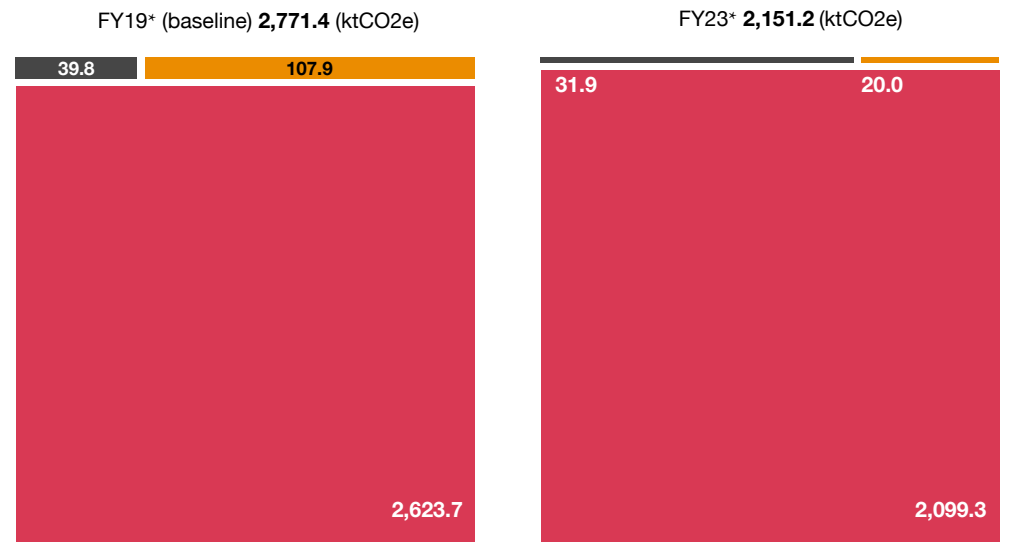
Our total GHG emissions:

Our total greenhouse gas emissions are 22% below our FY19 baseline year but have increased 16% in FY23 from the year before. This year-on-year increase is primarily driven by a rise in business travel emissions now that restrictions related to COVID-19 have been lifted.

For more on our GHG data and methodology, see [appendix 7](#).

Reducing our total GHG emissions across our business

■ Scope 1 ■ Scope 2 ■ Scope 3



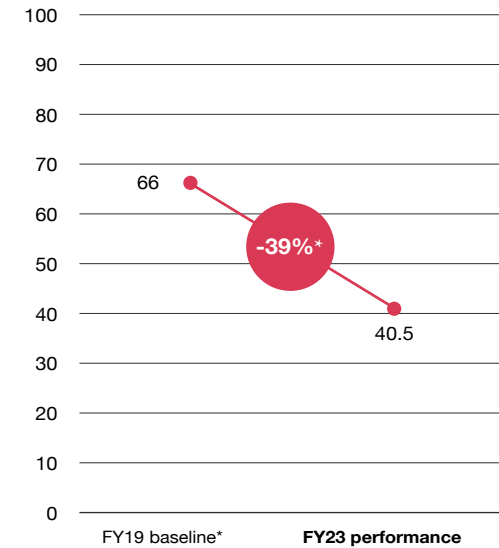
Note: Individual figures may not equate exactly to the total numbers above due to rounding.

*Data revised. Refer to [Appendix 7](#).

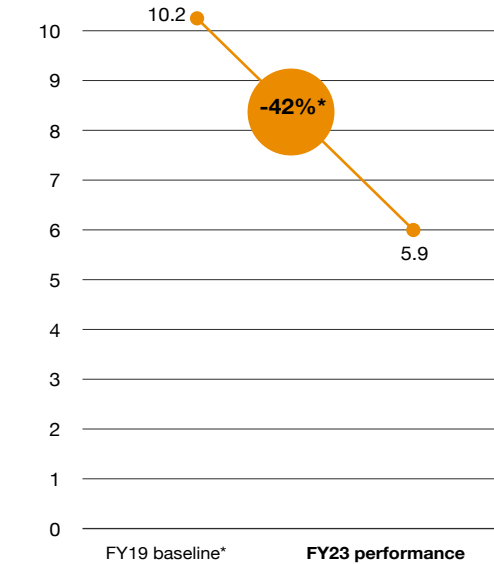
We have seen a reduction in our gross emissions by revenue intensity (39%*) and by headcount intensity (42%*) relative to our baseline year.

Reducing the intensity of our gross emissions

Gross emissions revenue intensity (kgCO₂e / \$000 USD revenue)



Gross emissions per employee (tCO₂e / employee)



*Data revised. Refer to [Appendix 7](#).



Scope 1 and 2 emissions

Scope 1 and 2 emissions result from:

- fuel combustion in the furnaces and boilers in our buildings
- mobile car fleets and
- buying electricity, cooling and heating for our properties.

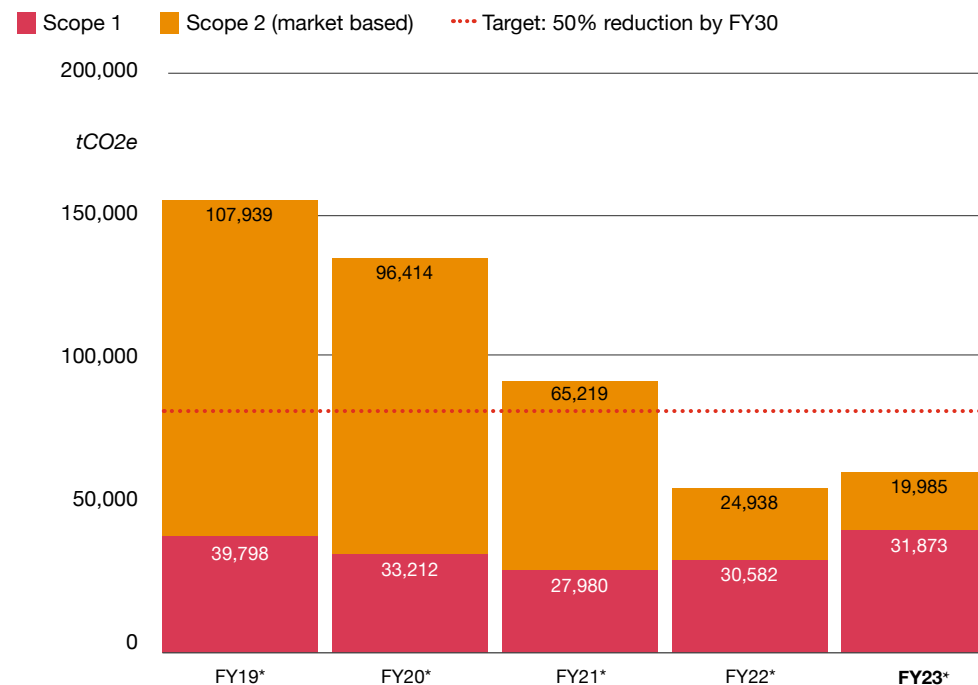
We continue to make good progress and have reduced our scope 1 and 2 emissions by 65% from our FY19 baseline. This means that we are still ahead of our 2030 target.

KPI	Target	FY19 baseline	FY23	Progress against target
Scope 1 & 2 (tCO2e)	50% absolute reduction by FY30	147,737*	51,858*	65%* reduction
% Renewable electricity	100% by FY30	53%*	91%	38* percentage point increase

*Data revised. Refer to [Appendix 7](#).

'Percent (%)' is used when calculating the relative change between two numbers. 'Percentage point' is used to compare the arithmetic difference between two percentages.

Current progress against our scope 1 & 2 target

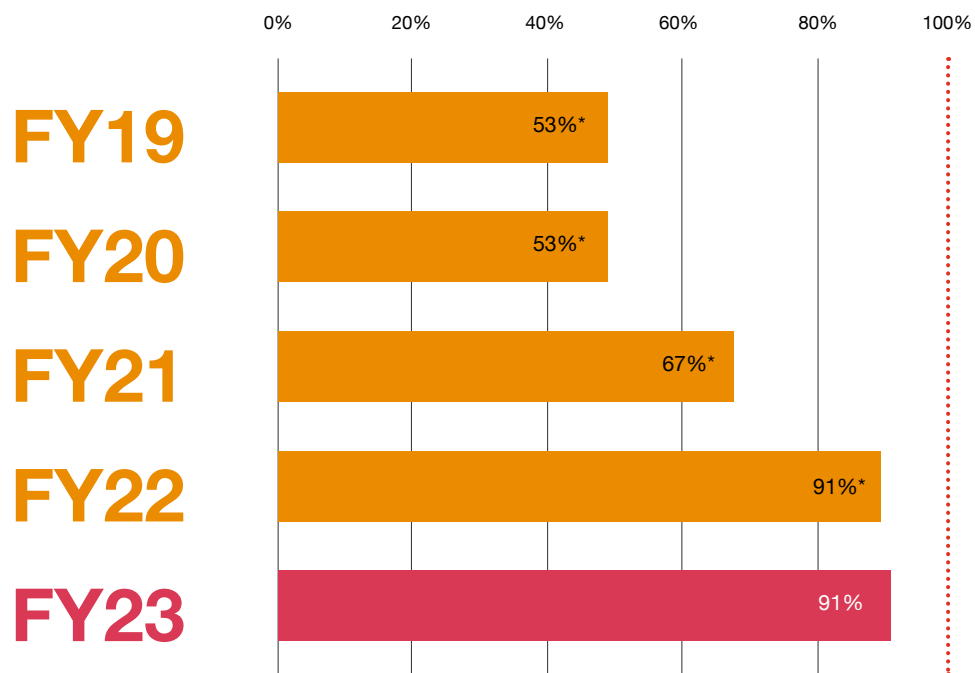


*Data revised. Refer to [Appendix 7](#).

We are using 91%⁶ renewable electricity in 82 countries across our global network. This keeps us well on track for our RE100 commitment to transition to 100% renewable electricity by FY30.

Progress towards our renewable electricity target

..... Target: 100% renewable electricity by FY30



*Data revised. Refer to [Appendix 7](#).

⁶This includes the purchase of some I-RECs (International Renewable Energy Credits) and other renewable instruments that are not counted towards our RE100 target. Further information is provided [here](#).

A key focus of our carbon mitigation strategy centres on reducing our energy consumption to minimise our scope 1 and scope 2 GHG emissions. By leveraging innovative technologies, enhancing and improving internal policies and promoting a culture of responsible energy stewardship, our network of firms is making progress. Here are some examples of how we have reduced our scope 1 and 2 emissions.

Embedding environmental considerations into new lease agreements:

PwC UK's Belfast office relocated to a new building during 2022. It was designed with sustainability at its core. It is powered by a fully electric system which runs on 100% renewable electricity and does not need gas. Its overall energy efficiency per m2 (EUI) has improved by 67% compared to the previous office. It means PwC UK has been able to more than double its Belfast office floorspace while still reducing energy consumption by 17%.

Reducing office-based emissions with energy efficiency measures:

Our firms have also found that by measuring the energy consumption of their buildings, they can identify quick wins to boost energy savings. Retrofits, new energy-efficient equipment and using energy responsibly are just some of the ways member firms have been able to achieve both carbon and cost savings.

Downsizing and transitioning car fleets:

In FY23, **PwC Belgium** updated its mobility policy to offer more of its people greater flexibility when choosing a company car (car in level, downgrade or opt out). If they downgrade or opt out, alternative mobility benefits can be selected such as a payment card to fund public transport, reimbursement of housing rent/loan expenses (subject to certain conditions), and the ability to invest in a Smart Reward programme with access to non-cash benefits, such as bike leasing or extra holidays. Already, people have the option to order only electric vehicles. The entire PwC Belgium fleet will be fully electric by 2028.

Switching to renewable energy:

As a member of **RE100**, we are committed to transitioning to 100% renewable electricity in all our member firms by FY30. In order to achieve this target, our member firms are exploring various methodologies for sourcing renewable electricity such as installing and scaling up solar generation arrays as well as engaging with landlords to explore renewable energy options.

- **PwC Malta** and **PwC Cyprus** have increased the amount of electricity they produce themselves compared to last year, and are gradually consuming more electricity from renewable sources.
- **PwC Netherlands** is increasing capacity to generate solar energy and have solar installations at their Utrecht, Rotterdam and Amsterdam offices.
- **PwC Pakistan** is implementing new technologies. This year they have seen benefits for the first time from self-generated electricity from solar fuel cells.

Where necessary, a common way our member firms are working to achieve the transition to 100% renewable electricity is through the purchasing of green electricity or Energy Attribute Certificates. We are also increasing investments in renewable heat, where available:

- **PwC Netherlands** is purchasing 100% biogas instead of using natural gas for heating purposes.
- **PwC Sweden** is partly using district heating from renewable energy sources such as biomass and **PwC Finland** is using district heating from renewable sources such as heat pumps operated by zero-emissions renewable hydropower.



Scope 3: Managing the impact of business travel

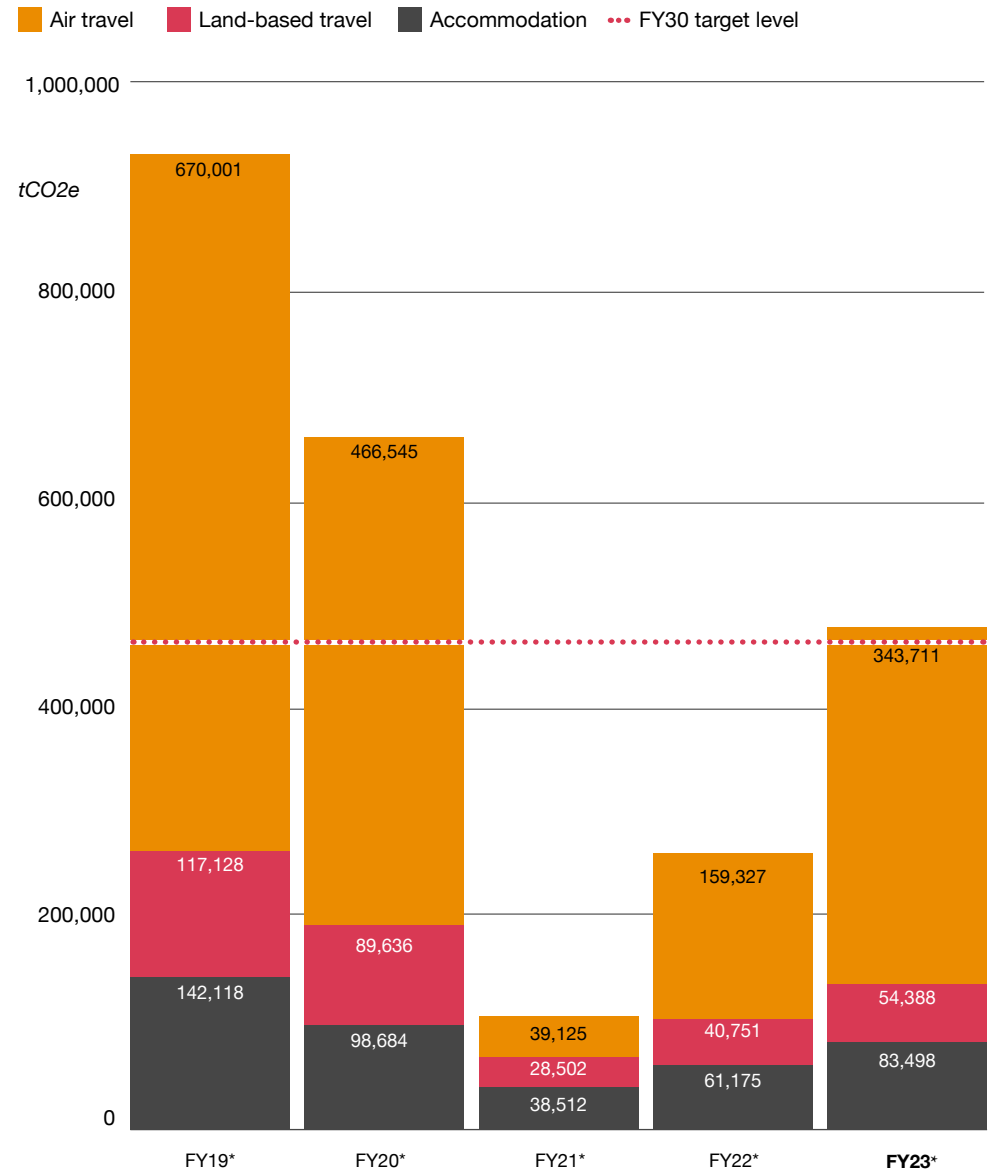
Our scope 3 business travel emissions in FY23 (including air travel, hotel stays, rental vehicles, expensed fuel, taxi and train travel) were 48%* below our FY19 baseline emissions, so we continue to track well towards our 2030 goal. However, as COVID-related restrictions were lifted, more of our people began to reconnect in person with their clients and colleagues leading to an increase in emissions compared to last year. We will monitor this travel bounceback and continue in our efforts to reduce emissions in line with our target.

KPI	Target	FY19 baseline	FY23	Progress against target
Scope 3 business travel (tCO2e)	50% absolute reduction by FY30	929,247*	481,597*	48%* reduction

*Data revised. Refer to [Appendix 7](#).



Current progress against our target to reduce business travel emissions



*Data revised. Refer to [Appendix 7](#).

Smart travel

We have been making changes to our policies and practices across the network to encourage smart travel, the consolidation of trips and selecting low carbon transport where possible.

We are taking an increasingly integrated approach which balances sustainability (low emissions), efficiency (cost, time, resources) and the wellbeing of our people. All changes are based on the data that member firms have collected to understand what drives their emissions so they can focus on changes that are needed the most. Here are some examples.

Developing tools to enhance climate impact awareness:

PwC US is working to foster a virtual-first mindset in its operations while enhancing the digital delivery of its engagements, where possible. This effort enabled the development and deployment of innovative tools to enhance awareness and encourage thoughtful consideration to help reduce climate impact. This includes an air travel decision support tool to assist people in making environmentally conscious travel choices, integrating emissions considerations into all travel booking tools and developing the next version of an air travel dashboard for comprehensive emissions analysis and reporting at both the firm and client levels.

Changing travel policies:

PwC Austria has updated its travel policy to restrict air travel for distances less than 500 km. Employees are encouraged to travel by train with incentives such as first class train tickets for trips over 200 km. The firm is also promoting the use of public transport by subsidising annual passes for every employee.

Introducing incentives to travel smart:

PwC France deployed its own **Environmental Footprint Insights** app. This measures the carbon footprint of each business trip, which employees can see in real time. The firm can also set a carbon budget and carbon footprint by project and talk to clients about reducing emissions.

Introducing internal carbon budgets:

As part of its efforts to help ensure personal and business accountability for our net zero commitment, **PwC Canada** set a business travel cap to mitigate emission increases from flights and have embedded carbon budgets into each of its Lines of Service to encourage behavioural change. To support more sustainable choices, the firm has implemented the **Environmental Footprint Insights** app that allows teams to produce and manage a carbon budget.

Investing in the future using sustainable aviation fuels (SAFs):

This year, **PwC Japan** participated in All Nippon Airways (ANA)'s **SAF Flight Initiative** to support decarbonisation efforts in the Japanese market. This builds on **PwC China** and **PwC US** commitments to purchase SAFs through their partner airlines and **PwC Netherlands' 100% SAF commitment** from 2022 onwards.

Scope 3: Engaging our suppliers

We are continuing to encourage our suppliers to look at how they can reduce their climate impact. This includes encouraging them to set their own science-based targets (SBTs).

