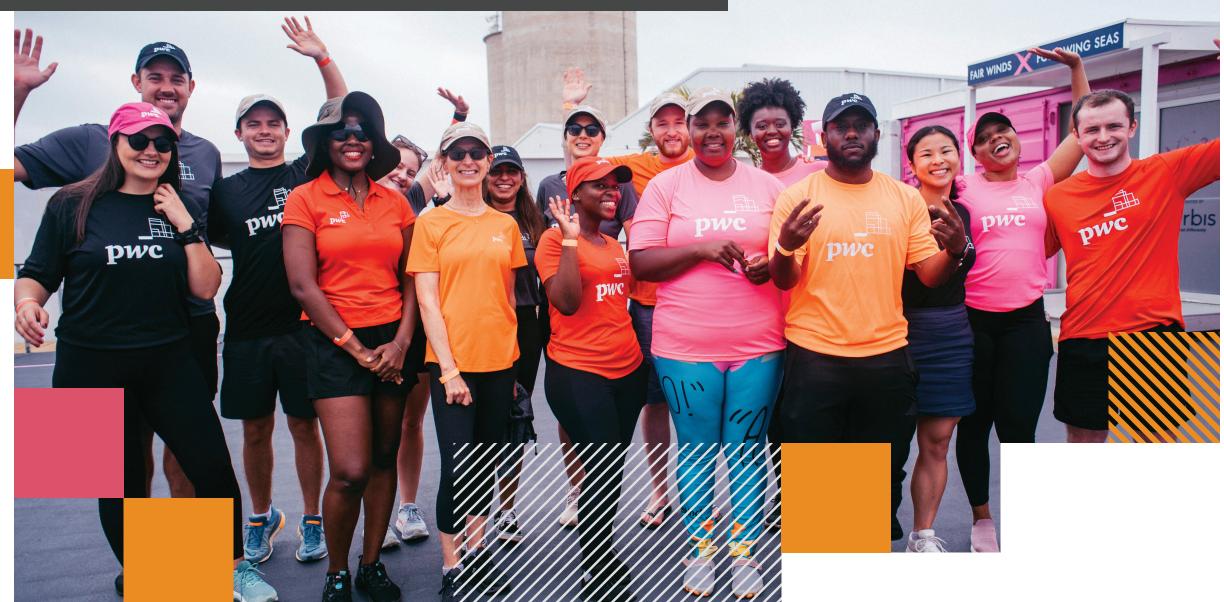
A year of solving together







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Welcome to our Sustainability Highlights Report FY24



As we look back on the past year, PwC Bermuda's leadership team is proud of how our community of solvers has delivered on our purpose to build trust in society and solve important problems for our clients and stakeholders.

We are driven by a bold vision for the future, emphasising excellence, innovation, and transformation.

The necessity for transformation has never been more pressing. As technological advancements, climate change, and shifting customer expectations reshape industries, PwC's Business Model Reinvention framework guides organisations in reimagining how they create, deliver, and capture value.

Our dedication to sustainability and our purpose is equally paramount. Tackling climate change and fostering long-term sustainable prosperity are critical challenges, and we are committed to supporting our clients — and society at large — in achieving sustainability.

We look forward to continuing our collaboration to reach our shared goals and aspirations, building a sustainable and prosperous future for everyone.



Arthur Wightman Territory Leader, PwC Bermuda



Scott Watson-Brown Partner and Corporate Social Responsibility leader



Marisa Savage **Partner and Sustainability**

Our global network

At PwC, we draw on the collective skills and experience of more than 370,000 people across our PwC network of firms in 149 countries to help build trust in society and solve important problems. We help our clients transform to build enduring success as they navigate a rapidly changing world.



Read more of our PwC global network highlights in our **Global Annual Review here** 6,161 **New jobs** created globally

of Fortune Global 500 are clients of PwC

Continued to invest nearly

US\$1.5b

to expand and scale our AI capabilities across the PwC network.

Microsoft 'Building with Al' **Partner of the Year**

As part of our commitment to promoting transparent and comparable reporting, the PwC global network publishes an overview of our disclosures on the World Economic Forum (WEF) Stakeholder Capitalism Metrics for FY24.



PwC was an early supporter of the WEF metrics - organised into four pillars aligned with the 17 UN Sustainable Development Goals.

This year we are again reporting against the 21 core metrics that cover the four key areas of Prosperity, People, Planet, Governance and the additional 34 metrics that go into more detail for each area.

