PARIS 2024 SUSTAINABILITY & LEGACY PRE-GAMES REPORT

STRATEGIC FOCUS - DELIVERING MORE SUSTAINABLE GAMES

MAY 2024
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*KEY MILESTONES*

- Signing of the agreement for the first inclusive and solidarity-based Olympic and Paralympic Games between Paris 2024, the Yunes Centre, SOULDEO and Les Canaux, with Professor Muhammad Yunus — March
- Signing of the agreement with the Agency for French Education Abroad (AESF) to promote sport in schools as part of the “Horizon 2024” program — May
- Publication of the Social Charter and creation of the Social Charter Monitoring Committee — June
- Signing of the Sports for Climate Action initiative with the UNFCCC at the 24th Conference of the Parties (COP24), with Paris 2024 as a founding member — December
- Adoption of the “Legacy and Sustainability” Strategy by the Board of Directors — January
- Completion of the first mapping of jobs directly mobilized by the Games — February
- Signing of the agreement with the Agence nationale du sport (ANSS) to support the development of local sports facilities particularly in “Terre de Jeux” communities — June
- Launch of the Impact 2024 call for projects — August
- Adoption of the responsible procurement strategy by the Board of Directors — March
- Launch of the second Impact 2024 call for projects — May
- Launch of the “1, 2, 3 Nagez avec Paris 2024” program — July
- Unveiling of the Generation 2024 platform — December
- Launch of the first cohort of the athlete-entrepreneur incubator with AFD — February
- Adoption of Paris 2024’s climate strategy and universal accessibility strategy by the Board of Directors — February
- Creation of the “Paris 2024 Social Charter Committee” association to monitor the Charter’s 16 commitments — March
- Launch of the second cohort of the athlete-entrepreneur incubator with AFD — March
- Launch of the third Impact 2024 call for projects, creating a specific category for developing women’s sport with FJD (Official Partner) — March
- Adoption of the Games’ Food Vision and the Circular Economy strategy by the Board of Directors — March
- Launch of the International Impact 2024 call for projects — July
- Adoption of Paris 2024’ sustainability strategy, with the Agence nationale des chantiers (ANC) to support
- Launch of the first Commitment Pact by Pole emploi, the Re:France Regional Prefecture, the Mission d’Auprès aux Classes Sociales and Paris 2024, with the City of Colombes to support jobseekers with reinsertion and social inclusion commitments — June
- Organisation of the Paris 2024 Employment Forum with 16,000 positions to fill — September
- Certification of compliance with ISO 20121 by the French standardization association (AFNOR) — October
- Signing of the Sports for Nature initiative led by UNICEF, IUCN and the IOC as a founding member — December
- Launch of the charitable ticketing scheme with the support of Secours Populaire — January
- Launch of the fourth round of the “The International Impact 2024 call for projects” — January
- Installation of the first permanent grid access for temporary events in Paris — April
- Launch of the “1, 2, 3 Nagez avec Paris 2024” program — June
- Launch of the “Coach Climat” Programmes by Paris 2024, the Ministry of Sports and the Olympic and Paralympic Games, and The French NOC — June
- Launch of the third edition of the “1, 2, 3 Nagez avec Paris 2024” program — June
- Signing of the first Commitment Pact by Pole emploi, the Re:France Regional Prefecture, the Mission d’Auprès aux Classes Sociales and Paris 2024, with the City of Colombes to support jobseekers with reinsertion and social inclusion commitments — June
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- Launch of the third cohort of the athlete-entrepreneur incubator, Impact 2024 — November
- Publication of the interim evaluation report on the “Legacy and Sustainability” strategic focus area “Building Paris 2024’s social and environmental legacy” — November
- Adoption by the Board of Directors of the general framework for the legacy of Paris 2024’s legacy and engagement programs, such as Club Paris 2024, Terre de Jeux 2024 or Generation 2024, and the framework for the second life of material assets — December
- Publication de la stratégie sur l’IT responsable — December
- Delivery of the sustainable IT strategy — December
- Adoption by the Board of Directors of the general framework for the legacy of Paris 2024’s legacy and engagement programs, such as Club Paris 2024, Terre de Jeux 2024 or Generation 2024, and the framework for the second life of material assets — December
- Publication de la stratégie sur l’IT responsable — December
- Delivery of the sustainable IT strategy — December
FOREWORD

Paris 2024’s “Legacy and Sustainability” strategy is structured around two pillars. This report concerns the first pillar, “Delivering more sustainable Games”. The second pillar – “Building the social and environmental legacy of the Games” – was the subject of an initial dedicated report published in November 2023.