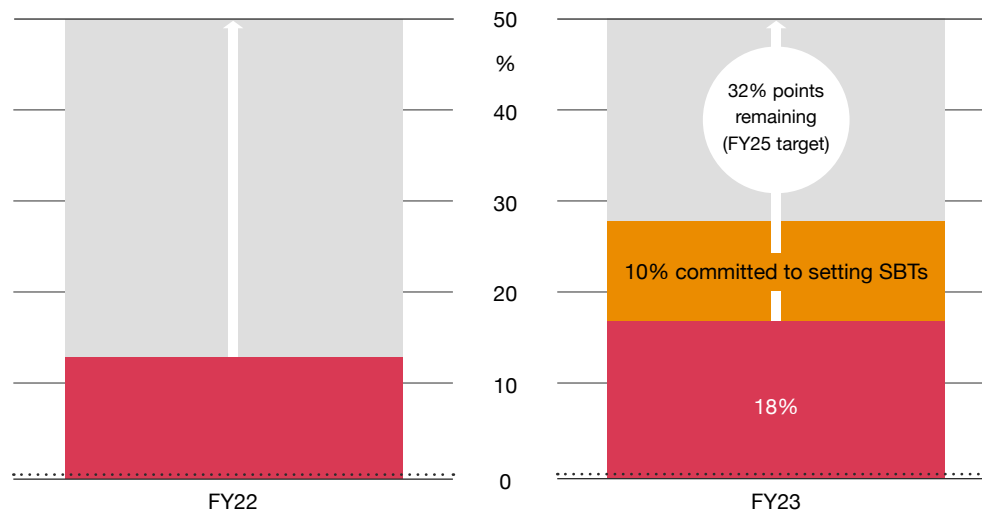
We have committed that 50% of our PG&S suppliers (by emissions) across our network have set science-based targets by FY25. This year, 18% of our PG&S suppliers (by emissions) had SBTs and another 10% have committed to setting SBTs in the future. This is a challenging target and although momentum is building among our suppliers, it will be important to accelerate action in order to meet it.

KPI	Target	FY19 baseline	FY23	Progress against target
% of suppliers of purchased goods and services with SBTs (by emissions)	50% by emissions by FY25	0%	18%	18 percentage point increase

‘Percent (%)’ is used when calculating the relative change between two numbers. ‘Percentage point’ is used to compare the arithmetic difference between two percentages.

Current progress towards our supplier target

... FY19 baseline (0 %)



Below are examples of how our member firms are helping our suppliers consider how they can reduce their climate impact.

Using data to understand our suppliers' emissions:

PwC India created a net zero supplier dashboard that captured a range of data on what they spend and their suppliers' emissions. The firm was then able to introduce net zero requirements in their selection process for suppliers, and establish regular communication with carbon-intensive suppliers to explain the importance of setting validated SBTs.

Upskilling and internal capacity building:

PwC Central and Eastern Europe (CEE) and their 27 countries are using a supplier maturity model to identify their top suppliers and see if they have science-based targets in place. They are also developing a plan to engage vendors with the largest potential impact and work with them to build their own science-based targets.

Encouraging suppliers to have their own net zero ambitions:

PwC Netherlands is working with its top 25 suppliers (by emissions) who do not have SBTs. It is helping suppliers to understand their own sustainability ambition and if SBTs are a part of their future strategy. The firm is adding a subclause to current contract renewals and tender processes that encourages new suppliers to commit to setting SBTs and submitting their targets to SBTi within the next 18 months.

Our **Global Third Party Code of Conduct** includes an environmental stewardship clause, with our commitment to reach net zero GHG emissions with near-term science-based targets for 2030. We expect our suppliers and contractors to play their part to limit climate warming including efforts to identify and manage environmental risks and impacts of their organisation and supply chain. Our code of conduct is a global requirement for all our suppliers and contractors and is publicly available on our website.

Working with suppliers through forums and dialogues:

This year, **PwC UK** ran a year-long programme to help its smaller suppliers to kick start and accelerate their decarbonisation journeys. They gave suppliers access to net zero training materials, a carbon footprinting tool and thought leadership through a dedicated portal. The programme was offered to over 100 suppliers. Many of their suppliers took part and positive feedback was received. For more information on this programme, visit the case study in [PwC UK's Annual Report 2023](#).





Engaging our people

Net Zero Leaders across the PwC network connect regularly in order to share their challenges, learnings and experience. The pooling of expertise benefits the network's net zero community, helping it drive progress and to engage our people. We recognise many of our people are passionate about making a difference in the fight against climate change. Collectively we have the power to make a big positive impact, as individual consumers, with our families and within our networks. That's why we encourage member firms to pursue employee engagement initiatives which help behaviour change.

Making personal pledges:

This year, we continued our partnership with **Count Us In**. This is a global project supported by the **Race to Zero Programme**. It encourages participants to make personal pledges, so they can understand more about how their daily choices impact emissions. Thousands of pledges have been made across our network since April 2021 to reduce environmental impacts.

Encouraging behaviour changes when it comes to travel:

PwC Switzerland has introduced a **Travel Smart** campaign. This includes upskilling, incentives, sharing leading practices and getting the leadership team heavily involved. A **Smart Travel Guide** reminds employees how to travel sustainably. Leaders regularly share video messages about their commitment to sustainability. Employees can nominate colleagues who are demonstrating sustainable behaviours through the **Greenspiring Colleague** campaign. These stories are then run on internal channels. In FY23 each story was viewed by 1000+ employees. PwC Switzerland also plants a tree for every employee who takes part in the campaign.

Leveraging digital to inform insights and decision-making:

In FY23 **PwC India** translated its sustainability targets into annual key performance indicators (KPIs) and cascaded them to each area of its business. It then introduced a net zero travel dashboard to track costs and carbon emissions from individual projects and employees. This is done in real time. The dashboard helps to monitor progress and create better strategies to manage its carbon footprint.

Offsetting the impact of emissions we cannot reduce now

Since we set our near-term science-based targets, we have focused on reducing emissions across our business. But there are some emissions we cannot eliminate today by changing our operations. To mitigate these, we purchase high quality carbon credits in the voluntary carbon market. These credits support projects that reduce or remove carbon emissions.

We have developed guidelines on the quality of carbon credits for our suppliers and member firms. This helps to reduce risk and maximise the benefits the credits can bring.

Our credits must be certified to International Carbon Reduction and Offset Accreditation (ICROA) endorsed standards. We also seek to purchase the most recent release of credits from a project. All projects go through due diligence from our third party supplier. We regularly review our quality criteria, and we will continue to support, monitor and change our approach in line with developments in the voluntary carbon markets to improve credit quality and integrity.

We also make sure that at least 50% of our portfolio comes from natural climate solutions (NCS). These help to fund projects that protect or restore the environment. By conserving, restoring or better managing natural environments, benefits can go beyond reducing carbon. They can also help to improve the resilience of natural habitats to climate change, safeguard biodiversity, secure water supplies and provide economic opportunities for local communities. We joined the **LEAF Coalition** in 2021 as part of our commitment to natural climate solutions. The coalition works to halt tropical deforestation. We expect that credits from the LEAF Coalition will form part of our portfolio from FY24.

Each year the PwC network runs a carbon credit purchasing process for our member firms. At a network level we provide a range of project options from which member firms make selections based on local preferences and priorities. In FY23 our cumulative portfolio was sourced from 20 projects across 11 countries. 58% of our portfolio by volume came from natural climate solutions. Our portfolio also delivered a significant range of benefits beyond carbon, including providing local employment opportunities, preserving biodiversity and improving health and livelihoods. 14% of our portfolio has additional certifications - for instance Climate, Community and Biodiversity Standards (CCB) and The Sustainable Development Verified Impact Standard (SD VISTa).



Supporting climate and biodiversity: Rimba Raya Biodiversity Reserve

Reducing Emissions from Deforestation and Forest Degradation (REDD+) projects address the basic causes of deforestation and forest degradation. They help to protect permanent carbon stocks and the biodiversity of forest habitats.

We have supported the Rimba Raya REDD+ project in Borneo, Indonesia for over five years. The Rimba Raya Biodiversity Reserve protects 65,000 hectares of carbon-dense tropical peat swamp forest. The reserve is also home to over 300 species of birds, 122 species of mammals, and 180 species of trees and plants - many are endangered.

Rimba Raya helps to protect over 120 threatened and endangered species in the project area, including the Bornean Orangutan. This is the only great ape outside Africa and its population has declined 95% in the last century. The reserve is next to the Tanjung Puting National Park which houses one of the largest protected orangutan populations in the world. The Rimba Raya project area increases their habitat by around 14%, which gives them added protection.

You can read more about our approach and quality criteria in [appendix 8](#), and you can explore all the projects in our portfolio [here](#).



Adapting to climate change: the Katingan Peatland Restoration and Conservation Project

Climate change is also impacting habitats. That's why we are supporting the Katingan Peatland Restoration and Conservation Project in Indonesia.

Tropical peat is one of nature's most effective ways of removing carbon from the atmosphere.

The Katingan Peatland Restoration and Conservation Project protects 149,800 hectares of peatland, which is at risk of being turned into industrial timber plantations and threatened by the impact of climate change. Climate change is bringing drought and warmer temperatures. It's drying out soils, wetlands and vegetation which also leads to a higher risk of forest fires. Climate change also increases the risks of flash floods as more moisture evaporates into the atmosphere, leading to more rain.

The Katingan project is working to reduce flood risk, prevent droughts and reduce the risk of fire.

The project is planting trees across 4,433 hectares. This helps to restore the peat swamp and reduces the risk of flooding, as the soil absorbs and delays the rainwater going into streams and rivers. It is rewetting drained peatland to help prevent the impacts of drought and fire. The project is also conserving undrained and partially drained peatlands, and creating fire breaks to prevent fires.



Nature

Nature is critically important in the efforts to limit the worst effects of climate change. This is backed up by an increasing body of research. Many actions that help to protect nature can also help limit the impact of climate change, and vice versa.

There is also a growing awareness of our dependence on nature, and the risk that poses to our economies. **New PwC research** shows that US\$58 trillion, or more than half of global GDP, is highly or moderately dependent on nature.

It is becoming increasingly clear that we need to think more broadly than just addressing the ‘carbon question’. A business’ greenhouse gas (GHG) profile is just one issue among many when we think about sustainability and risk.

Nature is therefore becoming a critical extension of our work. Helping businesses understand their impacts and dependencies on nature can help them to develop strategies, alternate business models, sustainable supply chains and more. Actions that respect the importance of nature, but also benefit from the opportunities it presents.

Working to understand and address our own impact on nature

As a professional services business, our own impact or dependence on nature is relatively small. But we still need to understand them and do what we can to reduce our impacts as much as possible.

This year, we continued our work on nature and focused on our own impact. We used our **Nature Impact Explorer** to estimate the impact of our business, based on our business locations, their scale and our expenditures on goods and services. We used industry and geographical averages to build a picture of our impact profile. Our Nature Impact Explorer is one of a range of tools we use with our clients, and you can read more about it in [appendix 9](#).

PwC’s Nature Impact Explorer

PwC’s Nature Impact Explorer is an analytical tool that helps organisations to rapidly assess the scale of likely nature impacts from their direct operations and full supply chains.

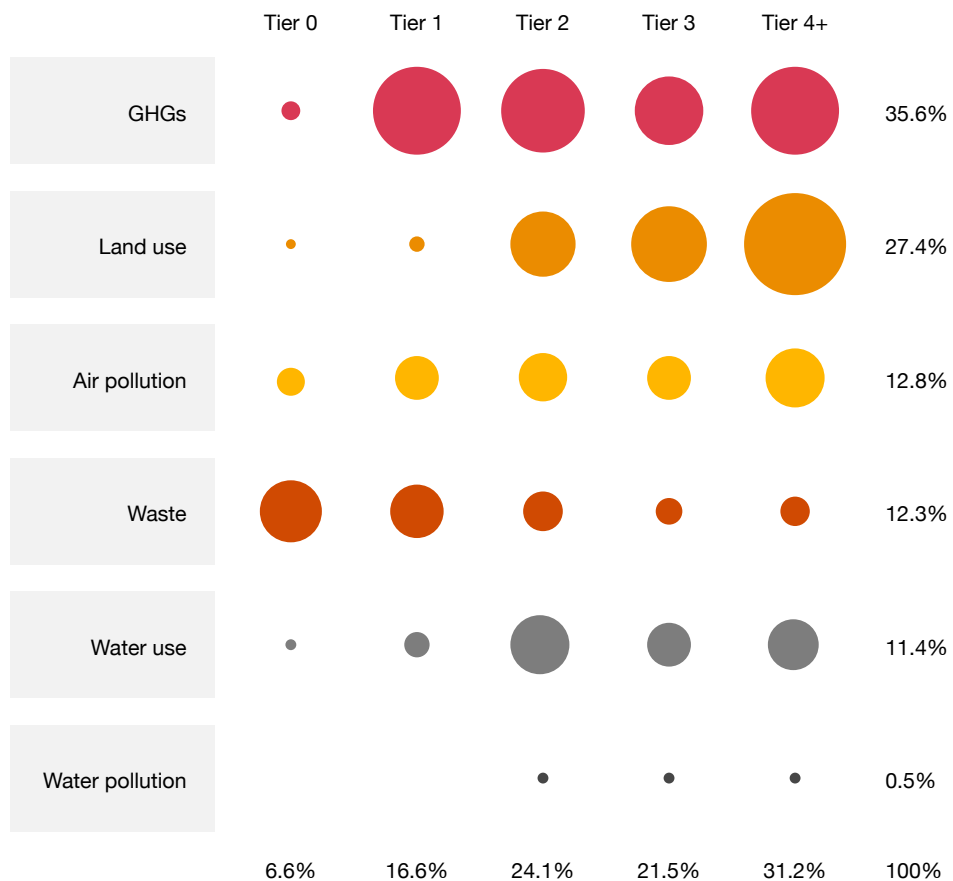
It quantifies six broad environmental impact areas: GHGs, air pollution, land use, waste, water use and water pollution. This helps an organisation look at their impacts across land, oceans, freshwater and the atmosphere.

The Nature Impact Explorer is based on a detailed multi-regional environmentally extended input-output model and uses our impact valuation methodology to compare different impact areas.



The below is a high-level assessment of environmental impacts across our operations and supply chain. The size of the bubble reflects the relative size of our impact. The tier represents the point in our supply chain where the impact arises, i.e. in our offices (tier 0), or in the products and services we purchase (tiers 1-4+). It is important to note these are estimated impacts.

Environmental impacts - Direct operations and supply chain



Key findings from our analysis

- Our overall impact on nature is small compared to the size of our business. This is to be expected considering we are an office-based business whose activities are not highly impactful compared to other sectors (e.g. consumer products, agriculture).
- The estimate shows that most (93.4%) of our impacts arise in our supply chain, from the goods and services we purchase. Impacts from our direct operations are just 6.6%. This is also typical and to be expected for our type of business.
- Our largest impact comes from GHG emissions. Our decarbonisation programme is designed to tackle this. It spans our whole network and aims to transform our business model to deliver our work in a more sustainable way. You can read more about how we are doing this [here](#).
- Impacts from land use are the next largest category. Most of these arise deep within our supply chain. They are predominantly linked to the production of food that our people and others within our supply chain consume.
- The other categories are estimated to be less significant, for instance water pollution levels are nominal.

Our work so far has only focused on our impacts. But this has already helped us to understand more about how our different business activities can cause harm to the environment. This will help us to design ways to reduce this.

Our analysis of course has some limitations. It is an estimate based on industry averages. That means the actions we are already taking to reduce our impact are not reflected in the results. But being able to identify the root causes allows us to assess whether our actions will be effective.

In the coming months we will focus on our dependencies on nature, to understand more about the risks and opportunities these pose to our business.

Our operational footprint in sensitive areas

Our total estimated impact on nature is relatively small. But it is important that we understand any impact in sensitive areas.

In our work towards our disclosures against the [World Economic Forum Stakeholder Capitalism Metrics](#), we found that out of our 744 offices:

- Land footprint: 170 offices are in or adjacent (i.e. within 1km) to key biodiversity and/or protected areas. Our land footprint in these areas is approximately 44 hectares.
- Water usage: 253 offices are in water-stressed regions. Our water use in these areas is estimated to be just over 564 megalitres of water a year.

What actions are we taking to reduce our impact?

Some of our member firms are already taking action to reduce our impacts in these sensitive areas. And we will continue to share this best practice across our network to accelerate what we can do elsewhere.

We are also beginning to reduce our broader impacts on nature via our carbon offsetting and support wider conservation efforts in our communities. You can read about these below.

Our commitment to nature-based solutions in offsetting our carbon footprint

Natural climate solutions have the potential to contribute a third of the emissions reductions needed to achieve a net zero world.

As discussed previously in the report, they can also deliver benefits to biodiversity, ecosystem services, climate resilience and local communities. We are committed to at least 50% of our portfolio of offsets coming from natural climate solutions and have exceeded this commitment for the last four years. You can learn more about our carbon offsets [here](#).

Supporting the restoration of natural ecosystems

Kanha Tiger Reserve: We support projects across the network that are focused on restoring natural ecosystems. For instance, the **PwC India Foundation** is working with **The Corbett Foundation** to initiate green livelihoods and ecological restoration in villages close to the Kanha Tiger Reserve in Madhya Pradesh.

Most households in the area rely on agriculture for their livelihoods. This has put a lot of pressure on the tiger reserve. The local communities need land to graze their cattle and rely on trees as a major source of energy for cooking. This has led to forest degradation and fragmentation, which disturbs the tigers' habitat.

To support the long-term survival of the forest and its canopy, the foundations are backing work to restore the landscape, help the local communities to develop alternative income streams and train them to see how humans and wildlife can coexist at the reserve.

Local communities are also getting training in sustainable ways to get non-timber forest products. They are learning how to grow napier grass as fodder for cattle. Trees are being planted across the reserve to regenerate the lands and forest. The project also created a water source for a local plantation site, introduced bee boxes to support sustainable honey cultivation and provided fuel efficient cookstoves for the community to reduce the consumption of wood for fuel.

We're also working with a range of clients across sectors and industries to help them develop and implement nature positive strategies. You can read more about what we are doing [here](#).





Physical resilience

Impacts of climate change are already being felt across the world. We are seeing the effects of severe weather patterns all too clearly, from floods to wildfires. There is now an urgent need to adapt, to prepare for the physical impacts of severe weather patterns we are already experiencing which will continue to deteriorate.

Adaptation is just as important on the world's critical path as reducing our impacts on the environment, or the 'mitigation' agenda. But when it comes to business, the focus on climate change has been on reducing carbon as part of net zero strategies. But awareness is growing of the need to also consider what physical risks they may be facing, and that they need to adapt to those.

Every business has physical locations that are of strategic significance to it. These could be their own operations, their suppliers' operations or from within their wider value chain. All these can be disrupted by severe weather, potentially delivering harsh economic shocks each time.

Businesses need to urgently assess the physical risks they are facing from severe weather and put strategies in place to deal with them. This will drive innovation and create new, more sustainable business models to support our societies in the future.



What we are doing to adapt

We began assessing the physical impacts of climate change on our own business two years ago. We looked across our global network and used physical risk analysis to find areas that are at higher risk. We then used that to develop plans to adapt and make our business more resilient.

We also realise we are part of the wider communities and economies in all our locations. So, we are also supporting clients to identify their physical risks and adapt to them and are working on projects to help our communities to become more resilient. Beyond this, we are also lending our voice to advocate for a global acceleration of adaptation efforts where they will count the most. Learn more about the actions we're taking on the following pages, or launch our interactive digital experience below to explore further examples.

PwC's adaptation journey

[Launch the full digital experience >](#)

Our operations

Building greater resilience across PwC's global network

Our recent [physical risk analysis](#) identified which of our office locations are most at risk to climate-related hazards such as floods, droughts and extreme heat. Our network is now using this analysis to plan, build our resilience and adapt to climate change.

Our clients

Supporting our clients to understand their risks and develop resilience

We work with our clients to help them achieve their goals of understanding their risks and developing strategies to adapt to climate change. These risks could come from their own operations, suppliers' operations or wider business activities. All these can be disrupted by severe weather. You can learn more about this and the other sustainability services we offer [here](#).

Broader market

Connecting with stakeholders and communities to support adaptation

We are working with our stakeholders to find ways to deal with the physical risks that climate change is posing to society and our economies. We are also working with communities to support projects that help people adapt their lives to climate change.