Prosperity

Our multi-year commitments:

Over

\$120,000

in annual cash donations to six

non-profit community organisations in Bermuda



\$1.2m

total investment in our community

*Cash donations, pro bono, educational funding, and other charity spend

Employee charitable contributions matched

\$129,000

in scholarship and exam funding awarded annually to Bermudian students.



support to

14 charitable organisations in Bermuda

75 Volunteers

People

I am proud to work at PwC: **84**% agree

Global People Survey (Bermuda) FY24 results

261 Total headcount 3%+ over



FY23

52% of Bermuda workforce is female

Target set for partners of PwC in the Caribbean firms to be women by 2030



training per employee

37hrs

14 **Bermudian** interns

27 Nationalities





Planet

Creating a more sustainable future together

PwC's 2024 Network Environment Report covers how we are executing our sustainability strategy.

It is becoming increasingly clear that the world is not transitioning fast enough to avoid the worst impacts of climate change. It's not too late to make a difference, but it's certainly becoming a lot more challenging.

The report details how we are reducing our impacts on the environment and adapting our business to develop greater resilience to climate risks.

95% renewable electricity usage in 117 countries and territories across our global network



Reduced Bermuda firm air travel emissions by

FY19 baseline

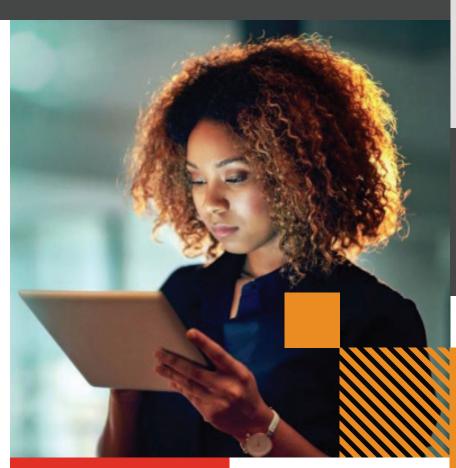
100%

of our Bermuda firm's electricity consumption is offset through international Renewable **Energy Certificates**

Principles of Governance

Our purpose: Build trust in society and solve important problems.

Our values: Act with integrity, make a difference, care, work together, reimagine the possible.



Our **Transparency Report** is published annually.

Our Global Tax Code of Conduct was updated this year.

Each employee has access to a confidential **PwC Ethics** Helpline.

Our approach to **Human Rights** is integrated into our business practices.

All our partners and people are required to **complete** annual training on PwC's anticorruption policies and procedures.

sets out a common framework on how we expect our people to behave.



Artificial Intelligence

• At PwC, we are harnessing our global expertise in AI to help clients across the world unlock Al-driven value creation.

Sustainability

• PwC was recognised as a Global **Leader in ESG and Sustainability** in Verdantix's 2024 Green Quadrant: ESG And Sustainability Consulting report, highlighting our ability to provide robust sustainability services to clients across sectors.

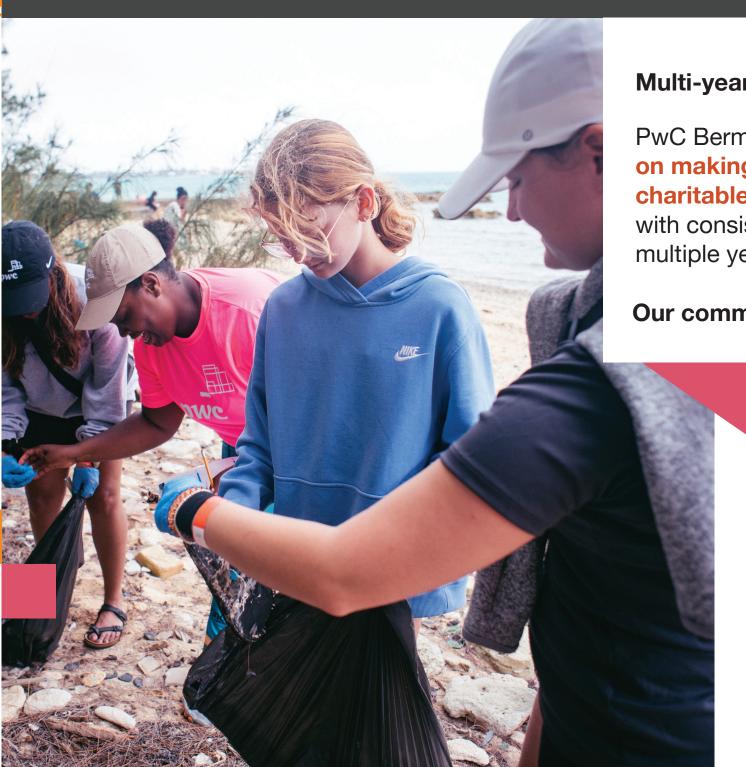
Trust

• We are continuing to invest **US\$1 billion over** five years to develop our Next Generation **Audit platform** Trust Academy course.

Business model reinvention

• PwC's Global CEO Survey shows 45% of CEOs think their organisation will no longer be economically viable in ten years if it continues on its current course. We're helping businesses transform how they create, deliver, and captures value.

