



Climate Change Own Operations Policy

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Introduction

Objective and purpose of this policy

In the face of the geopolitical uncertainty and economic volatility, we have the global ambition to become the preeminent professional services network. 'The New Era' focusses on the refreshed vision of the Network to drive our clients to the leading edge, meaning that we help our clients achieve a position of leadership and innovation within their respective industries. The focus is on providing support, insights, or solutions that not only keep our clients competitive but also enable them to excel and lead in their market. By embodying our identity as a catalyst for momentum we bring positive change, improvements, and new perspectives to our clients. We are not just providing a service but actively contributing to meaningful outcomes.

PwC's purpose is to build trust in society and solve important problems. Our Global strategy focuses on the urgency to successfully respond to, and change, in the face of the major shifts shaping the world (technological disruption, climate change, fractured geopolitics) and the need to build trust. We bring together people with different backgrounds and perspectives to find better solutions.

The climate challenges we face require urgent action by everyone, including PwC. We aim to minimise the climate impact of our business and respond appropriately to our climate risks and opportunities.

The purpose of this policy is to describe:

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| 1. Scope & Application | : Who is affected by this policy |
| 2. Principles | : How PwC aims to achieve its ambition and measure its success |
| 3. Accountability & monitoring process | : Who is responsible for key activities to achieve the ambitions set |

This policy outlines our approach to sustainability in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD) - ESRS E1.

Scope & Application

Organisational scope

This policy applies to all of us and our business processes. When we say “we”, “our” or “us” we refer to the organisation or partners and staff at PwC Netherlands.

Climate Change Own Operations scope

The Climate Change Own Operations policy covers the impact on people and the environment resulting from PwC’s business activities, including the emissions of GHGs in scope 1, 2, and 3, which includes our supply chain (upstream). Climate Change Services (downstream) will be addressed in a separate policy document.

Stakeholders

Stakeholder groups	Effect of policy on stakeholder group	How PwC considers the stakeholder groups in setting this policy	How PwC makes policies available to potentially affected stakeholders and stakeholders who need to implement it [DR65f]
Clients	Clients demand that PwC has a climate policy in place for their operations and supply chain and that PwC proactively works on reducing her emissions mitigating negative environmental impact.	As part of our DMA, the material topics on environment are defined and addressed in this policy	Policies are available on the website.
Employees	Enhances employee satisfaction and can impact the work environment or the way employees travel	As part of our GPS survey and the input from the workers council.	Policies are available on the website and intranet.
Suppliers	Contributes to driving ESG performance against climate reporting and targets set and exchange experience through close collaboration	As part of our procurement policies (part of Business Conduct Overarching document)	Policies are available on the website.
Society	Aims to support societal goals by cutting emissions, lowering energy use, and curbing the progression of climate change.	As part of our stakeholder dialogue and the development of our Climate Action plan	Policies are available on the website.

Principles

Our Climate Change Own Operations Policy commits PwC Netherlands to:

- Comply with relevant environmental legislation and adhere to international standards, including our global Net Zero ambition in accordance with the Science Based Targets initiative (SBTi).
- Uphold governance oversight of our environmental objectives of our business operations through our leadership teams and ensure alignment with our strategic framework.
- Annually monitor and report on our progress towards public sustainability goals and our Net Zero ambition, ensuring accountability and transparency, including the following impact areas: air mobility, land mobility, energy use, renewable energy production, waste, and our supply chain.
- Continually enhance our management systems to reduce environmental footprint, setting and achieving internal targets with clear, measurable metrics.
- Monitor our transitional and physical risks and opportunities based on different climate scenarios, and act appropriately.
- Integrate business operations environmental risks into our company-wide strategy, risk management processes and provide transparent reporting on these risks in our annual report.
- Encourage employee, supplier and client engagement and awareness on climate issues, providing ESG training to people to make better informed decisions.
- Invest in renewable energy projects and energy-efficient practices, including the installation of solar panels, reducing energy use of our offices, and procuring renewable energy.
- Set an Internal Carbon Price to create internal awareness and drive our environmental ambitions by funding initiatives that reduce, innovate, and compensate.
- Collaborate with different stakeholders to promote sustainable practices and reduce environmental impacts across our supply chain.
- Contribute to systematic change by driving environmental action in various professional networks and delivering thought leadership.
- Actively pursue opportunities to deliver bold ideas, solutions which are human-led and tech-powered and create sustainable impact.

The link between the IROs and the sustainability ambition:

List of material topics (IRO) covered by policy	Strategic objective	Impact, risk or opportunity	Description of the IRO	Ambition of PwC towards the IRO	Value Chain
Climate change (own operations and supply chain)	Sustainable Growth	Impact (actual, negative)	PwC's operations have a negative environmental impact due to GHG emissions, especially from our business activities (Scope 3), contributing to global climate change.	Net Zero ambition in accordance with SBTi	Upstream and suppliers
Climate change (own operations and supply chain)	Sustainable Growth	Risk	Our efforts also reduce the risk of failing to contribute to the climate agenda in a meaningful way, which could result in reputational damage affecting the attraction and retention of clients.	Net Zero ambition in accordance with SBTi 50% science-based targets coverage with suppliers by 2030	Upstream and suppliers

References to underlying policies and other relevant documents that cover the IROs

List of material topics (IRO) covered by policy	Description how we have covered this in the Policy	Name of policy or plan	Date/ version doc.
Climate change (own operations and supply chain)	Targets, measures, monitoring and resources are covered for scope 1,2,3	Climate Action Plan	Jun'25 / v1.2
Climate change (own operations and supply chain)	Create long-term value by partnering with suppliers who positively impact people and the environment	Sustainable Procurement Policy	Mar'25 / v1.0
Climate change (own operations and supply chain)	Travel guidelines to manage emissions from business travel	Travel Policy	Jul'24

Accountability and monitoring process

PwC’s Board of Management sets out PwC’s integrated strategy, and in doing so includes ESG sustainability-related impacts, risks and opportunities. In the Board of Management, the COO is responsible for climate matters related to our own operations, supported by the CSO.

This policy will be reviewed annually as part of a regular business planning cycle to ensure it remains relevant and effective in managing our sustainability impacts, risks, and opportunities.

Document management

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At PwC, our purpose is to build trust in society and solve important problems. We're a network of firms in 151 countries with nearly 364,000 people who are committed to delivering quality in assurance, advisory and tax services. At PwC in the Netherlands over 5,700 people work together. Find out more and tell us what matters to you by visiting us at www.pwc.nl.