Adaptation across our network

We're taking a number of actions across our network to adapt to climate change. The table below outlines some of these **global examples**:

Our operations Building greater resilience across our global network	Our clients Supporting our clients to understand their risks and develop resilience	Broader market Connecting with stakeholders and communities to support adaptation
How are we doing this?	How are we doing this?	How are we doing this?
<p>Climate Risk Leaders</p> <p>We have set up a community of Climate Risk Leaders, which includes leaders from nearly all our member firms. The leaders are responsible for overseeing their own local climate risk analysis and working across multiple functions to put adaptation measures in place. This gives a localised approach to managing and responding to our climate-related risks.</p> <p>Engaging our global suppliers</p> <p>We work at network level with business-critical suppliers, so we can understand their physical resilience, security risks and strategies. By understanding their contingency plans for climate-related events, we can put measures in place to reduce risks for our business.</p> <p>Global security and business continuity</p> <p>Our security and business continuity functions, globally and locally, anticipate and plan for any increase in the frequency and intensity of climate hazards. These teams look after the security of our people all over the world, by regularly sharing climate alerts and intelligence.</p> <p>Risk management</p> <p>Climate is part of our network risk management framework. This shows how important we think it is to manage climate-related risk. It also embeds climate-related risk into the ERM processes of all member firms. You can read more about our risk management framework and processes here.</p>	<p>Developing new climate-related services and adapting our core services</p> <p>Our Sustainability Platform is developing existing and new climate-related and sustainability services. This includes helping our clients to understand the impact of climate on their business and advising on how they can build greater climate resilience. We also help our clients in realising their ambitions to transition to low carbon business models, create transparency through reporting, and comply with sustainability regulatory requirements.</p> <p>Upskilling our people</p> <p>We understand that all our people will need at least baseline skills and knowledge on environmental issues. We have set up a Sustainability Academy so our people can upskill. This offers online modules for all levels of knowledge and specialism. It will help us to provide even more value to our clients, whatever service we are delivering.</p>	<p>Engaging with external stakeholders</p> <p>We are using our voice to advocate for change by taking part in multi-stakeholder forums such as COP27 and Davos. We expect to work with multiple stakeholders, including governments, clients and policy makers, to plan for and reduce climate-related risks. We want to build resilience and minimise negative impacts for society. Read more about our advocacy and policy engagement activities here.</p> <p>Contributing our expertise</p> <p>We work with other organisations to develop frameworks so businesses can respond to these challenges. This year we worked with the World Economic Forum to produce a report "Accelerating Business Action on Climate Change Adaptation". This sets out the business case for adapting to climate change, and provides a framework that businesses can use to shape their adaptation approach. We have also set out an approach to adaptation for Southern India, one of the places hardest hit by climate change.</p>

Below, you will find some illustrative examples of how we're supporting adaptation efforts in various locations, whether that's building resilience to climate change within our own operations, or supporting clients and communities to do the same. Launch the full digital experience to explore more. We will continue to engage on this agenda and underline its importance on the global stage.

[Launch the full digital experience >](#)

UK

Guiding an energy technology sector client through their sustainability transformation, including a climate risk assessment which will inform their business responses

US

Use of backup generators, redundancy measures and insurance coverage to reduce disruption to our operations

Iraq

Helping vulnerable communities in Iraq to deal with climate-related health risks, such as heat stress and waterborne diseases

Bangladesh

Helping local communities in Bangladesh to build climate resilient healthcare centres

India

Installation of an extreme-weather advanced warning system which helps to keep our people safe

New Zealand

Advising New Zealand's tourism sector about its climate risks and feasible adaptation solutions

Our operations

Our clients

Broader market



Risk management

Our enterprise risk management (ERM) framework sits at the centre of our business response to the environmental crisis. The framework is reviewed regularly to help ensure it reflects the inherently dynamic nature of the risks we face as a business, including those relating to the environment.

Our risk framework

Climate and other environmental risks are embedded within our overall ERM framework and any risks identified are subject to the same process and managed in line with all other risks. The framework includes consideration of both physical and transition risks, and the different scenarios that could lead to each as a result of our [scenario analysis](#) work.





PwC network member firms must comply with certain standards - our network standards - which cover a number of areas including ERM. The network ERM standard requires each member firm to establish an ERM programme and integrate the output into its annual business plans. The ERM programme must also establish clearly defined roles and responsibilities for identification, prioritisation and mitigation of enterprise-level risks. The ERM programme is designed to identify the most significant risks that could impact the member firm, using the Key Network Risks (KNRs) as a major input (which include climate, see below).

KNRs are identified as risks that have the potential to either:

- undermine the achievement of the network strategy and business objectives, or
- fundamentally damage the network and compromise its future.

The current KNRs include the following relating to the environment:

- Climate: Failure to consider the impact of climate change on the network and to prepare for its implications, including:
 - (i) the impact of physical risks and related disruption;
 - (ii) the impact of transitional risks on certain clients, sectors, economies and on our services; and
 - (iii) failure to meet network commitments related to climate.

The inclusion of climate as a KNR not only reflects the importance the network places on the need to manage climate-related risk, but also effectively embeds its consideration into the ERM processes of all member firms.

Each member firm is required to identify their own significant risks, to assess the probability of the risk occurring, its potential impact and whether the risk is operational, forward-looking or emerging and then develop an appropriate response. Responses are collated in specific action plans detailing target dates, responsible parties and ongoing monitoring or remediation activities.

All member firms are required to perform an annual review to identify, assess and manage risks in line with the network standards.

Each year every member firm completes a self assessment of its compliance with network standards and related policies and procedures, and confirms whether it is in compliance with the standards, including those relating to ERM. The member firm supports its self-assessment with appropriate evidence.

Each self-assessment is independently evaluated by a core team of specialists and feedback is provided to the member firm, where appropriate.

For further detail on our risk management framework and processes, please see [here](#).

Our Global Corporate Sustainability team has undertaken a network-level climate risk identification exercise to highlight areas of potential risk. This includes risks either to our physical infrastructure (offices) or transitional risks arising in economically important geographies or sectors. The results of that exercise are contained within [appendix 2](#), along with an update on our various business responses.

We continue to evolve our risk management policies and processes to further embed consideration of climate and broader environmental risks as the agendas and the global situation develops.



Policy engagement and advocacy

With all the efforts we and many others are making, we know there is still a lot more that is needed to reduce our collective impact on the world and build resilience for the risks we are already facing.

But some of what is needed cannot be achieved without systemic change. Having a common set of frameworks, definitions, methodologies for target-setting and measurement, and reporting standards is essential - so that all organisations are enabled to transition and can do so in an aligned way. The absence of these is a barrier to the progress that is needed.

This is where we are contributing our expertise to support the development of this common foundation and to advocate for accelerated change. We are working with governments, business and civil society groups on these critically important topics.



Enhancing transparency

Insightful, holistic and trusted reporting can demonstrate how a business is harnessing sustainability opportunities and managing risk, by using measures to protect and create value for the enterprise, its stakeholders and for society.

We believe there is a significant role we can play in supporting and enabling the development of the new sustainability reporting frameworks and standards. These will deliver the decision-relevant data that stakeholders need to inform the choices they make. There are a number of ways we have contributed so far:

- We have been a member of the **Task Force on Climate-related Financial Disclosures (TCFD)** since 2016. We supported the development of the framework and have since been involved in many capacities to further its adoption.
- Dan O'Brien, Partner, PwC Canada, is a member of the **Taskforce on Nature-related Financial Disclosures (TNFD)**. We contributed to the development of the framework and manage the TNFD's '**Nature-related Data Catalyst**' initiative. The Data Catalyst brings together commercial, not-for-profit, government and academic data providers with nature technology companies to solve challenges in the nature data and analytics landscape.
- We also work with the **Science Based Targets Network** which aims to set the standard for ambitious measurable corporate action on nature. We are a member of the Corporate Engagement Programme and have seconded people to support the piloting phase.

We are strong supporters of mandatory sustainability reporting standards. Businesses need to report what investors and stakeholders need to know. They also need to report sustainability impacts, risks and opportunities in an understandable, comparable and reliable way.

To address this, we are working with several standard setting bodies who are developing reporting standards. For example:

- **International Sustainability Standards Board (ISSB):** the ISSB's mission is to develop high-quality, global sustainability disclosure standards. We are in regular contact with the ISSB and IFRS Foundation across their standard setting agenda. We also submit comment letters in response to ISSB consultations. We are a member of the **ISSB's Partnership Framework** for capacity building, which helps to implement these standards across all economic settings.
- **European Financial Reporting Advisory Group (EFRAG):** EFRAG provides technical advice to the European Commission on financial reporting and EU sustainability reporting standards (ESRS). We have supported the development of the ESRS, for example by providing comment letters in response to EFRAG and EC consultations.
- **Global Reporting Initiative (GRI):** the GRI is an international independent standards organisation that helps businesses, governments and other organisations to understand and communicate their impacts on issues such as climate change, human rights and corruption. We support GRI by regularly discussing issues and responding to consultations. We also support the **GRI Standards Fund** so it can continue the independent and multi-stakeholder development of their sustainability reporting standards, and their continued free access for all.

Reducing our collective impact on the planet

It's critical that we accelerate the rate we are reducing carbon emissions if we are to achieve net zero and prevent the worst impacts of climate change. Here are some examples of what we have been doing to help to build more urgency in climate action.

During **Climate Week NYC 2022**, our Global Chair, Bob Moritz co-hosted a roundtable discussion with The Climate Group on 'Net Zero Accountability'. We also published [thought leadership](#) outlining business priorities to accelerate the net zero transition.

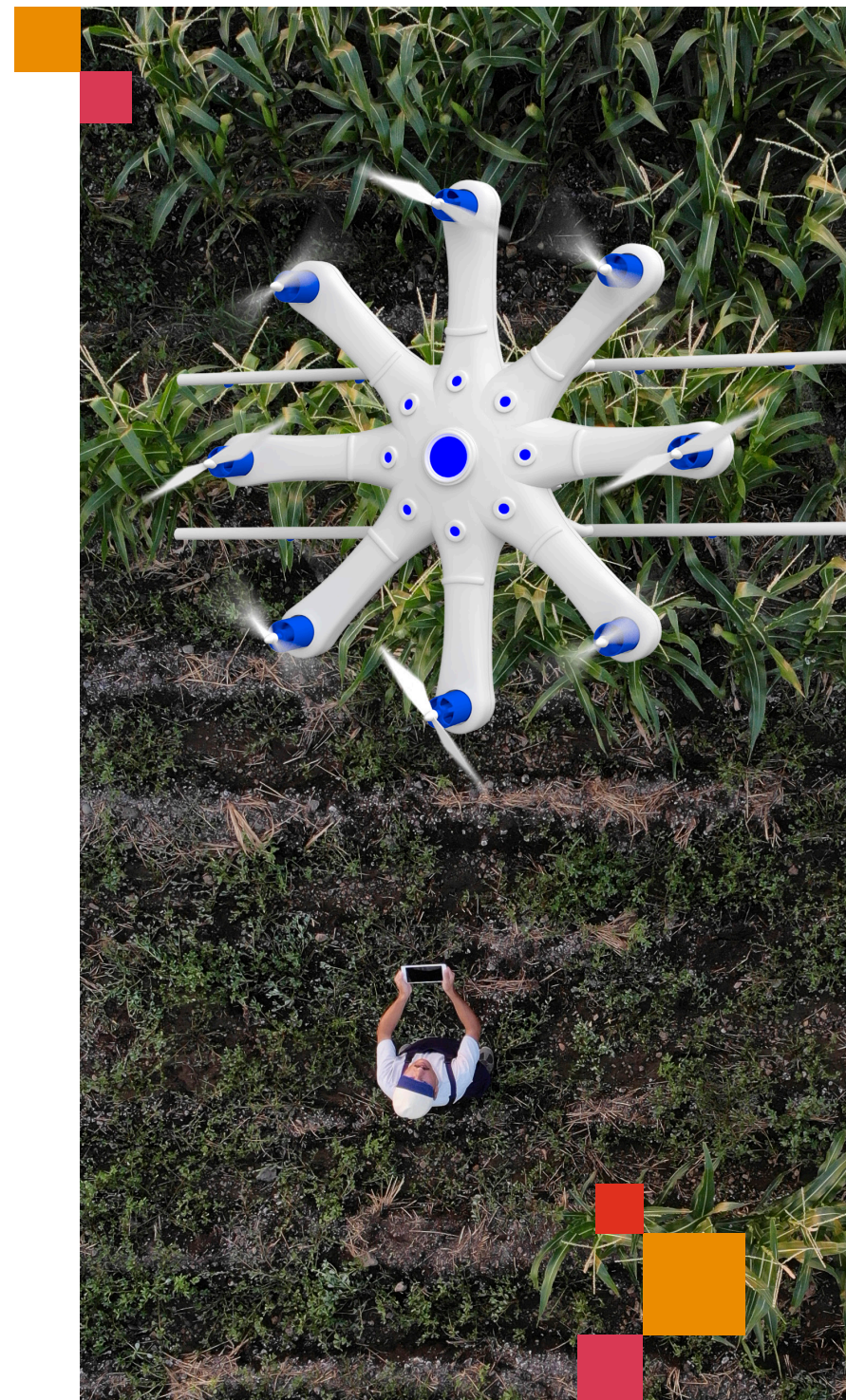
We are the project adviser for an initiative from the **World Economic Forum's International Business Council**. This is a community of over 120 global CEOs, looking for ways companies and governments can reduce energy and carbon intensity. The aim is to help the world hit its net zero goal while delivering access to low-cost, secure energy supplies, creating jobs and helping to ensure economic development.

We hosted a series of **Net Zero Delivery masterclasses** to improve the knowledge of member companies in the 'Accelerate Climate Action - SOS 1.5' initiative. This was part of our ongoing commitment to deliver climate-related education, supporting the World Business Council for Sustainable Development (WBCSD).

In December 2022 at the **UN Biodiversity Conference (COP15)** in Montreal, the Global Biodiversity Framework (GBF) was finalised and adopted. The GBF is the biodiversity equivalent of the 2015 Paris Agreement on climate change. **PwC China** - in collaboration with the World Economic Forum - launched [The Post-2020 Global Biodiversity Framework and What it Means for Business](#), a white paper that introduces the most business-relevant aspects of the Post-2020 GBF and six key business- and regulatory-driven approaches that need to be scaled up to achieve its targets.

Business for Nature is a global coalition of more than 80 partner organisations and companies aiming to create a nature positive economy worldwide by 2030. We are working with Business for Nature as an official knowledge partner for its flagship business action campaign.

We are working with **Extreme Hangout** to give young people a voice and inspire environmental action. The programme aims to drive action through events and resources that inspire behavioural change. We are using our expertise and the power of our network to amplify the initiative.





Adapting to the impacts of climate change, now

Climate has risen to the top of the business agenda. According to our [26th Global CEO Survey](#), half of the CEOs we contacted expect their costs will be impacted by climate change in the next 12 months. We have been working with several organisations to highlight what climate change means for business, and what businesses need to do to change and prepare. Here are some examples.

We examined the risks and opportunities from the impacts of climate change in a [joint report](#) with the **World Economic Forum**. This included a framework for businesses to deal with adapting to the impacts of climate change. We are adapting our own business to develop greater resilience and helping other businesses and communities to do the same. You can read more about that [here](#).

At **COP27** we sponsored events and joined alliances, such as We Mean Business, Resilience Hub and the Sustainable Markets Initiative. Our [Climate challenge = climate opportunity](#) thought leadership was used in discussions with leaders on climate adaptation, just transition, climate resilience, green skills and climate tech. We have provided secondees to the Climate Champions Team, supporting the UN Climate Change High-Level Champions on business engagement around both climate mitigation and adaptation as well as mobilising finance in Africa, both in the run up to COP27 and COP28.

We participate in the **World Business Council For Sustainable Development's (WBCSD) Redefining Value** initiative as part of the CFO network. Its aim is to improve decision-making and external disclosure, so the financial system can reward the most sustainable companies.

We have supported the **WBCSD's Preparers Forum** as part of our contribution to improving the TCFD market capacity. We have also supported other projects to improve the consistency and compatibility of climate scenarios, and demystify climate transition scenarios such as the TCFD Readiness, and Food and Land Use Reference Scenarios.

Helping systems and markets evolve

Tackling climate change also means tackling the way we run our financial systems and markets. We are working with several global groups to advocate for change in financial systems and to make markets work better for the environment. Here are some examples.

The **B20** is the official G20 forum for the global business community. To support Indonesia's presidency of the G20 in 2022, **PwC Indonesia** was appointed B20 Knowledge Partner for its Energy, Sustainability & Climate, and Finance and Infrastructure Task Forces. PwC Indonesia worked with national and international CEOs, and the Indonesian Chamber of Commerce and Industry to deliver concrete policy recommendations. These were based on the priorities of the Indonesian G20 and B20 presidency.

We are a member of the **Lowering Emissions by Accelerating Forest finance Coalition (LEAF Coalition)** and the **Natural Climate Solutions Alliance**. They are both working to increase the supply of high-integrity and high-quality natural climate solutions (NCS). We use NCS in our own strategy to reduce our climate impact. Both initiatives support nature positive climate action by using funds from the voluntary carbon market (VCM). We contributed to a buyer's guide for the VCM, to help businesses buy high-quality NCS, and the C-suite executive guide which sets out the business case for NCS and VCM investments.

We are helping to develop market standards and demand for **Sustainable Aviation Fuel (SAF)**. We have made a commitment to buy at least 5% of SAFs from 2030 as part of the **First Movers Coalition**. We contributed to the **SAF Offtake Manual** published with the World Economic Forum and the First Movers Coalition, which helps businesses prepare to buy SAFs. We also published [our own report](#) looking at how to increase the use of SAFs and what that means in terms of costs for the European aviation sector.



Putting people at the centre of the transition

Climate change is a global challenge with local consequences. Impacts are experienced differently, depending on where you are. We are supporting efforts to move towards a low-carbon economy that is fair, inclusive and just. Here are some examples.

We are working with the **Global Solutions Initiative**, which aims to align economic prosperity, social prosperity and environmental sustainability. We contributed to the annual Global Solutions Summit that brings together academics, policy makers, business, civil society and youth leaders as part of a global problem-solving process. This included a keynote speech from our Global Chair, Bob Moritz on **Global Climate Action**. We also shared some of our thought leadership with policymakers, such as **Africa's Moment in Agriculture** and **Towards a Gender-Inclusive GDP**.

This year, we participated in the **WBCSD's Business Commission to Tackle Inequality (BCTI)** and contributed to a report on **"Tackling inequality: An agenda for business action"**. We used the findings to stimulate engagement among business leaders at the Global Solutions Summit referenced above.

We also worked with the WBCSD and the **Council for Inclusive Capitalism** to jointly produce the report "Achieving a just transition in the energy system". This includes insights and case studies to support energy companies in a just transition to a net-zero carbon energy system.





Independent Limited Assurance Report to PricewaterhouseCoopers Services Limited

We have been engaged by PricewaterhouseCoopers Services B.V. (hereafter 'PwC') (acting for itself and for the benefit of other members of the PwC network (the "PwC network"), meaning any entity or partnership within the worldwide network of PricewaterhouseCoopers firms and entities, each a separate legal entity, to provide independent limited assurance on PwC network's 2023 reported Greenhouse Gas Emissions. For the avoidance of doubt PwC refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity. Please see www.pwc.com/structure for further details.

Our conclusion

On the basis of our procedures nothing has come to our attention that causes us to conclude that the non-financial information has not been prepared in all material respects in line with the Reporting Criteria as we understand them based on our discussions with the PwC team and based on the wording in the reviewed methodology and reporting documentation.

This conclusion is to be read in the context of what we say below.

Subject Matter Information

The non-financial data included within the scope of our assurance report is set out in full below:

- **Greenhouse Gas - Scope 1 (total)**
- **Greenhouse Gas - Scope 2 (total market based)**
- **Greenhouse Gas - Scope 3 (business travel)** including accommodation, air, rail, road

The scope of our work does not extend to any other information.

Professional standards applied and level of assurance

We conducted a limited assurance review in accordance with International Standard on Assurance Engagements 3000 - 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' ('ISAE 3000'); and, in respect of the greenhouse gas emissions information, in accordance with International Standard on Assurance Engagements 3410 - 'Assurance engagements on greenhouse gas statements' ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement. It does not include detailed testing of source data nor the operating effectiveness of processes and internal controls.