Sustained impact: How we approach Corporate Social Responsibility



Multi-year commitments

PwC Bermuda's approach to corporate social responsibility focuses on making long-term strategic commitments to non-profit/ charitable organisations. We aim to assist these organisations with consistent funding and other support that they can rely on over multiple years, driving sustained impact and meaningful change.

Our community investments are focused on the following areas:

New world. New skills.

We aim to upskill and reskill the workforce to navigate the changing world and secure decent jobs.

Climate

We aim to empower communities to reduce their climate impact, mitigate or adapt to the physical risks of the changing climate, and build resilience for the future.

Equitable access to opportunity

We aim to support organisations and activities that help people access opportunities more equitably, particularly in underserved areas. New world. New skills.

Equitable access to opportunities

Endeavour: Making sailing accessible to all, with a focus on STEAM education

Endeavour is on a quest to make sailing accessible to all regardless of socioeconomic background, skill level or physical ability. With an eye on a technologypowered future, the organisation also offers experimental STEAM programmes that encourage teamwork, develop leadership, and build the confidence of Bermuda's youth. Endeavour engages every student across Bermuda in their first year of middle school, and also offers the Maritime Career Springboard Programme for youth ages 16 and older who are interested in a maritime career.



.100%

Programme

of students reported

enhanced teamwork

after Springboard

students enrolled

in 2023 Endeavour

Graduate Programme

Source: Endeavour Annual Report

students since 2015

- 830 students

impacted in 2023

How we helped

- Founding supporter
- Pro bono audit and advisory support
- Annual financial contribution of \$35,000
- Community days and volunteering

New world. New skills.

Equitable access to opportunities

Endeavour: Making sailing accessible to all, with a focus on STEAM education



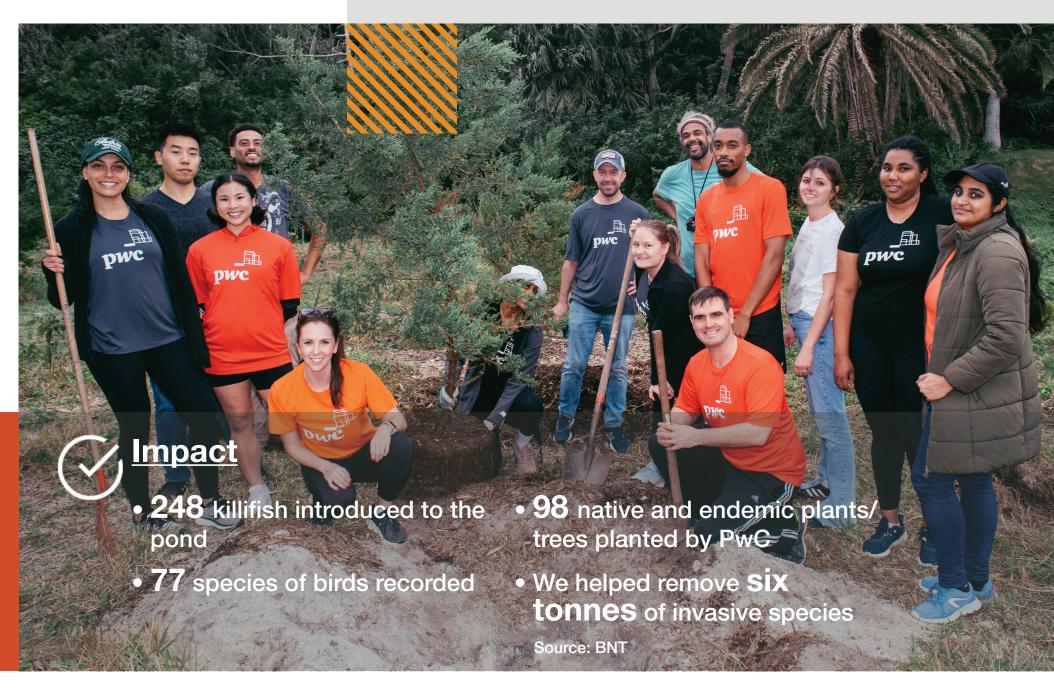
Climate

Eve's Pond: Building climate resilience for the future

Since 2004, Buy Back Bermuda's mission has been to purchase and conserve natural spaces on the island. Adopted by PwC, Eve's Pond is a 3.4-acre reserve that was once a landfill overrun with invasive **species.** The mission of the Eve's Pond revitalisation project is to fully restore the natural habitat to ensure the preservation and sustainability of the pond and surrounding nature.

Many people are not aware how much maintenance nature reserves require to remain safe and accessible to the public, and to ensure that our native and endemic species hold their own against aggressive invasive species. PwC's commitment allows us to continue its Conservation Management Plan for the nature reserve and improve it, both for wildlife and the community."