SCOPE AND OBJECTIVES OF THE REPORT

Since Paris was designated as the host city for the XXXIIIrd edition of the Games, the Paris 2024 Organising Committee for the Olympic and Paralympic Games has reached several key milestones in order to fulfill its mission of planning, organising, financing and delivering the Olympic and Paralympic Games in Paris in 2024. Following on from the work accomplished over the past 6 years to define its strategic focus areas and plan all of its operations, Paris 2024 is now entering the operational delivery phase.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards (Core option) and respects its principles, namely stakeholder engagement, consideration of the economic, environmental and social impacts of the Games (in the broader context of sustainable development) and comprehensiveness. This report has also been written as part of Paris 2024’s responsible management approach, which follows the ISO 20121 “Event Sustainability Management Systems” standard, to which Paris 2024 has been certified since 2022 and which aims for continuous improvement in this area. As such, it complements and updates Paris 2024’s Sustainability and Legacy Management System Policy.

This report outlines the Organising Committee’s commitment to delivering more responsible Games, building on the Legacy and Sustainability Plan and the first “Sustainability and Legacy Report” published in 2021, and illustrates – without being exhaustive – how its ecosystem (SOLIDEO, public stakeholders, partners, etc.) contributes to this ambition. This report recalls the organisation, tools and methods implemented by Paris 2024 to achieve this strategic objective. And, a few months before the Games, it details the Organising Committee’s achievements to date in integrating sustainability and legacy objectives into decision-making and thus transforming the operations and symbols of the Games. It will be supplemented by a post-Games report.

This report is part of the evaluation process for the “Legacy and Sustainability” strategy implemented by Paris 2024. A group of evaluators working under the supervision of a monitoring committee composed of French and international experts has drafted an initial interim evaluation report in November 2023 on the strategic focus area “Building the social and environmental legacy of the Games”. This report presented Paris 2024 and its ecosystem’s emblematic achievements and provided a comprehensive initial evaluation of all its programs, a few months before the Games. It includes a dashboard highlighting the social impacts of the Paris 2024 Games beyond the event itself, notably via Paris 2024 Endowment Fund (fight against sedentary lifestyles, education, inclusion, etc.). This present report complements this dashboard with dedicated economic and social indicators for the delivery of the Games.

This report reflects Paris 2024’s desire to evaluate its actions and report on its achievements and broader impact, particularly with a view to its legacy. In this context, Paris 2024 has also committed to upholding the sustainability principles of duty of care, inclusion, integrity and transparency.

Paris 2024 thanks everyone who contributed to this report.
When, in December 2014, the IOC adopted its new strategic roadmap, Olympic Agenda 2020, it was driven by a clear realisation: as the world evolves and new challenges emerge, the Olympic Movement must become an agent of change.

What followed was a major re-thinking of the Olympic Games, with concrete measures to make them more sustainable across environmental, social and economic spheres. At the core of this vision was the need to reduce the Games’ footprint and create lasting benefits for host communities.

As a result, it is the Olympic Games that adapt to their hosts, not the other way around.

What this means in practical terms is that the Games must fit with the long-term development plans of the host. No venues should be built for the Games only – we ask that existing and temporary infrastructure is prioritised. Hosts are also able to propose event locations outside the main host region or country. When new venues are built, they must respond to long-term local needs.

We have also increased requirements related to climate change. From 2030 onwards, Olympic Games organisers will be obliged to minimise Games-related carbon emissions, contributing to international efforts aligned with the Paris Agreement on Climate Change. They must also strive to remove more carbon from the atmosphere than the Games project emits, and use their influence to encourage stakeholders to take climate action.

As demonstrated by this report, Paris 2024 – the first edition of the Olympic Games to fully benefit from Olympic Agenda 2020 – took this vision to heart, designing Games that are more open, more sustainable, and aligned with today’s challenges.

From reducing the Games’ emissions by half compared to previous Games, to getting French people to move more in schools, at work and in cities, to creating socio-economic opportunities that are open to everyone – in line with the vision of “Games wide open” – Paris 2024 has truly embraced the philosophy of Olympic Agenda 2020. The initiatives outlined in this report show how these Games are setting new standards for major events across the environmental, social and economic spheres.

When the Olympic Games Paris 2024 get underway, people from around the world will witness a lot more than outstanding sporting performances. They will witness a commitment by the IOC to stage Olympic Games that are more sustainable, more inclusive and more impactful for host communities.

THOMAS BACH
PRESIDENT OF THE INTERNATIONAL OLYMPIC COMMITTEE (IOC)
For almost ten years now, Paris 2024 has carried a very strong ambition: to propose Games of a new era, both spectacular, to magnify the performances of the athletes, but also more open, more committed, and all the more exceptional.

Convinced that sport must reinvent itself in the face of the challenges of our time, we have profoundly rethought the Games model in order to connect the world’s greatest sporting event as closely as possible to our era and our society. The Games are an unprecedented opportunity to show that it is possible to do things differently, and we have done our utmost to seize it.