Independence and quality control

We have complied with the Institute of Chartered Accountants in England and Wales ('ICAEW') Code of Ethics, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour. We apply International Standard on Quality Control (UK) 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our work was conducted by an independent and multi-disciplinary team with experience in sustainability reporting and assurance.

Understanding reporting and measurement methodology

The Selected Information needs to be read and understood together with PwC's Reporting Criteria. The absence of a significant body of established practice on which to draw, and hence to evaluate and measure non-financial information, allows for different, but acceptable, measurement techniques and can affect comparability between entities and over time. The Reporting Criteria used for the reporting of the Selected Information are for the 2023 reporting year.

Work done

We are required to plan and perform our work in order to consider the risk of material misstatement of the Selected Information. In doing so, our procedures consisted primarily of:

- Reviewing PwC's material issues and reporting boundaries
- Making enquiries of relevant members of management at PwC and across its member firms
- Reviewing the working papers of audits completed by PwC member firms
- Evaluating the design of the systems of internal control for capturing and reporting the source data
- Performing sample tests on a selection of the data prepared by PwC: this included GHG emissions reported by 20 member firms, selected on the basis of their inherent risk and materiality to PwC, with additional random sampling. We have also relied on the conclusions of three territories previously reviewed by Crowe under a separate appointment.
- Analytically reviewing the data included within the scope of our report: this included limited substantive testing of the Selected Information to check that data had been appropriately measured, recorded, collated and reported.
- Assessing the disclosure and presentation of the Selected Information for the intended stakeholders

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether the non-financial metrics for the year ended 30 June 2023 have been prepared, in all material respects, in accordance with the Reporting Criteria.

PwC's responsibilities

PwC is responsible for:

- designing, implementing and maintaining internal controls over information relevant to the preparation of the Selected Information that is free from material misstatement, whether due to fraud or error
- establishing objective Reporting Criteria for preparing the Selected Information
- measuring and reporting the Selected Information based on the Reporting Criteria

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement, whether due to fraud or error
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained
- reporting our conclusion to PwC

This report has been prepared to assist PwC in reporting its non-financial performance, to enable PwC to show it has addressed its governance responsibilities by obtaining an assurance report of its GHG emissions. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the PwC network as a body, for our work, for this report, or for the opinions we have formed. We do, however, provide a release to allow the results of this assurance report to be shared with the Corporate Disclosure Project (CDP).

Signature



Alex Hindson

For and on behalf of Crowe U.K. LLP

Date: 26/09/2024

APPENDIX A: METRICS ON WHICH CROWE HAS PROVIDED LIMITED ASSURANCE

Item	Measure	PwC Network FY23
Greenhouse gas emissions summary		
Scope 1	Tonnes CO ₂ e	31,872
Scope 2 (market based)	Tonnes CO ₂ e	19,985
Scope 3 business travel	Tonnes CO ₂ e	481,597
Scope 1 Greenhouse Gas Emissions Detail		
CO ₂ e of Fuels	Tonnes CO ₂ e	11,131
CO ₂ e of Owned/controlled transport	Tonnes CO ₂ e	20,742
Scope 2 (market based) Greenhouse Gas Emissions Detail		
CO ₂ e of Electricity (market based)	Tonnes CO ₂ e	12,048
CO ₂ e of Heat (market based)	Tonnes CO ₂ e	7,912
CO ₂ e of Battery electric cars (market based)	Tonnes CO ₂ e	25
Scope 3 Business Travel Greenhouse Gas Emissions Detail		
TOTAL air travel greenhouse gas emissions	Tonnes CO ₂ e	343,711
TOTAL land travel greenhouse gas emissions	Tonnes CO ₂ e	54,388
TOTAL accommodation greenhouse gas emissions	Tonnes CO ₂ e	83,498



Appendices





Appendix 1 – Climate scenario analysis: Methodology and approach

An overview of our approach

In order to assess the impacts of climate change on a business, the Task Force on Climate-Related Financial Disclosures (TCFD) recommends undertaking scenario analysis as a way of testing the business under different climate scenarios, including a 2°C or lower scenario.

? What is a 'climate scenario'?

Climate scenarios are hypothetical future states under different levels of global warming and states of transition to a low carbon world. They provide a forward looking view into how different types of climate-related risks and opportunities may impact an organisation. There are a number of scenarios which have been developed by central scientific organisations or large businesses which are publicly available and widely used within TCFD scenario analysis.

Climate scenarios

In order to frame our assessment of how climate-related risks and opportunities are likely to impact our business, we undertook a review to scan the matrix of our business – across geographies and sectors – to identify those areas of most significant risk or opportunity.

We selected two climate scenarios for the purpose of our assessment:

- 1) a Paris-aligned scenario (well below 2°C) and
- 2) a no mitigation scenario (>4°C).

First, in our Paris-aligned scenario, we assessed transition risks by using a scenario where the rise in global temperatures is limited to an average of well below 2°C relative to pre-industrial levels. Second, in our no mitigation scenario we assessed physical risks by selecting a stressed physical scenario which assumes limited policy changes are implemented to curb the current volume of emissions, resulting in an increase of >4°C in average global temperatures.



We acknowledge physical risks will be present in a well below 2°C scenario, but we have not analysed those impacts at this time, instead focusing on the more severe position.

We intend to periodically review the relevance of the scenarios we choose to apply in our analysis and refine as needed. This may see the inclusion of a 1.5°C scenario in future years, reflecting our own net zero commitment.

Scenario	Paris-aligned scenario (well below 2°C)	No mitigation scenario (>4°C)
Rationale	We selected this scenario to assess the transition impacts for us in an economy shifting to a low carbon world. It reflects actions needed by the energy sector to limit global warming to under 2°C, and integrates three energy-related UN Sustainable Development Goals (SDGs): address climate change, achieve universal energy access, and improve air quality.	We selected this scenario to assess our physical risk under a high emissions scenario, consistent with a future with limited policy changes to reduce emissions.
Underlying model	International Energy Agency’s Sustainable Development Scenario	Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways 5-8.5
Used to analyse	Transition impacts	Physical impacts
Assumptions	Transition features: <ul style="list-style-type: none"> ■ Carbon price introduced (up to US\$140/tCO2 by 2040). ■ Fossil fuel subsidies phased out by 2050 in net-importers and by 2035 in net-exporters. ■ Expanded support for deployment of Carbon Capture and Storage (CCS), increased generation from renewables and nuclear. 	Physical features: <ul style="list-style-type: none"> ■ Global emissions continue to rise as a result of high carbon intensity of the energy system. ■ Global mean sea level rise of 0.63–1.01 m (likely range) by 2100 relative to the 1995–2014 average. ■ Very high frequency and intensity of heat waves and extreme precipitation events.

Our methodology framework

We know that the risks and opportunities posed by climate change will impact our business on different levels. Some impacts will directly affect our own infrastructure and operations, others will arise through our client base. The different levels of impact are of strategic significance because the way in which we understand and then respond to the matters varies depending on which category they fall into. It also allows us to organise our business responses at the appropriate levels within our organisation.

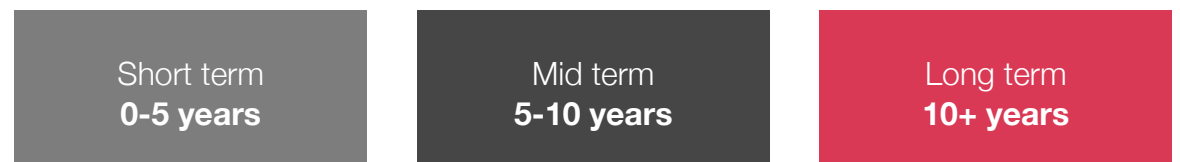
The framework (see table on right) starts where we have most control or influence (Direct), as well as the greatest scope to take actions to reduce risks or pursue opportunities. Our level of control and ability to reduce risk changes as you move down the categories (Portfolio and Broader market). We'll need to work proactively with other stakeholders to make sure we're making progress for our business and tackling the broader climate challenge.

As a global network of firms, we offer many services and are broadly diversified across sectors and geographies. We've used an approach to assessing our risks and opportunities, which draws upon the methodologies we apply in our work with financial services clients. They have similar cross-sector portfolios and are exposed to risk through their own operations and also through their portfolio of clients and investments. Even though this methodology is drawn from how we work with financial services clients, the logic and framework can be applied to most businesses to different degrees, whatever the sector.

Category	Impact level	Illustrative business response
1. Direct	Climate-related outcomes that directly affect PwC operations, services or people	<ul style="list-style-type: none"> Improvements to offices to increase energy efficiency or protect against increase in extreme weather. Changes to core services to include consideration of climate-related matters.
2. Portfolio	Climate-related outcomes impacting PwC clients or our key suppliers	<ul style="list-style-type: none"> Manage our overall client portfolio by identifying and working with sectors and regions which are likely to be most impacted by climate risk. Manage opportunities in emerging clients and sectors that are likely to grow quickly during a transition.
3. Broader market	Climate-related outcomes which create regional economic and social disruption triggered by acute and chronic climate events or transitional activities, including large scale supply chain disruption and adaptation	<ul style="list-style-type: none"> Work with clients, governments and policy makers to help anticipate, plan and respond to effects of climate change in the more severely impacted regions, and support planning for orderly transitions.

Time horizons

We've defined three time horizons for our analysis and used them to categorise risks and opportunities. The results of our analysis can be found in [appendix 2](#).



PwC's climate risk analysis tools

To produce our analysis, we've sought to test and interrogate our business through a number of different lenses for which we have used our own suite of digital tools. These are applied in our work supporting clients with their climate risk analyses and/or their TCFD disclosures.



PwC UK's Physical Climate Analytics Tool, powered by Jupiter Intelligence

The tool is built around a robust methodology that assesses physical climate risk exposure, under different scenarios, for use across current and future portfolios of sites, assets or investments.



PwC UK's Value Chain Carbon tool

The Value Chain Carbon tool calculates the value chain carbon emissions of an organisation, or across a portfolio of companies or other investments.

The calculation approach is aligned with the greenhouse gas (GHG) protocol and produces results mapped to scope 2 and scope 3 categories.



PwC Germany's Climate Excellence tool

The Climate Excellence tool for climate scenario analyses supports investors and companies in making their portfolios fit for the risks and opportunities of climate change. This enables businesses to realise increases in value, adequately manage risks, and set up a long-term sustainability strategy and compliant reporting.





Appendix 2 – Strategic risks and opportunities relating to climate change: Detailed information

Risks and opportunities: Detailed findings

The table in the following pages contains a full summary of the most significant impacts arising from climate change for our network, based on the selected scenarios and in the timeframes described in [appendix 1](#).

We chose these scenarios to assess our business against two very different climate outcomes. We've used the first to assess the transition impacts on our business. This scenario reflects alignment with the goals of the Paris Agreement, with the rise in global temperatures limited to an average of well below 2°C relative to pre-industrial levels.

We used the second to assess the physical impacts. This is a stressed scenario which assumes that governments introduce limited policies to curb the current volume of emissions, resulting in an increase of >4°C in average global temperatures.

We've included some quantifications to illustrate the potential impact on our business. The values are subject to many variables and assumptions and so should not be taken as our estimate of the likely impact. We haven't assessed the probability of the outcomes discussed.

We will continue to refine our analysis to reflect the best available climate science and to factor in actual progress being made in overall terms.

Risk/opportunity	Time horizon	Business impact	Category	Business response
Physical impacts: Impacts arising from climate- or weather-related events				
<p>Physical risks to network office infrastructure arising from acute and chronic climate events</p>	<p>Short, mid and long term</p>	<p>Risk Member firms in the network, and our shared data and delivery centres, will be exposed at various levels to increasing levels of extreme weather and the related disruption to our people, operations and business.</p> <p>The highest levels of exposure will occur in the >4°C scenario. However, we are already seeing extreme weather have an impact today. As such we see this as a short, mid and long term risk that would increase in severity over time if no mitigating actions are taken. Impacts will include disruption to the delivery of client services; negative impacts on our people; property damage; and reduced revenue due to disruption to our operations. For example, if 1,000 of our client-facing staff were disrupted from engaging with our clients for a period of one week as a result of an extreme weather event, this could potentially impact our revenue by around US\$3.3 million. If we assume 2 of these events occurred per annum across our network, over the course of 5 years that risk could equate to US\$33 million.</p> <p>In extreme circumstances some offices may need complete relocation – with related costs of disruption to avoid a wider impact on our ability to deliver services across the network, and on our people.</p>	<p>Direct Direct impact on PwC operations, services or people</p>	<p>Remote working should reduce the effects of an acute short-term disruption to our service delivery in the short to mid-term. Although in some cases our people’s homes would also be affected making remote working difficult. If just one of our offices is affected, the physical risks would not have a material financial impact on our whole network. However, the local impact of acute events could be highly disruptive for our people and clients and therefore material on a local or regional level.</p> <p>On an aggregate basis, it's possible that whole regions may come under severe stress from climate change and related impacts, causing significant disruption.</p> <p>Last year, we carried out a network-level physical risk analysis to determine exposure levels to climate-related hazards across important strategic or economic areas of our network. As a business, we have put measures in place to help ensure that we are building greater resilience across PwC’s global network. For example, during the period we established a community of Climate Risk Leaders, which comprises leaders from nearly all of our member firms. The leaders are each responsible for overseeing climate analysis on a local basis and working across multiple functions to implement necessary adaptation measures for their business. The community enables a localised approach to managing and responding to climate-related risks, so specific vulnerabilities can be adapted for. You can explore our interactive experience for some illustrative examples of how our member firms are adapting their business in response to the physical risks identified.</p> <p>As a network, our business responses for direct physical risk impacts include:</p> <p>1. ‘Climate’ Key Network Risk ‘Climate’ is included as a Key Network Risk in our network enterprise risk management framework. This has driven greater levels of awareness and discussion within local leadership teams. Member firms have begun the process of building understanding of climate risk into their local ERM frameworks.</p>

Risk/opportunity	Time horizon	Business impact	Category	Business response
				<p>2. Global security and business continuity planning We're supporting member firms to better understand potential climate threats and build resilience. Our Global Security team has dedicated resources to support member firms in understanding the impacts of extreme weather events and helps our local business continuity teams to understand, assess and manage these risks as proactively as possible. This team also provides our member firms with intelligence reports describing weather trends, forecasts, and other important planning information. The Global Security team will also provide planning support to member firms that are most at risk from extreme weather events.</p> <p>3. Real estate strategy Many of our local real estate teams already take climate-related issues into account when they're deciding new office locations. This includes energy efficiency measures and the ability to withstand increased levels of acute and chronic climate events. For network-level real estate, we now factor physical risks facing a location into our strategic decision-making process.</p>
<p>Impact of climate events (acute and chronic) in higher risk geographies</p>	<p>Mid to long term</p>	<p>Risk Country or regional economic disruption brought on by climate-related events could impact our business through our client base and have wider implications for economic, social and political stability. We're already seeing events like this, but they would become more frequent and severe in a >4°C scenario.</p> <p>It's very difficult to estimate the economic impacts of this type of disruption. But we expect they could be far ranging and cause widespread, even global, economic stress. If our revenue base were challenged between 5-10%, that could mean a loss of revenue in the range of US\$2.7 billion – US\$5.3 billion.</p>	<p>Portfolio Impact via our client base and</p> <p>Broader market Broader economic or societal impact</p>	<p>Portfolio impact: As we work with our clients locally and regionally we will provide our expertise and input to support them with their strategic planning, to respond and adapt to climate-related risks and related developments (within relevant independence requirements).</p> <p>Focus is needed to plan for the impact of possible large-scale disruption in important economic regions for our business, working with local leadership teams to define how we need to respond. Our physical risk analysis is one of the key inputs required to support this planning.</p> <p>Broader market impact: This type of event also presents much wider societal and economic risks. These could include large scale alterations to migration patterns within and between regions. We expect to work with multiple stakeholders, governments, clients and policy makers to plan for and reduce these risks as much as possible – to build resilience and minimise negative impacts.</p> <p>We know we cannot own or fix these problems ourselves. But as part of the broader ecosystem it's important that we contribute our expertise and resources to find solutions and connect with other stakeholders.</p> <p>You can read more about how we are supporting broader adaptation efforts by exploring our interactive experience.</p>

Risk/opportunity	Time horizon	Business impact	Category	Business response
<p>Extreme weather events causing major disruption to sectors with significant supply chain concentration in areas of heightened risk</p>	<p>Mid to long term</p>	<p>Risk Global or regional economic disruption caused by events of this nature could impact several areas of the business, across local regions and sectors whose supply chains are concentrated or heavily reliant on those geographic regions. Whilst events of this nature already occur, and our assumption is they would increase in a well below 2°C scenario, the effects would be more extreme in a >4°C scenario.</p>	<p>Broader market Broader economic or societal impact</p>	<p>This type of event presents much broader societal and economic risks. We expect to work with multiple stakeholders, governments, clients and policy makers to plan to reduce these risks as much as possible – to build resilience, and to minimise negative impacts.</p> <p>We also work with other organisations to develop frameworks so businesses can respond to these challenges. This year we worked with the World Economic Forum to produce a report “Accelerating Business Action on Climate Change Adaptation”. This sets out the business case for adapting to climate change. It also sets out a framework that businesses can use to shape their adaptation approach.</p>
<p>Impact on business travel from extreme weather events</p>	<p>Mid to long term</p>	<p>Risk As the impacts of climate change get worse (particularly in a >4°C scenario) we would expect to face increased disruption to business travel. This could result in delays in the delivery of our client services. For example, if half our client-facing professionals experienced disruption delaying them by a day, losing that time we spend with clients could impact revenue by approximately US\$102 million p.a.</p>	<p>Direct Direct impact on PwC operations, services or people</p>	<p>Operationalising our net zero commitment An important part of our net zero commitment is to reduce emissions from business travel by 50% in absolute terms by 2030 (aligned with a 1.5°C climate scenario).</p> <p>Our plans to achieve our near-term science-based targets are being driven on a local basis by our Net Zero Business Leaders from each member firm, working with their local leadership teams to implement change. You can find further details about our journey to decarbonise our business here.</p> <p>Digital transformation We have embraced the hybrid working patterns which emerged as a result of the COVID-19 pandemic to preserve the benefits of virtual working. We continue to review our hybrid working arrangements to balance the increased flexibility for our people with the importance of getting teams together to work with our clients. We’ve made significant investments in our own digital transformation journey enabling us to deliver more of our services virtually, reducing the need for travel.</p> <p>Risks as a consequence of climate-related disruption to our business travel are substantially mitigated by these initiatives.</p>