- Buy Back Bermuda





How we helped

- Adopted Eve's Pond
- \$73,000 five-year sponsorship
- Volunteer cleanup and planting days

Climate

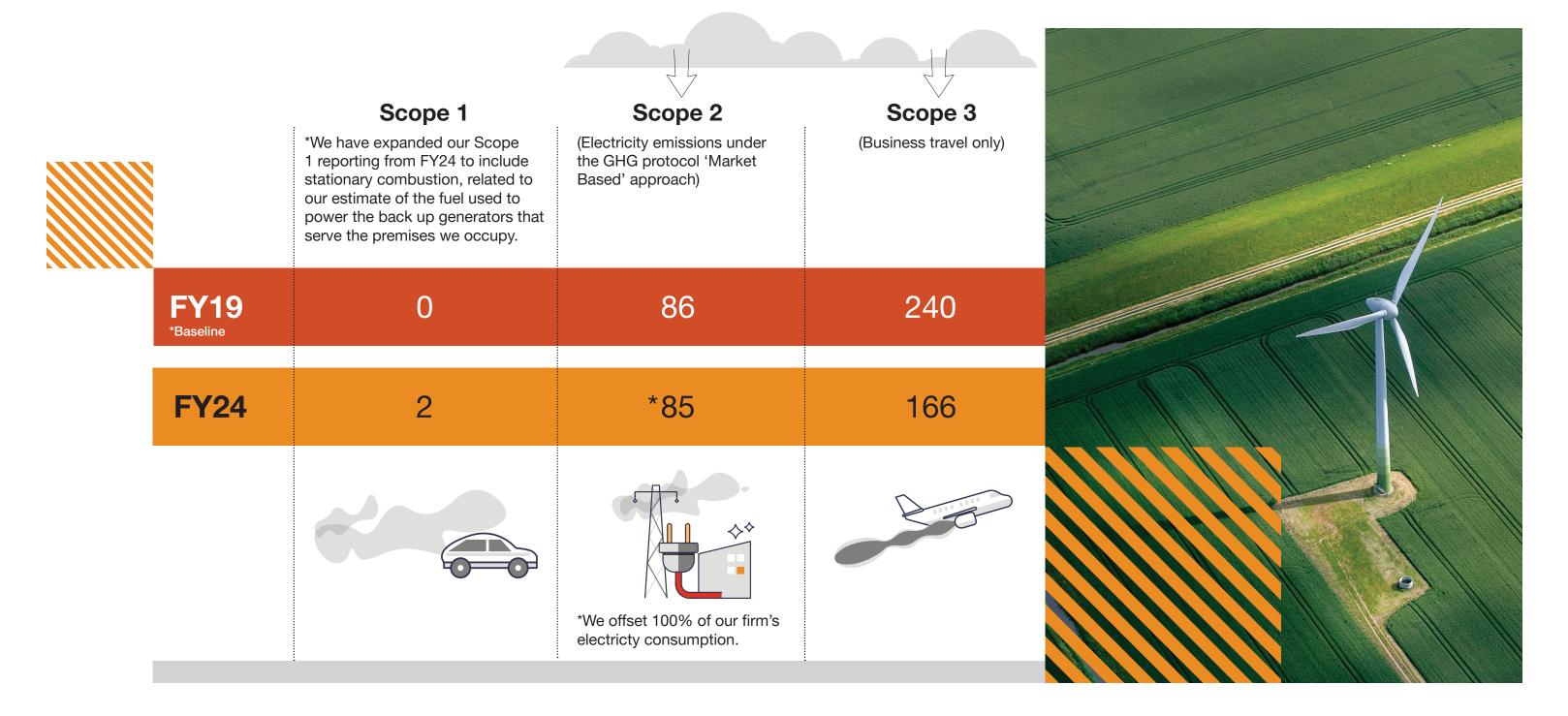
Proud to be a Beyond Plastic Champion

- No single-use plastic items in our office kitchens or at corporate events;
- Our Green Team works to build awareness of the plastics issue among our employees to encourage behaviours that help tackle plastic pollution, including recycling, reusing, and annual park and beach clean-ups.



Climate

Reducing PwC Bermuda's total GHG emissions across our business



Home: Uniting to end homelessness in Bermuda

HOME's purpose is to end homelessness. The organisation is working with the Bermuda government, non-governmental agencies, charities, philanthropies, the religious and wider local community to create a collaborative, single plan to eradicate homelessness on our island.





How we helped

- Annual financial contribution of \$25,000
- Volunteer days and donations of clothing and care items
- Pro-bono support



Home: Uniting to end homelessness in Bermuda





As a case manager at HOME, I have witnessed firsthand the incredible dedication of PwC over the past four years. They have gone above and beyond donating essential items, coordinating meals, spearheading critical discussions like our first Virtual Summit, and offering invaluable AML/ATF training to our executive team. Their commitment extends beyond financial contributions, with their team members generously donating their time, skills, and even summer student hours to support our mission. PwC's partnership has been instrumental in our efforts to end homelessness, and we are deeply grateful for their unwavering support."

