

BIODIVERSITY POLICY OF LA POSTE GROUP

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LA POSTE GROUPE

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Diagnosis and Commitments at International and National Levels

Biodiversity loss is accelerating under the pressure of land and sea-use change, resource overexploitation, climate change, pollution, and invasive species. This loss leads to the degradation of ecosystem services, which are fundamental to the functioning of human societies and economies.

In May 2019, IPBES confirmed the "alarming decline of biodiversity": more than one million species are threatened with extinction. The report states that "nature is declining at an unprecedented rate in human history – and the rate of species extinction is accelerating, already causing severe impacts on populations worldwide".

The scale of biodiversity loss requires massive awareness and collective action across political and economic spheres.

At the global level, the Kunming–Montreal Framework sets the ambition to "**Protect, Enhance or Restore**" the integrity of all ecosystems by 2050, with intermediate targets for 2030. At the national level, France's National Biodiversity Strategy (SNB3) sets 2030 objectives to reduce pressures, restore biodiversity and mobilise all stakeholders.

Monetary authorities estimate that more than 50% of global GDP around USD 44 trillion directly depends on nature and ecosystem services (WEF). The European Central Bank notes that over 70% of companies in the eurozone, or around 3 million firms, are critically dependent on ecosystem services.

Although ESRS E4 was not recognised as material for La Poste Group under the CSRD framework, the Group voluntarily integrates its Biodiversity Policy into its commitments to contribute, through its activities, to the preservation and restoration of living systems.

Interaction Between Environmental and Societal Issues

Biodiversity and the consideration of ecotoxicity effects, linked to the five IPBES pressures[1], lie at the intersection of several environmental challenges:

- **Climate change** significantly contributes to biodiversity erosion and ecosystem degradation. In return, biodiversity restoration is essential for climate adaptation through nature-based solutions.
- **Resource preservation and optimisation**, notably through the development of a circular economy, is a key lever for protecting biodiversity.
- **Air quality degradation** caused by local atmospheric pollutants contributes to biodiversity loss. Alternative solutions for the transition from fossil fuels must imperatively integrate potential impacts on natural environments (e.g., biofuels).

On the social and societal front, La Poste, France's largest employer and a purpose-driven company, operates across numerous domains and scales, with

[1] The five types of pressure defined by IPBES: the destruction and conversion of natural habitats ; the overexploitation of natural resources ; climate change ; ocean, freshwater, soil and air pollutions ; land-use change.

strong territorial anchoring. Its stakeholders, especially employees living in these territories, are the first witnesses and beneficiaries of ecosystem services, particularly in terms of health, comfort, and quality of life.

Challenges for La Poste Group's Activities

The Group is concerned by biodiversity-related issues in two main ways:

- **Through its Banking / Insurance financing and investment activities.** La Banque Postale carries the Group's **nature policy**. It assesses counterparties' ability to meet nature-related commitments and integrates these results into financing and investment decisions (shareholder / stakeholder dialogue and, in some cases, exclusion if commitments are not met).
- **Through its Commercial (product and service distribution), Industrial (mail / parcel processing and transport), and Digital activities**, whose growing development increases environmental impacts. Biodiversity footprint measurement via the **GBS (Global Biodiversity Score)** guides the Group in defining its priorities and ambitions.

Pillars and Ambitions of La Poste Group's Biodiversity Policy

Measure Impacts and Risks

To understand where to act first, the Group commits to measuring and monitoring its impacts and risks over time, including:

- **Regularly measuring the biodiversity footprint** of its activities and value chain.
- **Mapping localised impacts** of its activities within or near sensitive areas and on protected species.
- **Measuring net artificialised land surfaces** resulting from all or part of its activities.

Reduce Negative Impacts and Restore Biodiversity

Reduction : Biodiversity footprint assessments have identified the following priority areas, that are addressed through action plans and specific initiatives by internal stakeholders:

- **Managing and reducing land-use pressures** and soil artificialisation linked to real-estate activities.
- **Reducing pressures from priority purchasing categories** from a biodiversity-protection perspective, within the responsible purchasing policy.
- **Reducing pressures from financing and investment portfolios** of Banking / Insurance entities through several levers :
    - ESG analysis including biodiversity criteria prior to financing and investment decisions;
    - Stakeholder / shareholder dialogue;
    - Exclusion as a last resort;
    - Development of thematic funds aimed at reducing thepressure of economic activities on biodiversity and ecosystems.

Restoration : Aware of the positive externalities linked to restoration and renaturation through carbon sequestration and, above all, biodiversity preservation and territorial climate adaptation, La Poste Group mobilises long-term financing and investment capacities for biodiversity conservation and restoration projects in France, notably nature-based solutions. This contribution materialises through:

- **Targeted investments by CNP**, currently France's largest private forest owner.
- **Financing carbon-sequestration projects** (Label Bas Carbone, Gold Standard, VERRA, Rainbow…) with measurable biodiversity co-benefits.
- **Financing innovation and research projects** to develop reference frameworks for quantifying and measuring biodiversity contribution (Biodiversity Certificate, Nature Credit, SNCRR…).

Mobilise and Promote

Recognising biodiversity as an essential pillar of society, La Poste Group believes in the importance of communication, awareness-raising, and collective involvement through internal and external actions:

- **Internal actions:** awareness-raising, training, and employee engagement schemes in biodiversity-related initiatives (combatting illegal wildlife transport, protecting species in overseas territories, reducing light pollution, creating wildlife refuges on postal sites, citizen science initiatives, mobilising postal workers and local establishments…).

- **External actions:**
  - Mobilising suppliers in the most impactful purchasing categories;
  - Mobilising elected officials and local authorities through the funding of local renaturation / restoration projects (CDC's "Nature 2050" fund, "Climate + Territories" program via Label Bas Carbone projects in France, research programs…);
  - Mobilising clients and the general public through communication on responsible products and services or dedicated philatelic programmes;
  - Engaging expert partners to ensure relevance, transparency, and increased influence of actions.