Risk/opportunity	Time horizon	Business impact	Category	Business response
Transition impacts: Impacts arising from the process of adjusting to a low carbon economy				
<p>Exposure to particular sectors with highest levels of transition risk</p>	<p>Mid term</p>	<p>Risk and opportunity We expect more transition impacts (risks and opportunities) in the well below 2°C scenario. In general, we assume disruption from the transition would be limited under higher temperature scenarios due to the lack of policy action – but physical risks are likely to be higher. Sectors which are more carbon intensive are likely to come under increasing pressure from investors, banks, governments and other stakeholders to transform to reduce carbon from operations and supply chains. This may place strain on some businesses or sectors, especially where progress is not being made at sufficient pace and scale. We'll need to carefully manage any resulting risks and exposures in our portfolio.</p> <p>However, we also expect that those sectors with high levels of transitional disruption may need greater support to help them navigate the transformation process, giving rise to opportunity for our business.</p> <p>There will also be opportunities to support increased activity in businesses and sectors which are focused on alternatives to carbon intensive operations and activities.</p>	<p>Portfolio Impact via our client base</p>	<p>Portfolio monitoring and management The portfolio nature of our business offers risks and opportunities. We need to manage the portfolio at both a global and territory level to identify sectors and clients which are most likely to be affected. This allows us to manage risks and pursue opportunities. We'll do this in line with our commitment to working towards a just transition.</p> <p>Investing in climate-related services Climate change and the broader sustainability agenda are placed at the heart of our global strategy, The New Equation. In order to execute our new strategy, we have committed to investing US\$12 billion over five years. This investment includes acquisitions and investments in partners, staff and technology, some of which will help us to support clients in driving ESG through their strategy and operations.</p> <p>We will engage with our clients in sectors which are particularly exposed to transition risks in order to keep them informed of the business issues that may arise and we will continue to work with them to implement their strategies to mitigate the disruption and risks that they will be exposed to.</p>
<p>Exposure to particular geographies with highest levels of transition risk</p>	<p>Mid to long term</p>	<p>Risk and opportunity Transition impacts (risks and opportunities) are likely to be more prevalent in the well below 2°C scenario.</p> <p>It's clear that certain countries/regions will progress their transition to a low carbon economy ahead of others. As countries transition, businesses operating within those economies (particularly those which are carbon intensive) will face potential disruption and increasing levels of complexity from evolving domestic regulation and other policies (e.g. carbon pricing).</p> <p>This will create both risks and opportunities in our portfolio in these regions. Some clients and sectors will need greater levels of support, others will be challenged (which may create risks). And there may be broader economic implications, which will impact our business overall.</p>	<p>Portfolio Impact via our client base</p> <p>and</p> <p>Broader market Broader economic or societal impact</p>	<p>Different countries will transition at different speeds. We will need to help our clients as they navigate the complexity that will bring (portfolio level). We'll also need to contribute to transition efforts by working with governments and respecting the need for a just transition, to create as orderly a transition as possible (broader market level).</p> <p>Focus will be needed to plan for the impact of possible large-scale disruption on our network in important economic regions to mitigate risks and pursue opportunities.</p> <p>We expect that global and local leadership will collaborate to better understand, anticipate and respond to the levels of disruption which may take place within their market.</p>

Risk/opportunity	Time horizon	Business impact	Category	Business response
<p>The adaptation of our core services to embed consideration of climate change, and the development and scaling of specific climate-related services</p>	<p>Short, mid and long term</p>	<p>Risk and opportunity With substantial market growth attracting many new entrants and vertical and horizontal competition, there is a risk PwC could lose market share if we fail to be agile in adapting to the market demand.</p> <p>However, there's a significant opportunity for our services to be both relevant and impactful from a market perspective. This opportunity includes a wide range of new climate-related service offerings, for example, supporting our clients with their net zero transformation and climate-related non-financial disclosures (such as TCFD). It also includes the opportunity to adapt our existing core services - such as considering carbon taxes and green incentives within our Tax services, climate in Deals, embedding climate in our audit methodologies and processes, and transformation programmes in Consulting plus many more.</p> <p>We estimate the value of the potential opportunity will be at least US\$5 billion p.a. for PwC by 2025. This range is based on our estimated market share in line with our strategic ambition as part of our global strategy, The New Equation, and is informed by third party research from IDC.</p>	<p>Direct Direct impact on PwC operations, services or people</p>	<p>Climate change and the broader sustainability agenda are placed at the heart of our global strategy, The New Equation. In order to execute our new strategy, we have committed to investing US\$12 billion over five years. This investment will include business acquisitions, investment in partners, staff and technology, some of which will help us to support clients in driving ESG through their strategy and operations. Some specific examples where we are investing in our service offerings include:</p> <p>Global Sustainability Platform We established our global Sustainability Platform, which is tasked with developing and scaling our capabilities in climate and broader sustainability services, and embedding climate capabilities into our core businesses. This lets us respond to market demand, as our clients work to better understand the implications of climate change on their businesses.</p> <p>This year, we launched our Sustainable Supply Chain Integrated Solution, which provides our global teams with a pool of central resources to support the delivery of work with our clients, as they establish strategies to engage their supply chains and collaborate towards a sustainable future.</p> <p>The process of adapting our services will also partly be driven by response to updated regulatory frameworks which govern our profession (e.g. as a provider of regulated assurance services).</p> <p>PwC is a member of the Net Zero Financial Service Providers Alliance (NZFSPA) connecting auditors and other financial service providers with the Glasgow Financial Alliance for Net Zero - a global coalition of 550+ leading financial institutions committed to accelerating the decarbonisation of the economy.</p> <p>For us, this means a commitment to plan and perform audit work that is consistent with relevant regulatory and professional standards in terms of assessing climate-related risks as part of the process of planning and execution of audits of financial statements. A more detailed description of the commitments can be read here.</p>

Risk/opportunity	Time horizon	Business impact	Category	Business response
				<p>Global Sustainability Academy</p> <p>One of the key pillars of our global strategy is our commitment to upskill all our people on sustainability topics, including climate change. These issues impact all sectors, geographies and products, and all businesses will be affected in some way. All our people will need at least a baseline knowledge and competency of climate change to provide even more value to our clients, whatever service we're delivering.</p> <p>Our Sustainability Academy helps our people expand their knowledge. More than 240,000 of our partners and employees have taken part in ESG upskilling courses across 151 countries and regions.</p>
<p>Attracting and retaining talent</p>	<p>Short, mid and long term</p>	<p>Risk and opportunity</p> <p>Our response to the global climate challenge will either improve our reputation, or could potentially damage it. This will impact our ability to attract and retain talent.</p> <p>As a people-based service organisation, being able to attract key talent is critical to our ability to serve our clients.</p> <p>Risk exists under both scenarios.</p>	<p>Direct</p> <p>Direct impact on PwC operations, services or people</p>	<p>Engaging with our people across a range of climate-related areas will be key, including:</p> <ul style="list-style-type: none"> ■ Evolving the services we offer clients. ■ Giving the opportunity to all our people to upskill on sustainability matters, including the impacts of climate change. ■ Making wider contributions via policy discussions, research and analysis. ■ Evolving how we deliver our services to help our clients to decarbonise and transition to a net zero future. ■ Engaging with our suppliers and our people on how they can make a positive difference. <p>We have programmes and initiatives in place to drive our business forward in these areas. However, we also recognise many of our people are very passionate about making a difference in the fight against climate change and we want to engage them on our journey. Collectively we have the power to make a significant positive impact – as individual consumers in our daily lives, with our families and within our networks. The choices we make and our opinions can be a powerful force for change. That's why we joined the Count Us In initiative as a network last year.</p> <p>Count Us In</p> <p>This is a global project supported by the Race to Zero Programme – encouraging participants to make personal pledges from a range of actions, improving their understanding of the impact of their choices. Individuals across our network have collectively made nearly 15,000 pledges to reduce their impact on the environment since the launch of the initiative in April 2021.</p>

Risk/opportunity	Time horizon	Business impact	Category	Business response
<p>Brand/reputational risk arising from failure to contribute in a meaningful way to the climate agenda, including failure to meet our net zero commitment or show progress against our targets</p>	<p>Mid term</p>	<p>Risk and opportunity This is also an area of both risk and opportunity for us under all climate scenarios. Our response to the climate agenda and contributions toward finding solutions will either serve to improve our brand and reputation, or potentially damage it, with a corresponding positive or negative impact on our revenues. This includes the risk of being accused of ‘greenwashing’ if we do not follow through on the commitments we make.</p> <p>Every 1% increase or reduction in global revenue is worth approximately US\$530 million.</p>	<p>Direct Direct impact on PwC operations, services or people</p>	<p>When we created our global strategy, The New Equation, we looked at global trends and the challenges facing business. Climate change was central to the design of our strategy, because it affects all parts of society and the global economy.</p> <p>As part of executing our strategy, we committed to investing in our people, in climate capabilities and technology to broaden and scale our business – to support our clients with new climate services and embed climate change considerations within our core services (see above).</p> <p>Advocacy and policy contributions A fundamental part of our own net zero commitment is advocacy and contributing our expertise to wider policy and sector-based efforts to accelerate the transition to low carbon alternatives and solve transitional challenges. We’re committed to contributing our time and expertise to find solutions to these challenging and complex problems, in line with our purpose. Read further detail about our contributions here.</p> <p>Net zero Delivering on our net zero commitment with 2030 goals for our own operations is an important part of how we are responding to this risk. It’s also reflected in a substantive programme to make sure our commitments are met. You can find further details about our net zero journey here.</p>
<p>Energy saving policies and measures implemented across our network of offices</p>	<p>Short and mid term</p>	<p>Opportunity We have an opportunity in all climate scenarios to drive efficiencies in our energy consumption, driving reduction in our greenhouse gas (GHG) emissions.</p>	<p>Direct Direct impact on PwC operations, services or people</p>	<p>A large number of our member firms have already implemented some energy-efficiency measures. However there is opportunity and scope to broaden the application of energy-saving measures across the network.</p>



Appendix 3 - Our governance framework

An overview of our governance structure, the roles of the different bodies within it and the parts they play in managing or overseeing our responses to environmental matters.

Our governance structure is a key mechanism in enabling our environment-related strategic priorities.

Executive leadership

The Network Leadership Team (NLT) sets the overall strategy for the PwC network and the standards to which member firms agree to adhere. The NLT is made up of the Global Chair of the PwC network and the Territory Senior Partners of the member firms in China, the UK and the US, plus a fifth member appointed by the Global Board (currently the Territory Senior Partner of PwC Germany and Regional Senior Partner of PwC Europe).

The **Global Leadership Team (GLT)** is appointed by, and reports to, the NLT. Its members are responsible for leading teams drawn from PwC member firms to coordinate and lead PwC's activities across all areas of the business, including our lines of service and network functional teams.

The NLT provides strategic direction (including in the area of Enterprise Risk Management (ERM)). The Chief Risk Officer (CRO) is a member of the GLT and is responsible for network risk management, including ERM. The **Network Risk Council** provides strategic direction and advice for the network risk management strategy, including consideration of strategic risks and input to the network ERM programme.

The Network Risk Council is composed of the Global Markets leader, CRO, Global Chief Administrative Officer, Global General Counsel, Chief Ethics and Compliance Officer, Global Clients and Industries leader, Global Corporate Sustainability leader and the Global Human Capital leader.

Governance of our environment strategy

At network level

Management and oversight of our environment agenda, including our net zero programme and how we are transitioning our business to be sustainable in a low carbon economy, is provided by the NLT. It makes sure there is business ownership and accountability.

Our **Global Sustainability Leadership Team (GSLT)** is the primary management body relating to our corporate sustainability agenda. It is led by our Global Corporate Sustainability Leader and brings together leaders from our largest member firms, representatives of our regions and subject matter experts to review our corporate sustainability objectives, progress and impact. Its remit covers the network’s global environmental and community ambitions.

The GSLT monitors progress towards our net zero commitment, including our near-term science-based targets, as well as our broader business transition to adapt to the risks and opportunities that climate change will bring for our business. The GSLT reports to the NLT and Global Board (or one or more of its committees) periodically.

In the last 12 months, our Global Corporate Sustainability Leader has reported to a number of key leadership groups within our business to discuss our approach to decarbonising our business, plus report on our progress in transitioning the wider business in response to climate change risks and opportunities. This includes meetings with the Global Board, the GLT, the Global Strategy Board and the Global Markets Leadership Team.

In addition, the Global Corporate Sustainability Leader meets regularly with the Global Chair and with the Global Markets Leader at least monthly, as well as on an ad hoc basis as needed.

At territory level

The Territory Senior Partner of each member firm has appointed a Net Zero Business Leader who is responsible for defining and implementing the net zero plan in their territory, and also provides updates to our Global Corporate Sustainability Team.

Furthermore, during the year, the Territory Senior Partners have each appointed a Climate Risk Leader for their member firm. The Climate Risk Leader is responsible for overseeing a climate scenario analysis for their territory and ensuring that their member firm is taking the necessary steps in order to adapt to any climate-related risks identified and to avail themselves of any climate-related opportunities.

PwC’s Global Board

The Board of PricewaterhouseCoopers International Limited (**PwCIL**) is responsible for the governance of PwCIL and the PwC network, oversight of the NLT and approval of network standards.

The Board currently has four standing committees: the Governance Committee, Markets Committee, Operations Committee and Risk Committee. Each of these have an important role to play in governing PwC’s response to the risks and opportunities posed by the environmental agenda.

PwCIL Board	
Governance Committee	With oversight of all network governance and leadership matters, the Governance Committee is responsible for approving the NLT’s annual plans and overseeing the performance of the NLT, who set the overall strategy for the PwC network.
Markets Committee	<p>The Markets Committee provides governance over our markets, portfolio of services, brand positioning and corporate sustainability and public interest matters.</p> <p>The Markets Committee therefore has oversight of our own net zero transformation to decarbonise our business in line with our net zero commitment.</p>
Operations Committee	<p>The areas of focus of the Operations Committee include finance and network investments, operational matters (including the oversight of how our operations are transformed to meet our net zero commitment), network performance, people, technology strategy and data protection.</p> <p>This includes providing oversight of global security matters and the safety of our people to plan for and mitigate the physical risks that we expect will increase as a result of more frequent extreme weather events.</p>
Risk Committee	<p>The areas of focus for the Risk Committee include enterprise-wide risk management and legal matters, as well as adherence to network standards, ethics and compliance, and policies.</p> <p>The Board of PwCIL provides oversight, review and approval of the network ERM approach and focus. The Risk Committee is responsible for the monitoring of all key network risks and responses.</p> <p>The PwC network and member firms adopt a rigorous approach to ERM. Key Network Risks (KNRs) are reviewed on an annual basis, and are identified as the risks with the highest potential impact for the PwC network. These KNRs and their related significant mitigation plans are reviewed by the Risk Committee. See Risk management for further information relating to our current KNRs.</p>



Appendix 4 - Our climate transition plan

There is an increasing consensus that businesses need to be clearer on how they plan to transition towards a net zero economy, so their stakeholders can make more informed decisions. We agree more granular information is needed from business and we support the adoption of climate transition plans within the broader reporting landscape.

A number of organisations have released guidance with respect to transition plans. However, this discussion continues to evolve and as yet there is no definitive agreement on what a transition plan, or climate action plan, should contain. As a member of the Glasgow Financial Alliance for Net Zero (GFANZ), within the Net Zero Financial Service Providers Alliance (NZFSPA), we have aligned to the GFANZ transition plan framework and prepared the summary below.

The table on the next page outlines the actions we are taking to transition our own business, the role we are playing within the overall transition of the economy and the relevant sections of our report where you can find more details. We will continue to review and refine this plan as guidance evolves.

Transition plan components			Read more
Foundations	Objectives and priorities	<p>We are committed to accelerating the global transition to a net zero world, aligned with the goals of the Paris Agreement. Our environment strategy includes many aspects that support this overall objective, including reducing our own impact, evolving our products and services, policy engagement and advocacy, and capacity building through skills development.</p>	Executive overview
		<p>Our net zero commitment includes near-term science-based targets which were validated by the Science Based Targets initiative (SBTi) in July 2021 and are aligned to a 1.5 degree climate scenario.</p>	Decarbonising our business
Implementation strategy	Products and services	<p>One of the most important roles we can play as part of the broader transition is working with our clients to help them understand and navigate their own net zero pathways. We are investing significantly to evolve our service portfolio to both adapt our existing core services, and develop and scale new climate-related services so we can meet our client’s climate-related needs.</p>	Evolving our services
	Activities and decision making	<p>We’re using a number of decarbonisation levers on our roadmap to meeting our near-term science-based targets. We include a number of illustrative examples from across our network which outline the actions we are taking to reduce emissions across our operations.</p>	Reducing our impact on the environment
		<p>Decision making and budgeting for these actions takes place at territory level given the diverse range of actions being adopted to address local emission reductions.</p> <p>The network’s investment into the evolution of our service portfolio as part of our global strategy The New Equation is planned over a five year period.</p>	Evolving our services
Policies and conditions	<p>As part of our transition, we are actively engaging with our suppliers and encouraging them to set their own science-based targets.</p> <p>In addition, our Global Third Party Code of Conduct applies to all PwC suppliers and contractors (“Third Parties”). It includes an environmental stewardship clause, which details our worldwide commitment to reach net zero, with near-term science-based targets for 2030 and our expectations of those we work with.</p> <p>We are working hard to decarbonise our business. To mitigate emissions we cannot eliminate today, we purchase high quality carbon credits. We work to help ensure at least 50% of these credits are from nature-based solutions. We are also working to better understand how our business impacts on ecosystems beyond our greenhouse gas emissions.</p>	Reducing our impact on the environment PwC’s Global Third Party Code of Conduct	
Engagement strategy	Value chain	<p>As a professional services provider, we are continually working with our clients and engaging them on climate-related matters relevant for their businesses. This involves informing our clients about climate-related frameworks and regulatory changes and supporting them in their transitions to a low-carbon economy.</p>	Evolving our services
		<p>As part of our own transition, we are actively engaging with our suppliers and encouraging them to set their own science-based targets and reduce their climate and environmental impacts.</p>	Decarbonising our business
	Industry	<p>We and other financial service providers are members of the Net Zero Financial Service Providers Alliance (NZFSPA), connecting auditors and other financial service providers with the Glasgow Financial Alliance for Net Zero (GFANZ). NZFSPA seeks to facilitate dialogue across key categories of service providers within the financial system, to enable the whole-economy transition required to meet the goals of the Paris Agreement.</p>	Evolving our services Appendix 6: Net Zero Financial Service Providers Alliance

Transition plan components		Read more
	<p>Government and other external stakeholders</p> <p>We know that transforming our own business is not enough and we are committed to using our influence and voice to do more. We are working with government, business and civil society groups to support the transition to a net zero world, protect nature and build climate resilience.</p> <p>Given the role we play in facilitating the delivery of trusted information to the financial system, driving for the transparency delivered by globally-aligned and comparable sustainability reporting is of particular relevance for our business. PwC supports the development of mandatory sustainability reporting standards by working with a number of standard setting bodies such as ISSB, EFRAG and GRI.</p> <p>We are collaborating with other organisations - such as UNICEF, the World Economic Forum and the Global Solutions Initiative - to help develop the green skills and capacity needed to support the global transition.</p>	<p>Policy engagement and advocacy</p> <p>Investing in skills for a more sustainable future</p>
Metrics and targets	<p>Metrics and targets</p> <p>Our near-term science-based targets were validated in July 2021 by the SBTi and are aligned to a 1.5 degree climate scenario. We have committed to:</p> <ul style="list-style-type: none"> ■ reduce absolute scope 1 and 2 emissions by 50% from a FY19 baseline by FY30. ■ transition to 100% renewable electricity in all member firms by FY30. ■ reduce absolute business travel emissions by 50% from a FY19 baseline by FY30. ■ 50% of our purchased goods and services suppliers (by emissions) setting science-based targets to reduce their own climate impact by FY25. <p>We continue to monitor our performance against our targets on an annual basis to help ensure accountability for our actions.</p> <p>There are some emissions that we cannot eliminate today by changing our operations. To mitigate these, we purchase high quality carbon credits in the voluntary carbon market. We disclose the details of our carbon credit portfolio on an annual basis.</p>	<p>Decarbonising our business</p> <p>Reducing our impact on the environment</p>
Governance	<p>Roles, responsibilities and remuneration</p> <p>Our governance structure is a key mechanism in enabling our environment and climate-related strategic priorities. Read our governance framework to understand the roles that our governing bodies play in managing or overseeing our responses to climate-related matters, including towards meeting our transition targets.</p> <p>Our Territory Senior Partners are accountable for their progress towards our net zero commitment. The leaders of the Strategy Council (our largest 21 member firms and regions) have a KPI embedded in their performance objectives relating to their progress.</p>	<p>Our governance framework</p>
	<p>Skills and culture</p> <p>We are transforming our knowledge base across the business and building new skills to support our transition and those of our clients. It is critical that we upskill all our people in sustainability topics and we are executing this through our Global Sustainability Academy. Giving the opportunity to all our people to upskill in this area demonstrates the importance we place on being part of the climate solution.</p> <p>Our change management processes include regular internal management reporting on aspects of our transition, including progress towards targets. This identifies areas of challenge allowing us to address any issues as needed.</p>	<p>Investing in skills for a more sustainable future</p> <p>Reducing our impact on the environment</p>

Appendix 5 - TCFD index

Throughout this report we have included our disclosures in line with the recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD recommendations are structured around four pillars that represent core elements of how organisations should operate: governance, strategy, risk management, and metrics and targets. Within each of these pillars, the TCFD has made a number of disclosure recommendations. The index below outlines where we have addressed each of these disclosures within this report.