- Omar Dill, Case manager HOME



Impact Mentoring Academy: Supporting male students to succeed

Impact Mentoring Academy's afterschool mentoring programme (Impact 100) provides complete mentoring services for boys between the ages of 9-11 years using its custom designed mentoring model.





The Impact100 program is going to be a transformative mentoring experience for Black Bermudian boys, integrating culturally responsive STEM education.

- Cal White - Chairman of Impact Mentoring Academy

How we helped

- \$25,000 donation
- Volunteer support
- Pro bono audit support

Family Centre: A sustained impact on the wellbeing of children and families

Family Centre is an accredited nonprofit dedicated to improving families' lives in Bermuda by providing a holistic approach to healing, wellness, and empowerment to adolescents and their families. The Family Centre provides free of charge mental health counseling services, community outreach programmes, and advocacy initiatives.





How we helped

- 10-year \$250,000 funding and volunteering commitment
- Volunteering for academic support and mentoring programmes, and fundraising events

Family Centre: A sustained impact on the wellbeing of children and families



Cup Match Tag Day

Our people volunteered to support our station on Church Street and act as official counters for the Family Centre's Annual Cup Match Tag Day-its biggest annual community fundraising initiative.

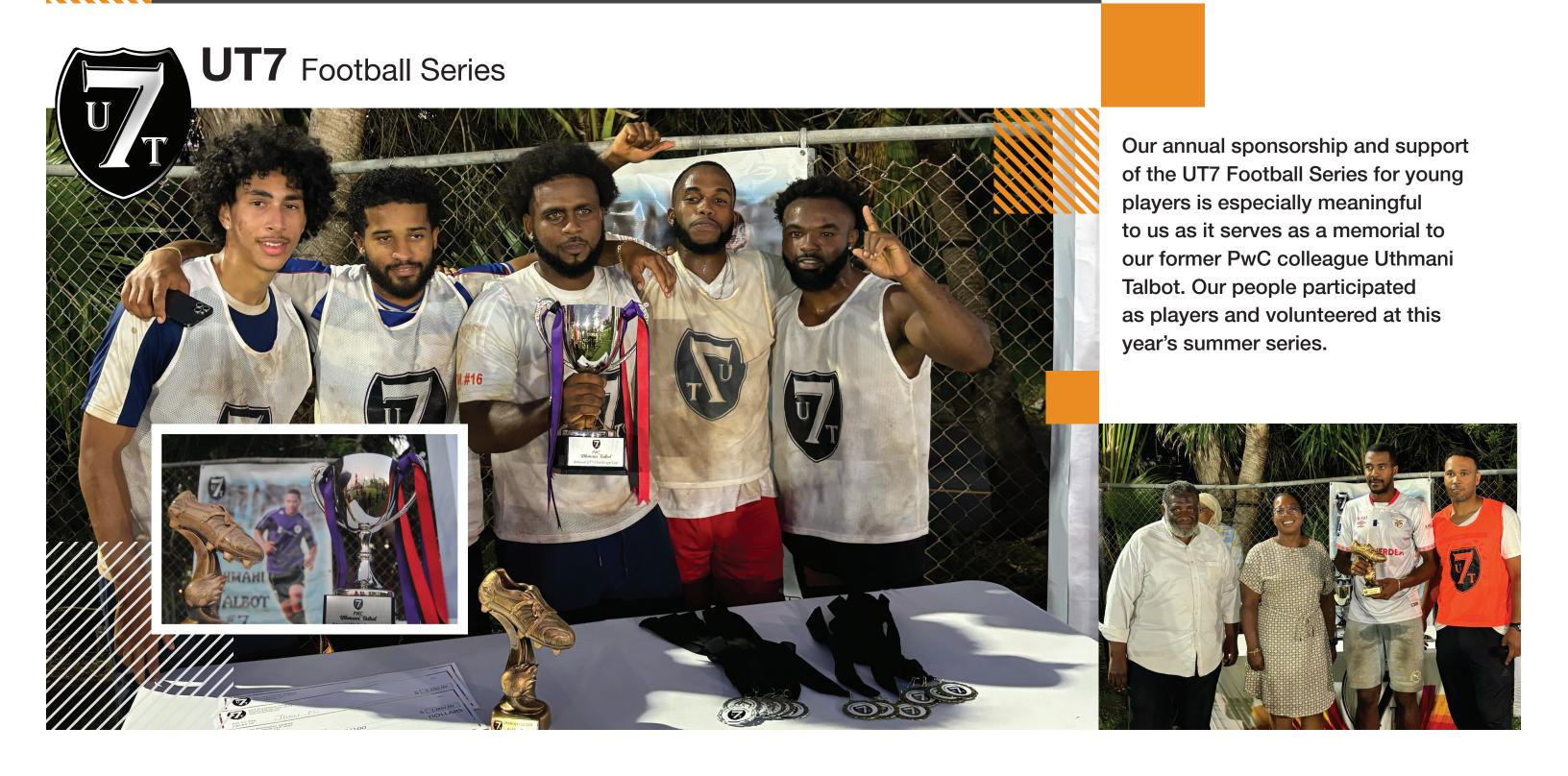