TCFD core pillars	Recommended disclosures	Relevant sections:
Governance Disclose the organisation's governance around climate-related risks and opportunities.	a. Describe the board's oversight of climate-related risks and opportunities. b. Describe management's role in assessing and managing climate-related risks and opportunities.	Appendix 3: Our governance framework
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning where such information is material.	a. Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term. b. Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy and financial planning. c. Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Executive overview Physical resilience Appendix 2: Strategic risks and opportunities relating to climate change
Risk management Disclose how the organisation identifies, assesses and manages climate-related risks.	a. Describe the organisation's processes for identifying and assessing climate-related risks. b. Describe the organisation's processes for managing climate-related risks. c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.	Risk management
Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a. Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas emissions and the related risks. c. Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Decarbonising our business Appendix 2: Strategic risks and opportunities relating to climate change



Appendix 6 - Net Zero Financial Service Providers Alliance

As auditors, it is our responsibility under professional standards to obtain reasonable assurance that financial statements as a whole are free from material misstatement. To do this, we need to identify and assess risks of material misstatement, including those arising from or related to climate.

We and other financial service providers are members of the **Net Zero Financial Service Providers Alliance** (NZFSPA), connecting auditors and other financial service providers with the Glasgow Financial Alliance for Net Zero (GFANZ).

NZFSPA seeks to facilitate dialogue across key categories of service providers within the financial system, to enable the whole-economy transition required to meet the goals of the Paris Agreement. A more detailed description of the commitments can be read [here](#).

A measurement framework has been developed and designed for the audit firms to independently measure how they are performing against the commitments of NZFSPA. That framework specifically relates to our audit work and how, consistent with relevant regulatory and professional standards, we must assess climate-related risks as part of the process of planning and execution of audits of financial statements. Upon finalisation, the measurement framework was submitted to the **Expert Peer Review Group** of the United Nations Climate Change High Level Champions for approval against the criteria of Race to Zero⁶. Concurrent with pursuing this approval, we began applying these measurement criteria to a selection of our audits this year.

Framework categories

The framework consists of 4 categories that are based on inputs required for delivering high quality audits which comply with necessary standards, including as they relate to climate risk. They are:

1. Application of audit methodology: This looks at how the audit methodology around assessing climate-related risks in a financial statement audit is applied.
Example metric: % of engagement teams including specific audit procedures to determine whether climate risks are material to the audit.

2. Training: This looks at how the team members performing an audit have acquired the relevant skills to support their work.
Example metric: % of engagement team personnel (managers and above) who have received specific training on assessing and responding to climate risks in the audit.

3. Communications: This looks at whether communications with those charged with governance have included the topic of climate.
Example metric: % of engagement teams who discussed the relevance of climate risk to the financial statements and the audit with those charged with governance and management.

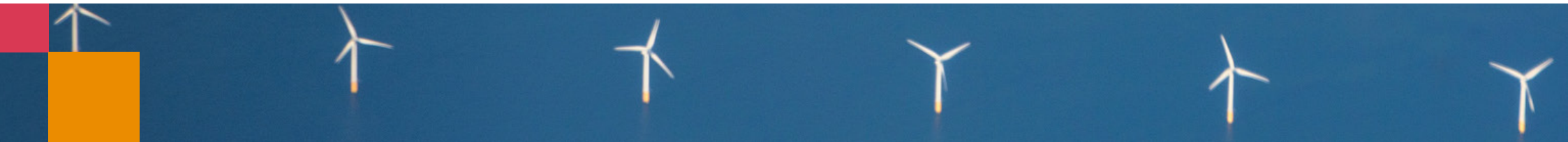
4. Reporting: This looks at what topics were considered for inclusion in the audit report.
Example metric: % of engagement teams that specifically considered whether climate risk(s) needed to be explicitly mentioned in the audit report.

Our FY23 activity

PwC selected 36 of its audit clients, all of which are part of the **Climate Action 100+** initiative (being businesses in industries critical to the global net zero transition). For the selected clients, the most recently completed audit was measured against the framework. For the categories of application of audit methodology, training and reporting, we achieved 100%. For the communications category, we achieved 97%.

As we continue, we will gain experience and we expect to apply the framework to a larger number of audits in future years.

⁶ To help ensure integrity and accelerate meaningful progress towards halving global emissions by 2030, Race to Zero sets out criteria for its members to meet.



Appendix 7 - GHG data and methodology

1. Net zero scorecard

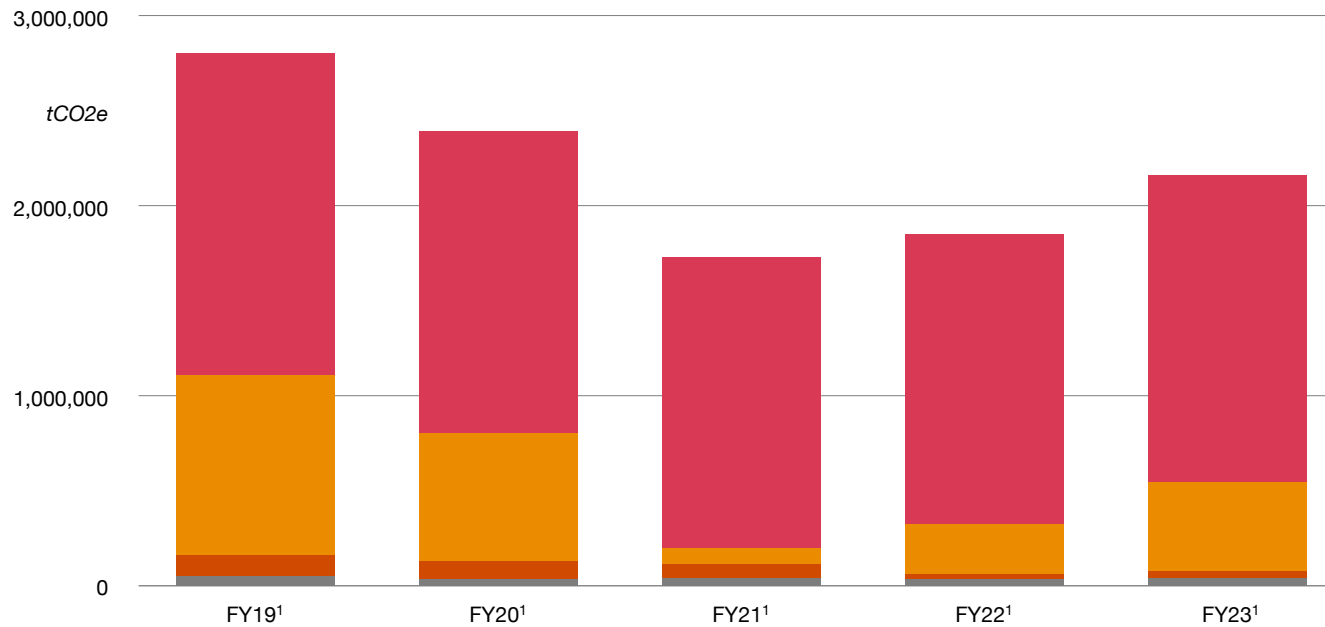
KPI	Target	FY19 ¹ baseline	FY23 ¹ performance	Progress from baseline year
Scorecard of progress on targets				
Scope 1 and 2 (tCO ₂ e)	50% absolute reduction by FY30	147,737	51,858	-65%
% renewable electricity	100% by FY30	53%	91%	38 percentage points
Scope 3 business travel (tCO ₂ e)	50% absolute reduction by FY30	929,247	481,597	-48%
% purchased goods and services suppliers with SBTs	50% by emissions by FY25	0%	18%	18 percentage points
Other metrics				
Total gross GHG emissions (tCO ₂ e)		2,771,396	2,151,202	-22%
Gross emissions revenue intensity (tCO ₂ e/\$mil (USD) revenue)		66.0	40.5	-39%
Gross emissions per employee (tCO ₂ e / employee)		10.2	5.9	-42%
Gross energy and mobility emissions per employee (tCO ₂ e / employee)		4.0	1.5	-63%
Beyond value chain mitigation: emissions offset through the purchase of carbon credits (tCO ₂ e)				546,718

Gross emissions include all reported emissions in scope 1, scope 2 (market based), scope 3 business travel and scope 3 purchased goods and services. Energy and mobility emissions include scope 1, scope 2 (market based) and scope 3 business travel.

2. Full emissions data

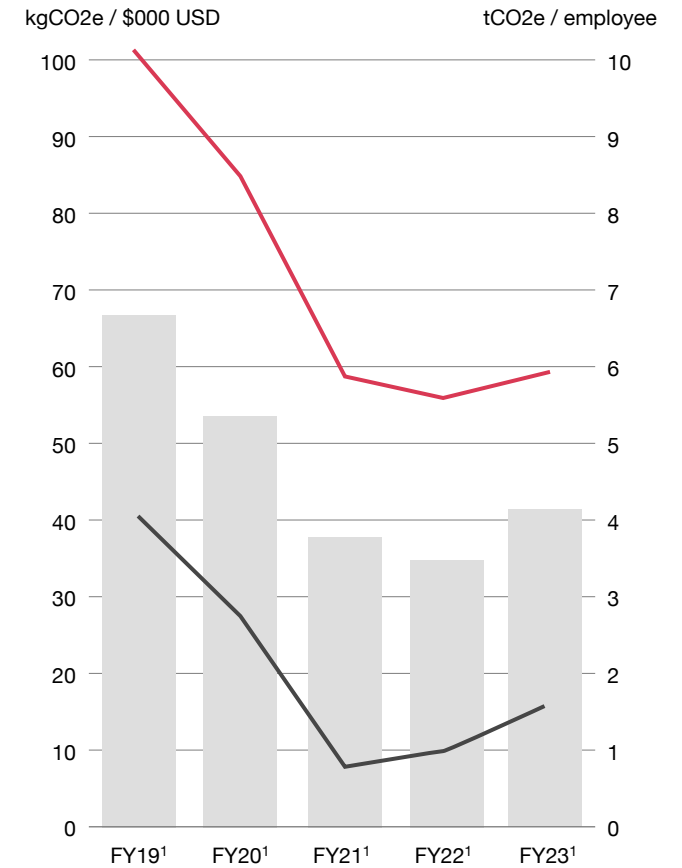
Gross GHG emissions by scope (tCO2e)

	FY19 ¹	FY20 ¹	FY21 ¹	FY22 ¹	FY23 ¹
Scope 1	39,798	33,212	27,980	30,582	31,873
Scope 2	107,939	96,414	65,219	24,938	19,985
Scope 3 business travel	929,247	654,865	106,139	261,253	481,597
Scope 3 purchased goods & services	1,694,412	1,584,785	1,530,946	1,531,646	1,617,747



Emissions intensity

- Total emissions revenue intensity (LHS)
- Total emissions headcount intensity (RHS)
- Energy and mobility emissions intensity (RHS)



Tonnes of CO2e	FY19 baseline year ¹	FY20 ¹	FY21 ¹	FY22 ¹	FY23 ¹	Change since baseline year
Scope 1 direct emissions						
GHG emissions from stationary combustion (tCO2e)	14,143	12,939	12,046	11,508	11,131 ²	-21%
GHG emissions from mobile combustion (tCO2e)	25,655	20,273	15,934	19,074	20,742 ²	-19%
Total scope 1 emissions (tCO2e)	39,798	33,212	27,980	30,582	31,873	-20%
Scope 2 indirect energy emissions						
Energy usage ² (electricity and heating) (MWh)	441,831	410,222	384,238	378,164	362,628	-18%
Total scope 2 emissions (market based) (tCO2e)	107,939	96,414	65,219	24,938	19,985	-81%
Total scope 2 emissions (location based) (tCO2e)	173,964	153,563	131,948	132,102	132,142	-24%
Total scope 1&2 emissions (market based) (tCO2e)	147,737	129,626	93,199	55,520	51,858	-65%
% electricity from renewable sources³	53%	53%	67%	91%	91%	38 percentage points
Scope 3 indirect emissions						
GHG emissions from air travel (tCO2e)	670,001	466,545	39,125	159,327	343,711	-49%
GHG emissions from land-based travel (tCO2e)	117,128	89,636	28,502	40,751	54,388	-54%
GHG emissions from accommodation (tCO2e)	142,118	98,684	38,512	61,175	83,498	-41%
Total business travel emissions (tCO2e)	929,247	654,865	106,139	261,253	481,597	-48%
Total purchased goods and services emissions ⁴ (tCO2e)	1,694,412	1,584,785	1,530,946	1,531,646	1,617,747	-5%
% purchased goods and services suppliers with SBT (by emissions)	0%	4%	6%	13%	18%	18 percentage points
Tonnes of CO2e	2,771,396	2,369,276	1,730,284	1,848,419	2,151,202	-22%

Emissions intensity measures	FY19 ¹	FY20 ¹	FY21 ¹	FY22 ¹	FY23 ¹	Change vs FY19
Gross emissions ⁵ by revenue intensity (tCO ₂ e/\$mil (USD) revenue)	66.0	55.4	38.6	37.1	40.5	-39%
Gross emissions ⁵ by headcount intensity (tCO ₂ e / employee)	10.2	8.5	5.9	5.7	5.9	-42%
Gross energy and mobility emissions ⁵ per employee (scope 1, scope 2 and scope 3 business travel) (tCO ₂ e / employee)	4.0	2.8	0.7	1.0	1.5	-63%
Other						
Value chain mitigation: tonnes of CO ₂ avoided through the purchase and use of sustainable aviation fuel (SAF) (tCO ₂ e)	0	0	32	709	2,025	N/A
Beyond value chain mitigation: Emissions offset through the purchase of carbon credits ⁶ (tCO ₂ e)	700,434	500,877	82,888	270,585	546,718	N/A
Out of scope emissions: Biogenic emissions (tCO ₂ e)	3,061	2,145	2,314	2,540	2,747	-10%

- Data revised due to improvements made in data collection. These occur where previous estimates were revised based on new information received or where updated emission factors became available. Please see footnote 4 below for the revision related to purchased goods and services. The impact of these revisions on total gross GHG emissions are as follows:
Revisions on initial release of the report: FY19: 21%, FY20: 28%, FY21: 39%, FY22: 28%, FY23: 0%
Additional revisions post initial release of the report: FY19: -0.89%, FY20: -0.57%, FY21: -0.09%, FY22: -0.19%, FY23: 0.06%
Cumulative impact of revisions: FY19: 20%, FY20: 27%, FY21: 38%, FY22: 28% FY23: 0.06%
- Restatement of scope 1 FY23 data due to fuel data captured in the incorrect unit.
The impact of these restatements on total scope 1 emissions: FY23: -23.3%
The impact of these restatements on total Gross GHG emissions was: FY23: -0.45%.
- Biogenic emissions (out of scope emissions) were restated to account for the biogenic component of biofuel blends which were not previously included. The impact of these restatements on biogenic emissions (out of scope emissions) are as follows: FY19: 28%, FY20: 47%, FY21: 38%, FY22: 48%, FY23: 42%
- Purchased goods and services emissions includes the emissions as defined in the GHG Protocol scope 3 category 1 and 2 (purchased goods and services and capital goods). Emissions are estimated using the spend-based method.
- Gross emissions include all reported emissions in scope 1, scope 2 market based, scope 3 business travel and supply chain (purchased goods and services) emissions; energy and mobility emissions includes scope 1, scope 2 market based and scope 3 business travel emissions.
- This refers to the emissions from each financial year which are counterbalanced through the purchase and retirement of carbon credits representing verified emissions reductions or removals. Carbon credits are purchased prospectively and reconciled against reported emissions for each member firm.
- % of RE is calculated in accordance with GHG Protocol Scope 2 guidance. This includes the purchase of some I-RECs (International Renewable Energy Credits) and other renewable instruments that do not currently meet the RE100 boundary criteria but are used in accordance with the issuing body (eg I-REC) market boundaries. We do this to account for our impact now, in line with the GHG Protocol, while signalling market demand for renewables in the region.

3. Reporting methodology

PwC structure

PwC is the brand under which the member firms of PricewaterhouseCoopers International Limited (PwCIL) operate and provide professional services. Together, these firms form the PwC network. ‘PwC’ is often used to refer either to individual firms within the PwC network or to several or all of them collectively. In many parts of the world, accounting firms are required by law to be locally owned and independent. Although regulatory attitudes on this issue are changing, PwC member firms do not and cannot currently operate as a corporate multinational. The PwC network is not a global partnership, a single firm, or a multinational corporation. For these reasons, the PwC network consists of firms which are separate legal entities. Further information about the structure of the PwC network is available on our website www.pwc.com/structure.

Within this context, this document outlines the approach PwCIL uses when aggregating and reporting network corporate sustainability (CS) information from individual member firms. It also provides an overview of the network standard for CS reporting to which member firms adhere. Network CS information is presented in the PwC Global Annual Review, the PwC global CS website and in this document.

Organisational boundary

Our reported Corporate Sustainability (CS) information covers the operations and supply chain of all PwC member firms. Unless otherwise stated, references to the “network” or “PwC” in this document refer to all member firms collectively. Any organisation that trades under the PwC brand or is operationally controlled by an organisation that trades under the PwC brand, is included within the organisational boundary, with one exception: we exclude companies that PwC’s insolvency practices may operationally control for short periods of time through provision of our services.

In certain scenarios where operational control may not be clearly attributable, the following guidance is used by member firms to determine whether PwC has operational control or not:



Offshore operations

Member firms report sustainability impacts for those activities under operational control within their domestic geographical boundary as well as offshore activities.



Joint ventures

All impacts associated with the activities of all joint ventures where PwC has management control of the associated operation are included. Where PwC is not responsible for the management, all impacts from the operations are excluded.



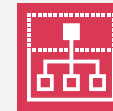
Third-party contractors

Activities of all third-party contractors are included in our operational footprint if the contractors are required to carry out work specified by PwC in accordance with its operating policies, or otherwise are considered as part of our supply chain and included within our purchased goods and services.



Tenants

The activities of tenants within PwC’s organisational boundaries are not included when tenancy lease agreements release full operational control over the leased space to the tenants and provide sub-metering (or equivalent arrangements) for their own electricity consumption, which enables them to pay for their electricity use.



Common areas leased buildings

Where PwC occupies (but does not own) an entire building, all energy consumed in the common areas and facilities (e.g. lobby, corridors and elevators) is attributable to PwC. Where PwC is one of several tenants, common areas are outside the organisational boundary.



Data centres

All impacts associated with data centres owned and operated by PwC or where member firms either lease a substantial proportion or all of a data centre, i.e. lease the site, a specified number of racks or defined storage space and are determined to have operational control over these facilities, emissions are included in our operational footprint. Data hosting outside these circumstances are considered as part of our supply chain and included within our purchased goods and services.

Scope of reporting

The table below provides a summary of the emissions sources reported at the network level.

Greenhouse gas emissions (tCO ₂ e)	
Scope 1: Direct emissions	Direct GHG emissions sources included: <ul style="list-style-type: none"> ■ Stationary combustion of fuels including biofuels ■ Mobile combustion of fuels in owned and controlled transport
Scope 2: Energy indirect emissions	Indirect GHG emissions sources included: <ul style="list-style-type: none"> ■ Generation of purchased electricity (including HVAC) ■ Generation of purchased heat, steam and hot water ■ Generation of electricity used in owned or controlled battery electric vehicles (EVs)
Scope 3: Other indirect emissions	Indirect GHG emissions sources included: <ul style="list-style-type: none"> ■ Category 1 & 2 Supply chain emissions (purchased goods and services*) ■ Category 6: Business travel (air travel, land based travel, accommodation)

*For the purposes of GHG emissions reporting, all upstream supplier emissions are reported as purchased goods and services however these include supplier spend on GHG Protocol Category 2: capital goods.

Reporting principles and frameworks

Corporate Sustainability (CS) data is monitored and measured by member firms in line with leading practice reporting principles, which are aligned with the Greenhouse Gas Protocol (GHG Protocol) standard. These principles include accuracy, completeness, consistency, context, relevance, stakeholder inclusiveness and transparency. These reporting principles guide us in the application of common reporting standards.

Greenhouse Gas Protocol

Our GHG emissions are calculated and reported in accordance with the “Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard” (“GHG Protocol”), created by the World Resources Institute and the World Business Council for Sustainable Development. PwC reports scope 2 emissions using both the location and market-based methods in accordance with WRI’s GHG Protocol inclusive of the January 2015 scope 2 Guidance. The market-based method has been designed to better reflect electricity purchasing decisions, including accounting for the impact of green or renewable electricity products on GHG emissions.

1. Using the location-based methodology. The location-based method involves applying a “national grid average” emission factor which is an average that relates to the grid on which electricity consumption occurs based on the geographical location (country).
2. Using the market-based methodology. The market-based method involves using a supplier-specific emissions factor wherever it is available and then applying the relevant “residual mix” emissions factor to any electricity that does not have supplier-specific emissions information.

In October 2011, the “Corporate Value Chain (Scope 3) Accounting and Reporting Standard” (“Scope 3 standard”) was published, to supplement the GHG Protocol.

Our network CS reporting includes all upstream and downstream scope 3 emission sources which are material in our baseline year (FY19), and focuses on business travel and purchased goods and services, which are the most significant sources of scope 3 emissions for our business.

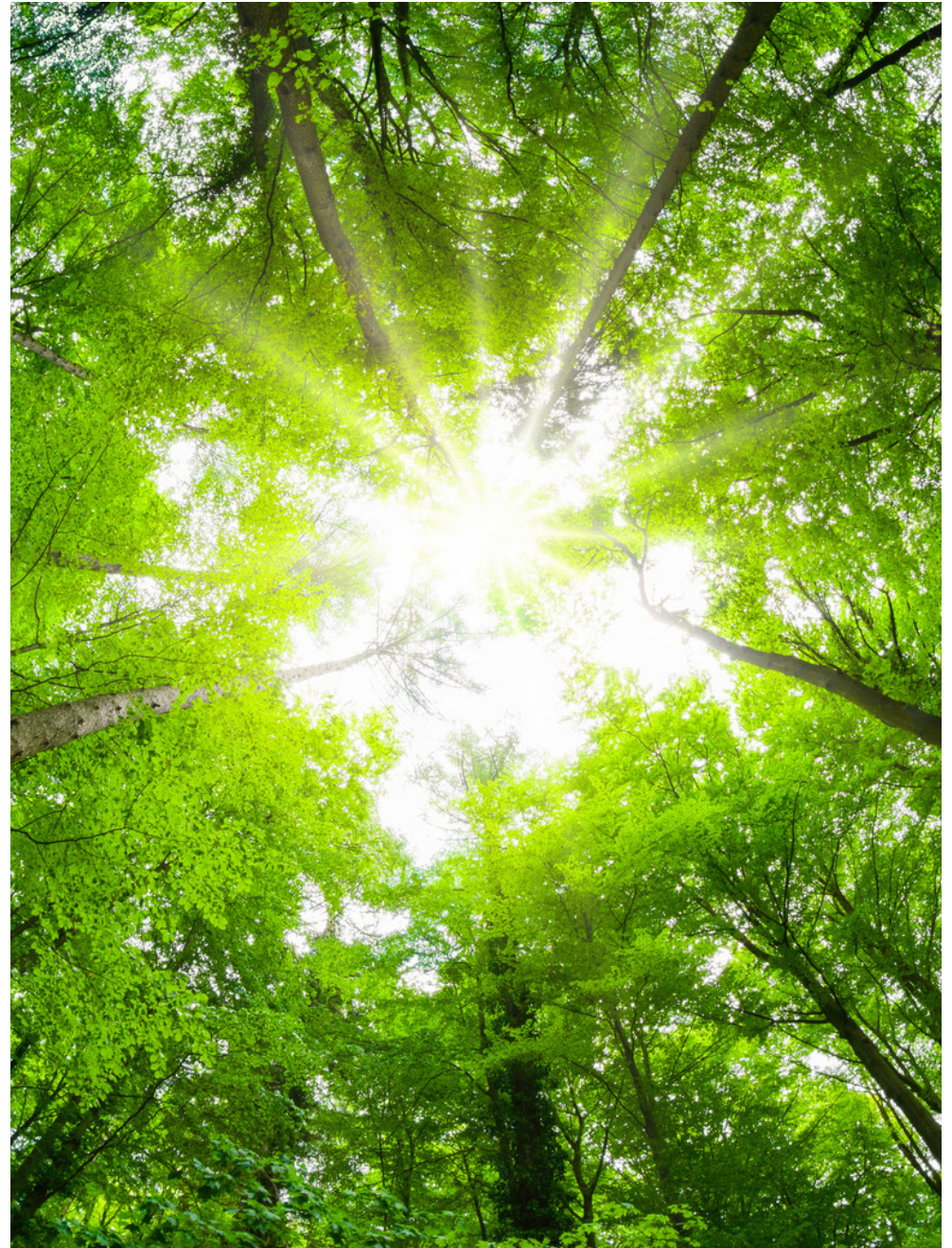
Calculating GHG emissions

PwC has adopted the calculation-based quantification methodology to estimate emissions, as appropriate emission factor guidelines have been released by authoritative sources covering PwC's reported activities. PwC has adopted the centralised approach to corporate level reporting as outlined in the GHG protocol. Activity data is collected by member firms from key internal and external data sources including, for example, invoices, reports provided by suppliers (such as building managers and travel suppliers) and internally generated consumption reports (such as expenses claimed). PwCIL then gathers and aggregates member firm activity data for each of the included emissions sources centrally to apply a consistent emissions calculation methodology.

Total emissions are calculated by applying the most recent conversion factors published by the UK Department for Energy Security and Net Zero (formerly BEIS), the International Energy Agency and the Association of Issuing Bodies (AIB), European Residual Mixes. The emissions factors sources used for network reporting on GHG emissions are shown in the table below. Reported GHG emissions are expressed in both absolute and intensity terms. The intensity ratios used to present the consolidated network data is GHG emissions per employee and per revenue. Aggregated employee data is collected from member firms and is based on the year-end number of employees for each member firm (excluding external contractors).

Each member firm may also develop their own GHG inventory to take account of varying regional priorities and expectations. In doing so, emissions reported separately by member firms may differ from the emissions included in the aggregate network emissions for multiple reasons. These differences may be due to:

- the use of specific emission or other factors for disclosures in the country in which the member firm operates which differ from those used by PwCIL (for example, emissions factors published by local authorities, or the exclusion of radiative forcing associated with aviation, which the PwCIL network reporting includes).
- differences in the inclusion of scope 3 emissions sources that individual member firms choose to include in their own inventory.
- differences due to availability of data at the time the report is prepared.



Emissions conversion factor sources

Local emission factors are used for emission sources with significant variation between markets where available. A carbon dioxide equivalent emission factor is used to include the impact of Kyoto Protocol gas emissions, and air travel conversion factors include the effects of radiative forcing. Emission conversion factors utilised for FY23 reporting are from the following sources:

Scope and source	Calculation methodology	Activity data	Emissions factor source
Scope 1 fuels (stationary combustion)	Primary data is used to calculate emissions. Where primary data is not available estimates are used based on extrapolation of available data, proxy data and local statistical data benchmarks.	Fuel consumed (L, kWh, GJ, m3)	2022 BEIS GHG Conversion Factors for Company Reporting
Scope 1 fuels (mobile combustion)		Fuel consumed or distance travelled (L, vehicle km)	2022 BEIS GHG Conversion Factors for Company Reporting
Scope 2 purchased electricity and heating (location based)		Electricity or heat consumed by location (kWh)	2022 v1.3 International Energy Agency (IEA)
Scope 2 purchased electricity and heating (market based)			2022 BEIS GHG Conversion Factors for Company Reporting
		Association of Issuing Bodies (AIB), 2021*	
		Renewable electricity is considered to have zero scope 2 emissions and an emission factor of 0 tCO ₂ e/kWh is applied.	
		*For countries where a residual mix is not available, emissions were calculated using grid averages, which may result in double counting the benefits of renewable energy purchases.	
Scope 3 business travel (air travel)	Distance travelled by short, medium and long haul and fare class (passenger km)	2022 BEIS GHG Conversion Factors for Company Reporting	
Scope 3 business travel (land based travel)	Fuel consumed or distance travelled (L, vehicle km)	2022 BEIS GHG Conversion Factors for Company Reporting	
Scope 3 business travel (accommodation)	Room nights by country (nights)	2022 BEIS GHG Conversion Factors for Company Reporting	
Scope 3 purchases goods and services	The spend-based method is used to estimate emissions from suppliers. The type, economic value, and location of purchase of goods and services is used to calculate the associated emissions.	Supply chain spend by procurement category and country of purchase (local currency, USD\$)	Conversion factors using an environmentally extended input-output model (EEIO model) built on 49 national and regional supply and use tables covering 164 industries compiled by the EXIOBASE consortium. We use the EXIOBASE v3 - 2022 model and adjusted prior year factors to account for inflation. The inflation adjustment is based on the World Bank weighted average GDP deflators for the relevant years. ⁸

⁸ Ha, Jongrim, M. Ayhan Kose, and Franziska Ohnsorge (2021). "One-Stop Source: A Global Database of Inflation." Policy Research Working Paper 9737, World Bank, Washington DC.

Assurance

As a network of firms, our global performance is based on the aggregated data and performance of PwC member firms. Our **21 largest member firms and regions** are required to provide assurance on the data used in our global disclosures. Data representing 35.6% of emissions was assured by an external third party in FY23.

Recalculation and voluntary revisions

Each year, Network Corporate Sustainability (CS) information will be revised when discrepancies deemed to be material are identified. In this case, materiality is assessed at the member firm level at the key performance indicator (KPI) level, and not at the aggregate data level. However, we only publish recalculations where adjustments to estimation, omissions or miscalculations are deemed to have a 'material' impact on the relevant aggregated network CS data previously reported. For this purpose, we have set a KPI materiality threshold level of 5% at the network level to determine what is considered material. If there are multiple changes identified for a number of data points that input into a single KPI, and/or identified by multiple member firms that input into a single KPI, these will be aggregated to determine whether collectively they lead to a change which is 5% over or under the previously reported KPI value.



Revisions to CS information may be due to reasons such as:

- changes in calculation methods resulting in changes to prior year data.
- changes in published emissions factors, even when there has been no material change in the underlying consumption or activity data for that KPI.
- discovery of an error or a number of errors which, taken together, are material.
- updated or new data become available for previous reporting years.
- organisational changes impacting the firm's operations – e.g. mergers, acquisitions and divestments.

While the above description is intended to be as accurate as possible, invariably some exceptions to this basis of reporting may occur.

Our FY22 disclosure included a recalculation and rebaselining of our emissions due to an expansion of our reporting boundary and scope in line with our near-term science-based targets, set at a network level. The values presented in the FY22 report therefore differed from those reported in previous years as these disclosures were limited to the operational and air travel emissions of our 21 largest member firms and regions.

In FY23 we have made a number of revisions to network level data. These have resulted from multiple factors, including:

- changes in emissions factors.
- mergers and acquisitions.
- data improvements made at member firm level.

We have updated our scope 3 purchased goods and services emission factors to reflect the most recently available factors (EXIOBASE v3 - 2022 model). The updated factors reflect ongoing refinements to the model as well as shifts in the external environment, such as inflation, economic flows, and global supply chain challenges. While a useful tool to prioritise our engagement with suppliers, the model uses sectoral and regional averages to estimate emissions based on spend data. This means that the data does not reflect the efforts of individual suppliers to reduce their emissions. We have updated the emissions factors used in prior years using the 2022 model, adjusted for inflation, to allow for a year-on-year comparison.



Appendix 8 - Beyond value chain mitigation

Our commitment

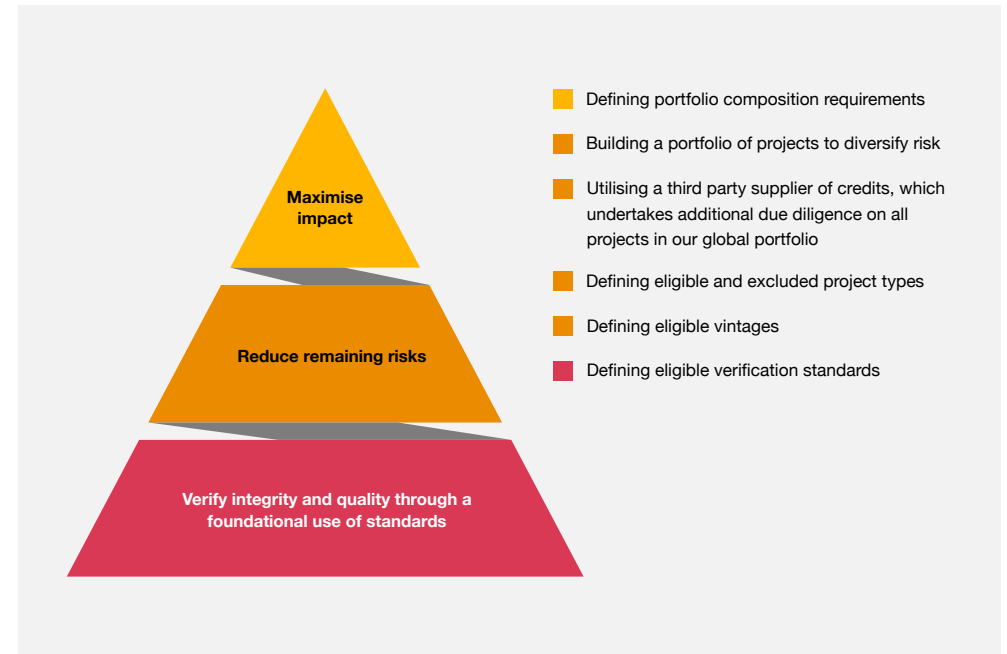
We recognise the important role the voluntary carbon market plays in mobilising private finance to accelerate carbon reductions and the achievement of the Paris Agreement, while also supporting broader sustainable development outcomes. To counterbalance emissions we cannot yet avoid, we purchase high quality carbon credits in the voluntary carbon market. Since 2018, our largest member firms have offset, at a minimum, air travel emissions and from 2023, we will offset scope 1, 2 and scope 3 business travel in all member firms. From FY30, we will transition our portfolio to carbon removals.

Our approach

As a network, we facilitate a global carbon credit purchase process for our member firms. The network portfolio offers a range of credits in terms of project type and location that must meet our minimum quality criteria. Member firms make independent choices on their local portfolios based on their priorities and preferences and in line with our portfolio composition requirements. Our approach is to forward purchase credits based on our expected emissions and then retire credits in line with actual emissions. Recognising the rapidly evolving nature of the voluntary carbon market, we are committed to continuous improvement and review of our approach and quality criteria to help ensure our portfolio continues to deliver real and genuine emissions reductions as well as sustainable development outcomes that go beyond climate impact.

We are committed to being transparent about our approach and purchases, and reporting on the volume and nature of credits we purchase. We believe transparency will help to improve overall market integrity.

We take a number of steps in order to manage risk and maximise impact, including:



To reduce the risk in our portfolio, we have developed criteria to guide our suppliers and member firms about our quality preferences. These criteria cover eligible standards, project types/methodologies and vintages. Credits which meet these criteria are automatically eligible to be considered for our portfolio. Those that do not are likely to have higher risk profiles associated with them. This does not mean that projects that do not meet these criteria cannot deliver quality credits. In exceptional circumstances we may consider projects that don't meet these criteria, but our process would then require these projects to be subject to further review and due diligence.

Eligible verification standards	Gold standard (GS), Verified Carbon Standard (VCS), Climate Action Reserve (CAR), American Carbon Registry (ACR), Carbon Farming Initiative (CFI), Emissions Reduction Fund (ERF), Architecture for REDD+ Transactions (ART), Global Carbon Council (GCC), other ICROA endorsed national standards.
Eligible project types and methodologies	Community focused energy efficiency, fuel switching, waste heat recovery, afforestation/reforestation, REDD+, sustainable agricultural land management, grassland/rangeland management, improved forest management (IFM), no-till/low-till agriculture, soil carbon, urban forestry, wetland restoration/ management, clean/improved cookstove distribution, water purification device distribution, transportation (public), biogas, biomass, biochar, off-grid renewable electricity from geothermal, run-of-river hydro, solar or wind.
Excluded project types and methodologies*	Industrial energy-efficiency, agroforestry, rice cultivation/management, N2O, ozone-depleting substances, coal mine methane, landfill methane, livestock methane, wastewater methane, transportation (private), large hydro, projects with a substantial commercial revenue stream in high or upper-middle income countries (as defined by World Bank lending groups) including grid-connected renewable electricity.
Eligible vintages	<p>Vintage describes the age of a credit based on the year the carbon emissions reduction takes place. We aim to purchase the most recent vintage issued by a project to ensure additionality of our purchase and that we continue to support existing projects. It also ensures that the credits are verified to the latest and most robust standards. Different projects and project types have different verification and issuance cycles. We therefore take the following approach to eligible vintages:</p> <ul style="list-style-type: none"> ■ Technology solutions - Maximum 3 years ■ Natural climate solutions - Maximum 5 years <p>Vintages should be from the latest crediting period of the project</p>

* Exceptions can be applied subject to local market circumstances and additional project due diligence

Additional considerations

- **Price** - we do not use price as a strict criteria, but do consider price in our selection process, understanding that low prices can be an alert to quality or integrity issues. We specify through our contracting that a minimum of 85% of the price we pay for a carbon credit is supporting the projects that are driving the mitigation outcomes, and not to intermediaries in the chain. A portion of the cost is to account for the services associated with the procurement process, marketing materials, due diligence activities which are also necessary to help ensure the integrity of the credits we purchase.
- **Blended portfolio & maximising impact through co-benefits** - we diversify our impact and spread risk by purchasing across multiple projects. A blended portfolio also enables our member firms to make some targeted higher impact purchases by balancing costs across a range of projects. Our portfolio composition requirements seek to help ensure a balance between impact and cost. We seek to include projects with verified co-benefits.
- **Locations** - member firms make purchasing decisions based on local priorities. Some member firms seek to specifically support local, or regional based projects. At network level, we seek to help ensure diversity of projects across our major regions and areas of operations.
- **Independence & conflicts of interest** - our purchasing process is conducted in line with our strict independence and conflict of interest requirements.

Our portfolio composition requirements

We are committed to at least 50% of our portfolio coming from natural climate solutions (NCS) in recognition that they are critical to efforts to keep the planet within a 1.5 degree scenario and can deliver broader benefits to biodiversity, ecosystem services, climate resilience and local communities. Our composition requirements also include guidance to our member firms around volumes and consistency of purchasing decisions, recognising the benefit to projects of sustained and significant financial support over time.

FY23 disclosure

From FY23 we are committed to offsetting scope 1, 2 and scope 3 business travel emissions in all markets. In FY23 these emissions equate to a total volume of 541,787 tCO₂e.

Our actual FY23 credit purchase and retirement volume is 546,718 tCO₂e. Variance results from our forward purchasing approach (meaning some member firms carry forward excess FY22 purchased credits and others purchase additional credits to reconcile forward emissions estimates). Variances also arise as a number of firms elect to offset additional scope 3 sources.

Our FY23 portfolio is disclosed below and descriptions of the projects can be found in our carbon offset explorer tool [here](#).

In summary, in FY23 our portfolio was sourced from 20 projects across 11 countries. 58% of our portfolio (by volume) came from NCS. Beyond carbon, our portfolio delivered a significant range of co-benefits. 14% of our portfolio has additional certifications (CCB or SD VISta) in this regard.

In line with our commitment to natural climate solutions, and noting the critical need to protect tropical forests, PwC is a member of the LEAF Coalition. We anticipate that through our participation in the LEAF Coalition, NCS credits and in particular Jurisdictional REDD+ credits, will make up a higher proportion of our portfolio over the medium term (through to FY29).

Our member firms are also exploring how they can contribute to the acceleration of removals technologies. This year, for example, [PwC Switzerland signed a carbon removal contract with Climeworks](#).