Last year presented unforeseen challenges in donor funding that tested our resilience. Despite these challenges, your organisation's funding was a lifeline allowing us to sustain our therapeutic counselling services, community programmes, and advocacy initiatives for those in need. PwC's 10 year pledge of support has made a tangible difference in the lives of many."

- Thania Redman, Relationship Development Director Family Centre



Contributing to our community.



Contributing to our community.

Toys for Tots holiday gift drive

Our people donated dozens of Christmas gifts for children as part of the annual Toys for Tots drive.



Staff support for the homeless:

• Annual homeless initiatives support local organisations through donations of clothing, bedding, and personal care products throughout the year. All items donated by our people are shared with local charities that support the homeless, including HOME and the Salvation Army.

Disaster response

US\$34,000

contribution to humanitarian relief efforts in Israel and Gaza - raised by donations from our people across **PwC** firms in the Caribbean region, matched by PwC.





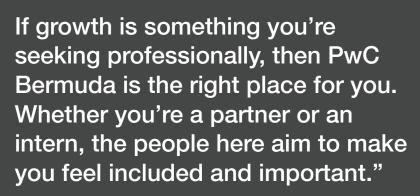
HeadStart programme

145

Bermudians hired fulltime since **HeadStart was** launched in 2008

annual HeadStart parent and student information events





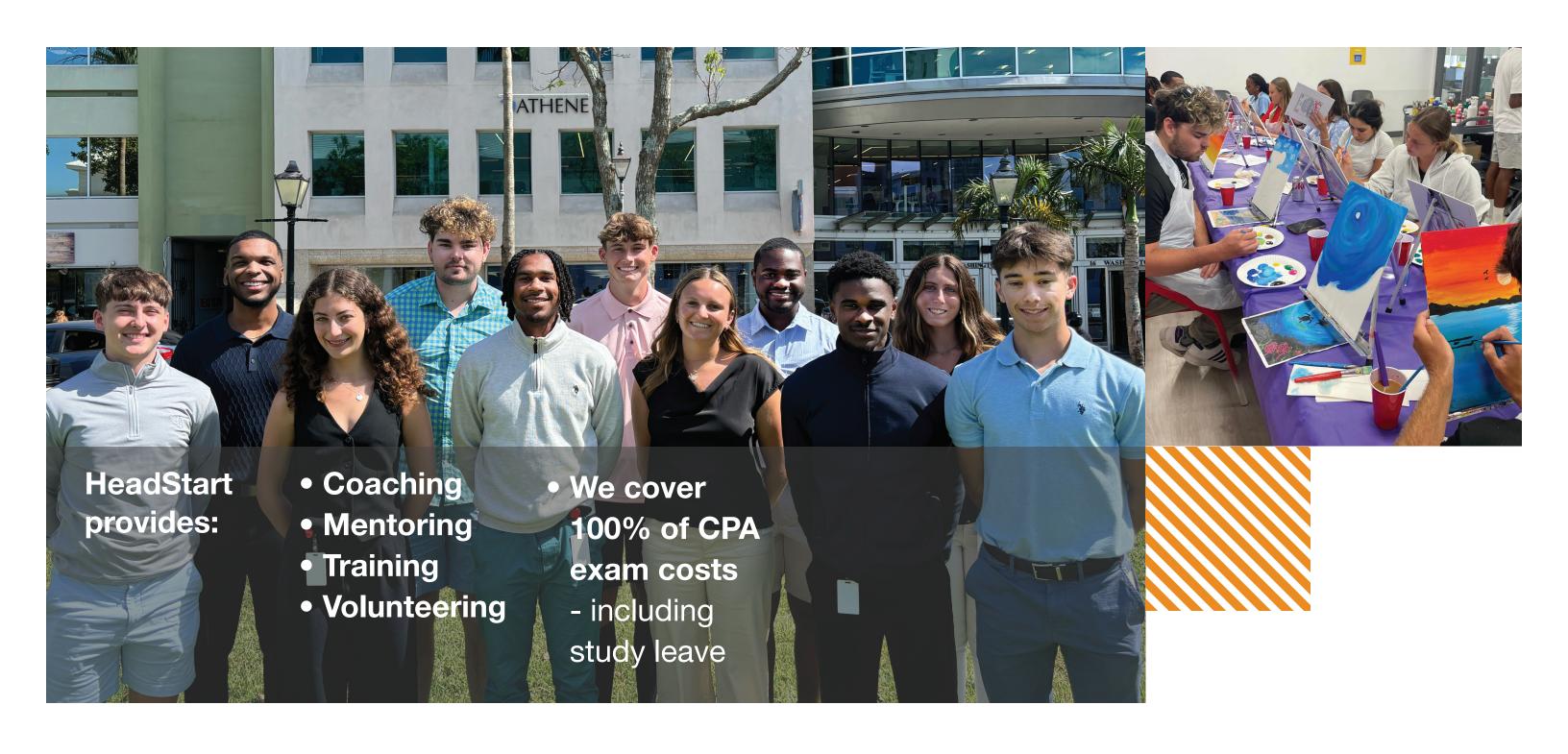
- Nadir Young - Joined as HeadStart intern, now full time associate





HeadStart programme:

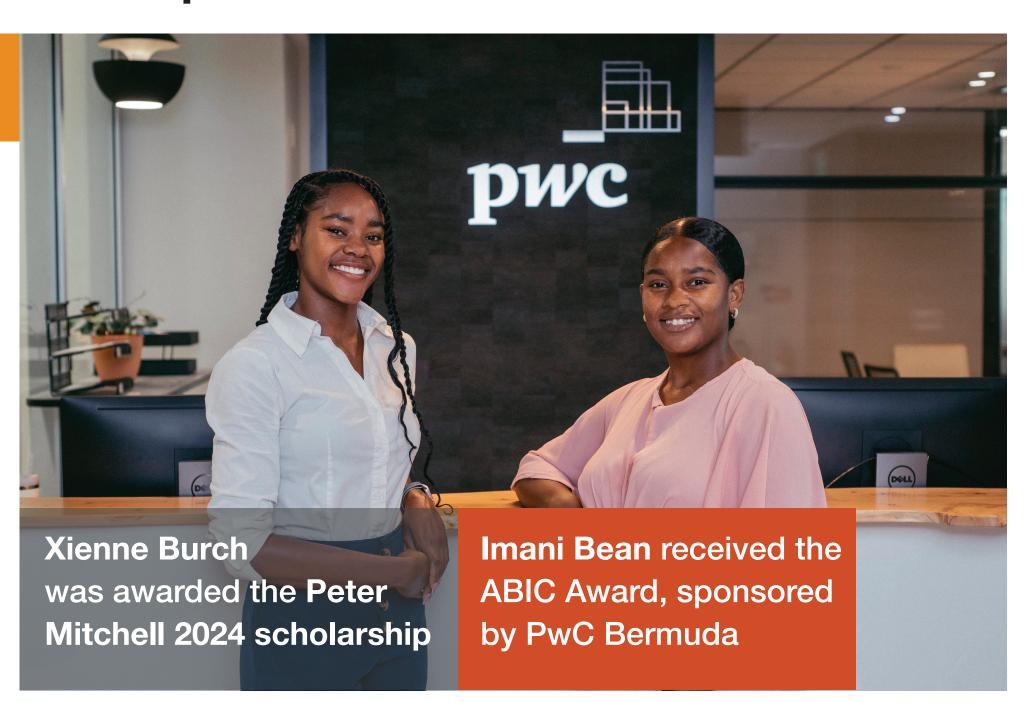
The next generation of Bermudian business leaders



Our people

Scholarships

over \$129,000 in scholarship and exam funds awarded annually



Our people

Be Well, Work Well





FINISH www.bermudatiming.bm

- PwC Bermuda Marathon/ Half/Relay
- Bermuda Triple Challenge
- Annual Xtreme Sports
 Corporate Games
- Cricket League

- Bowling League
- Coed Social Rugby League
- Squash night



Be Well, Work Well

Congrats to #teampwc and all the amazing runners and water/ cheer stop volunteers in the PwC Marathon, Half Marathon and Relay. We're proud of everyone who survived the Bermuda Triangle Challenge.