Project name	Project ID	Certifications	Project type (methodology)	Location	Vintage	Volume (tCO ₂ e)
Big Six IFM	ACR588	ACR	Improved Forest Management (IFM)	US	2020-2022	108,850
Carbon Cure CO ₂ Utilisation	VCS4018	VCS	Carbon capture manufacturing industries	US	2019-2021	600
Southern Cardamom REDD+	VCS1748	VCS & CCB	REDD+	Cambodia	2017	13,425
Chudu Afforestation Project	VCS2087	VCS & CCB	Afforestation, Reforestation & Revegetation (ARR)	China	2017+	4,400
Cordillera Azul REDD+	VCS985	VCS	REDD+	Peru	2017	20,000
Greentech Emissions Reductions from PET recycling	GS5099	GS	Recovery and recycling materials from solid waste	Romania	2019	7,250

Project name	Project ID	Certifications	Project type (methodology)	Location	Vintage	Volume (tCO2e)
Katingan Peatland Conservation	VCS1477	VCS	REDD+	Indonesia	2017+	16,612
Mariposa Cookstoves	GS7783	GS	Improved Cookstoves (ICS)	Mexico	2021	3,000
Manoa REDD+	VCS1571	VCS	REDD+	Brazil	2017	2,515
Nigeria Cookstoves	GS7312	GS	Improved Cookstoves (ICS)	Nigeria	2019	2,750
Bundled Solar Power India	VCS1762	VCS	Solar Power	India	2020	45,218
Rimba Raya Biodiversity Reserve REDD+	VCS674	VCS, CCB & SD VISta	REDD+	Indonesia	2017	57,080
Sichuan Household Biogas	GS7049	GS & CER	Biogas Heat	China	2019	22,000
Sumatra Peatland REDD+	VCS1899	VCS & CCB	REDD+	Indonesia	2017	919
TIST Afforestation & Reforestation	VCS995	VCS	Afforestation & Reforestation (ARR)	Uganda	2017+	379
Unitor REDD+	VCS2508	VCS	REDD+	Brazil	2018-2019	39,000
UpEnergy Cookstoves	GS11534	GS	Improved Cookstoves (ICS)	Uganda	2021	5,000
Wind Power South Sulawesi	GS7164	GS	Wind Power	Indonesia	2020	2,184
Renewables bundle India	VCS2065 VCS1163	VCS	Wind/Solar Power	India	2019-2021	140,181
Yunnan IFM	VCS1542	VCS	Integrated Forest Management (IFM)	China	2017	55,355

All emission reductions and removals contributed towards host country NDCs. This table excludes a small volume of credits (<5% of total reported volume) that were purchased by PwC member firms independently of our global procurement process (but in line with our global quality criteria) to meet local requirements.

Appendix 9 - Nature impact: methodology and key considerations

In order to estimate our impacts we used **PwC's Nature Impact Explorer**.

The tool uses revenue and spend data to estimate the impacts that a business has on nature. It is a diagnostic tool that can help organisations identify potential high impact activities in their direct operations and supply chains, and understand their relative significance. Outlined below is an overview of the methodology used.

Methodology

Step 1: Data inputs

Global revenue data is allocated to relevant locations, and global spend data is allocated to relevant sectors and locations (e.g. hotels, IT and telecommunications, food, air travel, etc.).

Step 2: Mapping of trade flows within the supply chain

A multi-regional input-output model (see right) is used to estimate the resulting flows of money and resources within and between countries and through all tiers of the supply chain based on the inputs above.

Step 3: Estimation of nature impacts

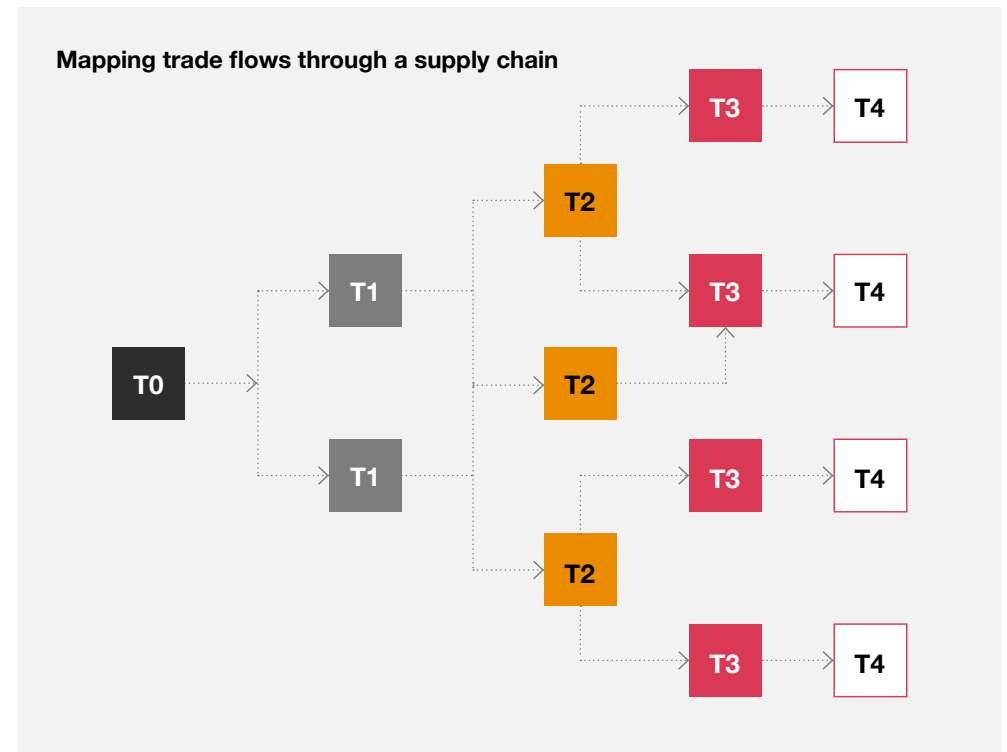
Environmental intensity data for each sector and location is used to estimate impacts on nature taking into account a wide range of drivers of nature loss.

- Land use
- Water use
- Water pollution
- Air pollution
- Climate change
- Waste

The tool identifies at which point in the value chain an impact arises for each driver of nature loss, direct operations (tier 0) or further into the supply chain (tiers 1 to 4).

Step 4: Application of PwC's valuation coefficients

Valuation coefficients are then used to estimate the social value of impacts allowing their relative significance to be assessed.



Multi-regional input-output models

An input-output model (IO) represents the interdependencies between different sectors of a national economy. Multi-regional input-output models (MRIO) extend this to include the interdependencies between sectors within multiple national economies. MRIOs can support companies in modelling the estimated monetary and resource flows through their supply chain.

These MRIOs can be extended beyond raw economic results to also estimate a wide range of environmental impacts across supply chains for sector country combinations. Extended IO analysis can be performed on any indicator (e.g. water use) provided an ‘extensions’ dataset exists, which describes the magnitude of the indicator in each sector and country of the economy, per unit of economic activity generated.

The economic flow and estimated environmental impacts used in our approach are based on a detailed, consistent and comprehensive global economic-environmental database, called EXIOBASE. This database identifies the links between extraction, production and consumption in global trade and its environmental consequences. EXIOBASE (version 3) covers 49 countries and regions (95% of global GDP), and distinguishes over 160 industry sectors and 200 product categories by country.

This is further supported by supplementary datasets developed by PwC to provide a more comprehensive view of a company’s impacts.

PwC’s valuation coefficients

Country-level valuation coefficients, developed in line with **PwC’s Total Impact Measurement and Management (TIMM) framework**, are used to calculate an estimate of the change in wellbeing (or in economic terms ‘welfare’) experienced by people as a result of the activities being undertaken. These values can be either positive or negative in order to reflect an associated benefit or an associated cost to society, and allows the comparison and evaluation of impacts across all indicators.

Each valuation methodology is based around an impact pathway framework, which describes the linkages between impact drivers, environmental outcomes and societal impacts (on people):

- 1. Impact driver:** These drivers are expressed in units which can be measured at the corporate level, representing either an emission to air, land, or water; the use of land or water resources; or number of employees or exposure to health and safety issues.

E.g. for air pollution: The type and quantity of air emissions resulting from different business activities.

- 2. Environmental outcomes:** These describe actual changes in the environment or the social impact area which result from the impact driver.

E.g. for air pollution: Businesses directly affect air quality through emissions of pollutants. These primary pollutants react with other elements in the air to produce secondary pollutants. Both primary and secondary pollutants can lead to specific environmental outcomes such as smog and acid rain.

- 3. Societal impacts (on people):** These are the actual impacts on people as a result of changes in the environment (environmental outcomes).

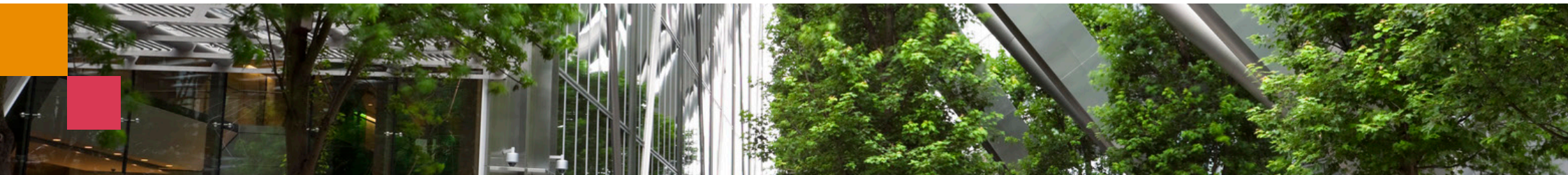
E.g. for air pollution: The impacts are principally related to health but also include impacts via agriculture and visibility.

Limitations of the methodology

- **Spend-based approach:** Modelled impacts are estimated based on secondary data sources which use geographical and industry averages, so do not reflect our actual supply chain impacts. Any interventions taken to improve supply chain sustainability are therefore not reflected in our results.
- **Country level specificity:** Due to a lack of available data for certain countries, the underlying datasets at times use regional averages to achieve global coverage. This can reduce the accuracy of some of the results.
- **Temporal Limitations:** The original EXIOBASE 3 monetary data series ended in 2011. However, EXIOBASE has estimates based on a range of trade and macro-economic data which go up to 2022.

Limitations of the analysis

- **Estimated spend:** A small number of spend categories are not systematically collected at a network level. In these instances, activity data (e.g. number of nights stayed in hotels) were used as a proxy to estimate our aggregate network spend.
- **Additional impacts:** The analysis covers 6 key environmental impacts (see above). Assessing a broader set of impacts e.g. resource extraction or soil pollution, could provide different insights.
- **Dependencies on nature:** This assessment is limited to understanding our impacts on nature. It does not consider the dependencies we have on nature.



Appendix 10 - Glossary of terms

Term	Definition
ACR	American Carbon Registry
AIB	Association of Issuing Bodies
ANA	All Nippon Airways
ARR	Afforestation, Reforestation and Revegetation
ART	Architecture for REDD+ Transactions
B20	Business 20: official G20 dialogue forum representing the global business community
BCTI	The Business Commission to Tackle Inequality
BEIS	Department for Business, Energy & Industrial Strategy
CAR	Climate Action Reserve
Carbon credit	Financial instruments that represent the reduction or removal of greenhouse gas emissions from the atmosphere. A carbon credit typically represents one metric tonne of CO ₂
CCB	Climate, Community & Biodiversity Standards

Term	Definition
CCS	Carbon capture and storage
CEE	Central and Eastern Europe
CEO	Chief Executive Officer
CFI	Carbon Farming Initiative
Climate Action 100+	Investor-led initiative to help ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change
Climate Week NYC	Largest annual climate event of its kind, bringing together some 400 events and activities across the City of New York - in person, hybrid and online
COP15	15th Conference of the Parties (COP15) to the United Nations Convention on Biological Diversity (CBD)
COP27	27th Conference of the Parties (COP27) to the United Nations Framework Convention on Climate Change
COVID-19	Coronavirus disease
CRO	Chief Risk Officer
CS	Corporate sustainability

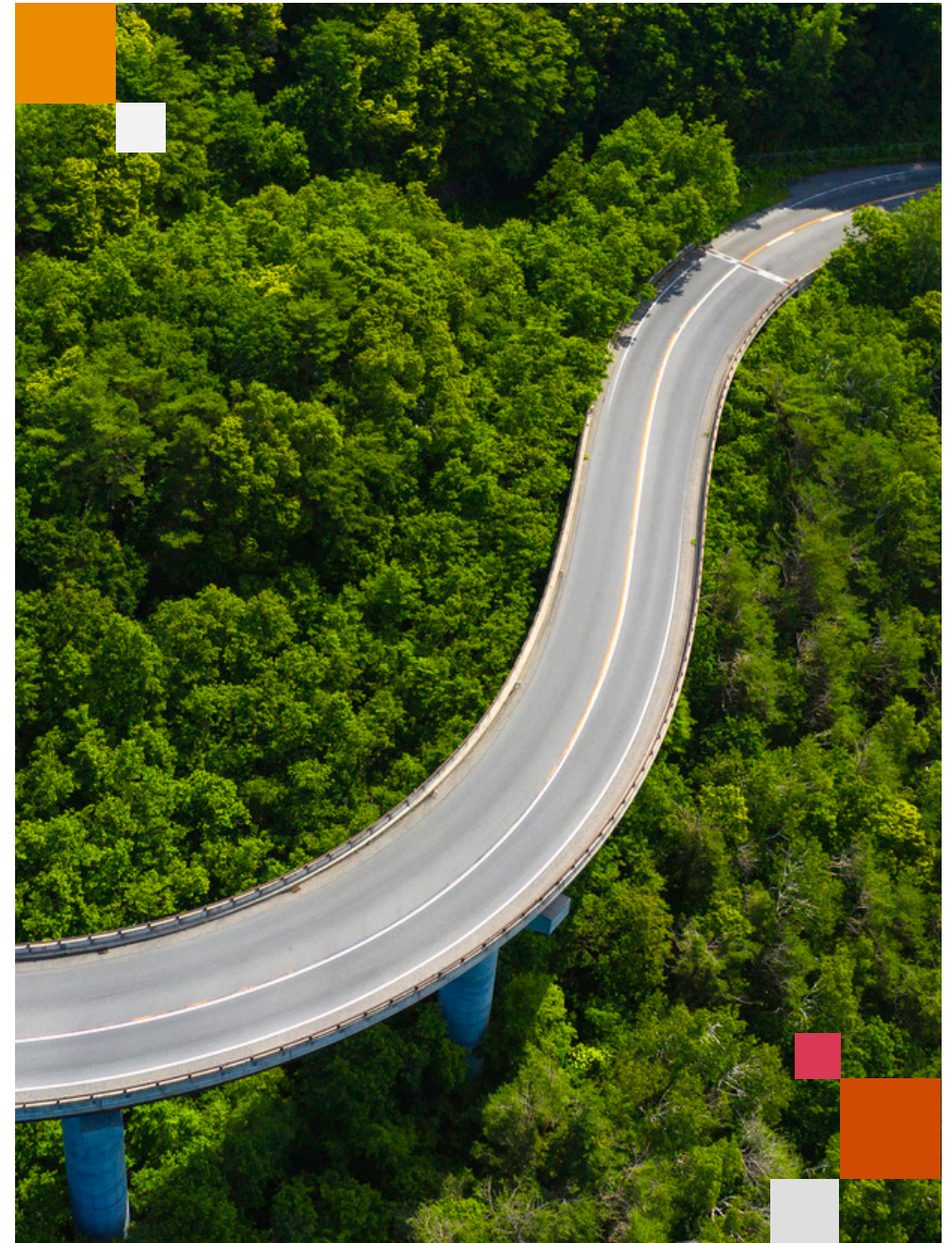
Term	Definition
C-Suite	A company's top management positions, where the "C" stands for "chief"
Davos	World Economic Forum Annual Meeting location
Defra	Department for Environment, Food & Rural Affairs
EC	European Commission
EEIO	Environmentally extended input-output model
EFRAG	European Financial Reporting Advisory Group
ERF	Emissions Reduction Fund
ERM	Enterprise Risk Management
ESG	Environmental, Social and Governance
ESRS	European Sustainability Reporting Standards
EUI	Energy Use Intensity
FY	PwC's fiscal year is the 12 months ending 30 June of that year (e.g., FY23 refers to the 12 months ending 30 June 2023)
G20	Group of 20
GBF	Global Biodiversity Framework
GCC	Global Carbon Council
GDP	Gross domestic product
GFANZ	Glasgow Financial Alliance for Net Zero
GHG	Greenhouse gas

Term	Definition
GHG Protocol	Standards, guidance, tools and training for business and government to measure and manage climate-warming emissions
GJ	Gigajoule
GLT	PwC's Global Leadership Team
GRI	Global Reporting Initiative
GS	Gold Standard
GSLT	PwC's Global Sustainability Leadership Team
ICROA	International Carbon Reduction and Offset Accreditation
ICS	Improved cookstoves
IDC	International Data Corporation
IEA	International Energy Agency
IFM	Improved forest management
IFRS Foundation	International Financial Reporting Standards Foundation
IMF	International Monetary Fund
IO	Input-output
IPCC	Intergovernmental Panel on Climate Change
I-RECs	International Renewable Energy Credits
ISSB	International Sustainability Standards Board
IT	Information technology
kgCO ₂ e	Kilograms (kg) of carbon dioxide (CO ₂) equivalent (e)

Term	Definition
km	Kilometre
KNR	Key Network Risk
KPI	Key performance indicator
kWh	Kilowatt hour
Kyoto Protocol	Adopted on 11 December 1997, this commits industrialised countries and economies in transition to limit and reduce greenhouse gas (GHG) emissions in accordance with agreed individual targets
L	Litre
LEAF Coalition	Lowering Emissions by Accelerating Forest finance Coalition
LEAP	TNFD's 'locate, evaluate, assess and prepare' assessment model
LHS	Left-hand side
m ³	Metres cubed
MRIO	Multi-regional input-output models
N ₂ O	Nitrous oxide
NCS	Natural Climate Solutions
NCS Alliance	Natural Climate Solutions Alliance
NDCs	Nationally determined contributions
NLT	PwC's Network Leadership Team
NZFSPA	Net Zero Financial Service Providers Alliance

Term	Definition
Paris Agreement	Legally binding international treaty on climate change. It was adopted by 196 Parties at the UN Climate Change Conference (COP21) in Paris, France, on 12 December 2015
PET	Polyethylene terephthalate - a type of clear, strong, lightweight and 100% recyclable plastic
PwC	Refers to the PwC network and/or one or more of its member firms, each of which is a separate legal entity
PwCIL	PricewaterhouseCoopers International Limited
RE100	Renewable Energy 100
REDD+	Reducing Emissions from Deforestation and Forest Degradation in Developing Countries
RHS	Right-hand side
SAF	Sustainable aviation fuel
SAP	SAP SE (formerly known as System Applications and Products in Data Processing) is a German multinational software company that develops enterprise software
SBTs	Science Based Targets
SBTi	Science Based Targets initiative
Scope 1 emissions	Direct emissions, including stationary and mobile combustion of fuels in buildings and owned or controlled transport (including biofuels)
Scope 2 emissions	Indirect GHG emissions from the generation of purchased electricity and heat
Scope 3 emissions	Indirect emissions including purchased goods and services, capital goods, and business travel (including air travel by class with radiative forcing, hotel stays, vehicle rentals, expensed fuel, taxi and train travel)
SD VSta	The Sustainable Development Verified Impact Standard

Term	Definition
TCFD	Task Force on Climate-related Financial Disclosures
tCO ₂ e	Tonnes (t) of carbon dioxide (CO ₂) equivalent (e)
TIMM	Total Impact Measurement and Management
TNFD	Taskforce on Nature-related Financial Disclosures
UN	United Nations
UN SDGs	United Nations Sustainable Development Goals
UNICEF	United Nations Children's Fund
VCM	Voluntary carbon market
VCS	Verified Carbon Standard
WBCSD	World Business Council for Sustainable Development
WRI	World Resources Institute
YGC	Young Global Changer



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