Our people

Inclusion and Diversity

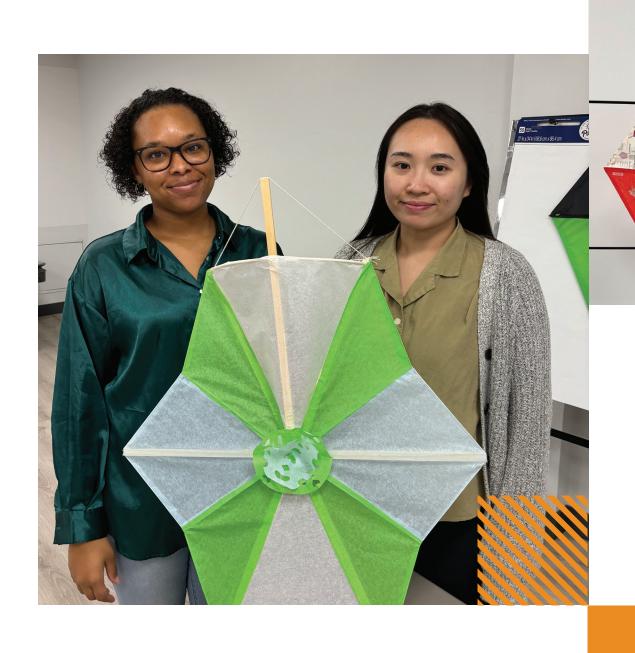
Our Inclusion and Diversity team organises events and activities throughout the year to celebrate with our people and advance diversity, equity and inclusion at the firm.







Inclusion and Diversity







Women at PwC

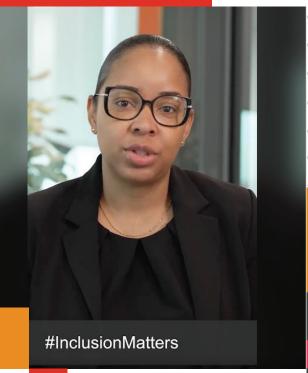
Celebrating International Women's Day #InclusionMatters

 Launched our #InclusionMatters thought leadership to mark

International Women's Day









 Ongoing execution of our Global **Inclusion First Strategy with all** PwC firms implementing a local **Inclusion & Diversity strategy** aligned with our network-wide strategy.

Our people

Inclusion and Diversity



Shine is PwC's LGBT+ community and ally inclusion network. Shine celebrates the many ways our LGBT+ colleagues make our workplace culture stronger.

 We're a proud annual sponsor of Bermuda Pride.

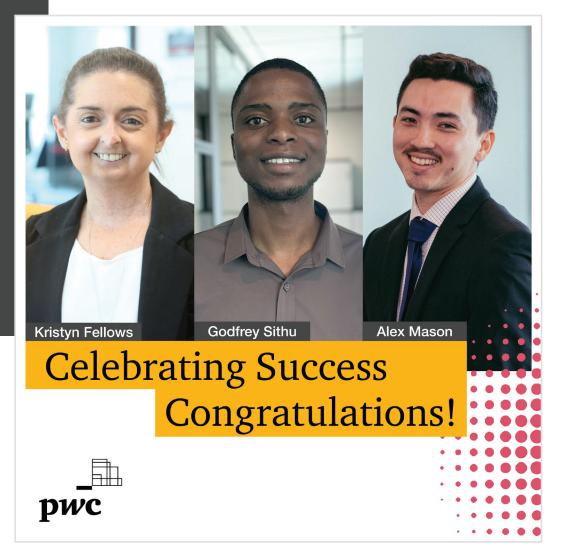


Congratulations!

Kristyn Fellowes passed the Certificate of Proficiency in Insolvency (CPI) exam.

Godfrey Sithole successfully received the "Certified Data **Privacy Solutions Engineer** (CDPSE)" certification issued by the ISACA.

Alex Mason successfully passed all of 15 of the ACA exams.





Ankush Batra, FIA, successfully qualified as a Fellow of the Institute and Faculty of Actuaries (IFoA)

Rachel Deering passed the Common Final Examination (CFE) of the Chartered Professional Accountants of Canada!





Congratulations!





Our Captive Insurance Leader David Gibbons was recognised in the the Captive Review annual global Power 50 rankings, and one of the Captive Review's 25 most influential captive figures since 1999



Congratulations
Gaurav Chachan
for being
recognised in
Captive Review's
2024 Ones to
Watch list

Responsible business

Supporting industry growth











Responsible business

A catalyst for thought leadership



Women's Insolvency and **Restructuring Network** (WIRN) event



PwC's flagship events at the Rendez-Vous de Septembre 2024



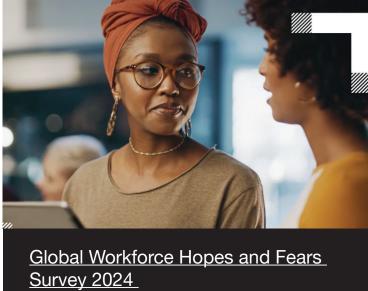




Responsible business

Key thought leadership









End notes

1. PwC's fiscal year extends from July 1, 2023-June 30, 2024. The data and context in the report is from that time period, unless otherwise indicated.



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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 149 countries with more than 370,000 people who are committed to delivering quality in assurance, advisory and tax services. Find out more and tell us what matters to you by visiting us at www.pwc.com.

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