Organizing the first 100% gender-equal Olympic Games, with as many female athletes as men; halving carbon emissions compared to previous editions, notably thanks to 95% of existing or temporary infrastructure; deploying a circular economy, with 90% of the Games’ material resources already earmarked with a second life; ensuring that the Games benefit VSE/SMEs and SSE structures; supporting the transformation of local areas, particularly Seine-Saint-Denis, which will receive 80% of public investments for the Games; placing exemplarity and teamwork at the heart of the project, with the first Social Charter for the Games; contributing to a more inclusive society, with the first Summer Paralympic Games in France... These ambitious objectives, set during the bid phase, are now well on their way to being achieved.

An huge thank you to all those working daily to bring these Games of a new era to life. We remain 100% mobilized for the final sprint, ready to experience an exceptional summer of sport, celebration, sharing and emotion, which will leave a lasting and collective mark on all of us.

TONY ESTANGUET
PRESIDENT OF THE PARIS 2024 ORGANIZING COMMITTEE FOR THE OLYMPIC AND PARALYMPIC GAMES

In a few months, the entire world will have its eyes on the Games, the biggest sporting event in the world. Games wide open - our slogan - also means opening up to the great environmental and climate challenges of our time. That’s why, since the bid, the Organizing Committee has been committed to offering a different, more responsible yet equally spectacular type of Games, with a vision integrated into all aspects of the organization: doing more with less, doing better and leaving a useful legacy.

Because at Paris 2024, we are convinced that we must transform sport for it to continue moving us and transforming us in return.

In the final stretch towards the Games, this report is an opportunity to take stock of the main achievements and concrete transformations that Paris 2024 has implemented in the different aspects of the delivery. We wanted the Games to be an experiment, and today the connection of all venues to the electricity grid, powering the Games electric power supply with 100% renewable energy via the grid, developing an innovative beverage distribution model that halves the amount of single-use plastic, or even medals incorporating recycled metals and fragments of the Eiffel Tower are just a few examples.

We also wanted Games that accelerate the ecological transformation, with a methodological and technical legacy to benefit the sporting event industry and local communities. The Coach Climat Evénements, the simming in the Seine, and the many low-carbon innovations and infrastructure at the Athletes’ Village and the Olympic Aquatics Centre will remain as hallmarks of the Games after 2024. Sustainability is a team sport: committing to this path means working across the board within Paris 2024, but also with the stakeholders and regions that welcome us and get involved, the IOC and IPC, as well as partners and service providers who are going the extra mile by deploying innovative solutions on an unprecedented scale.

Beyond these initial successes, we stay on course for Paris 2024 to become a step on the path towards the ecological transformation of sport. We look forward to seeing you after the Games for the final assessment!

GEORGINA GRENON
SUSTAINABILITY DIRECTOR, PARIS 2024
With Paris 2024, we wanted Olympic and Paralympic Games that are wide open, particularly to people with disabilities. The transformative power of sport, combined with the world’s greatest event, is an incredible opportunity to accelerate the momentum towards a more inclusive society, which we are seizing every day.

Accessibility of both the Olympic and Paralympic Games, whether physical, service or digital, has been at the heart of the project from the outset. The concept of the Games has integrated Paralympic sports on the same iconic and majestic venues as Olympic sports. As early as 2019, a team dedicated to accessibility was formed within the Organizing Committee, and the universal accessibility strategy was approved in 2021 by Paris 2024’s Board of Directors. For several years now, we have been working to: ensure full participation and a barrier-free experience of the Games for all people, regardless of their condition; leave a material legacy for the benefit of residents and visitors with specific needs in the areas hosting the events; and leave an intangible legacy for the benefit of as many people as possible, particularly people with disabilities.

As we take stock of our progress before the Games, we are confident that this work with our ecosystem will result in an experience that meets our ambitions for more inclusive Games and society.

During the Games, our venues will be accessible for different types of disabilities, and staff and volunteers will be trained to welcome people with disabilities. We will also test innovations, with over 460 hours of audio description planned for 13 Olympic and Paralympic sports, and tactile tablets for 7 ball sports that allow a person to follow the position of the ball in real time and feel vibrations based on the intensity of the competitions. The Athletes’ Village, a legacy of the Games which will become an eco-neighborhood, will be a model of inclusion where 100% of the housing units will be accessible. The Olympic Aquatics Centre and the Porte de la Chapelle Arena were built to integrate the highest accessibility standards. Paris 2024 is also shifting the lines for future events by taking the initiative to update the ISO 20121 international standard for responsible event management – notably with regards to universal accessibility, which becomes a central component of the standard.

With just a few months to go before the Paris 2024 Olympic and Paralympic Games, this report is particularly important in providing an initial assessment of the actions undertaken by the Organizing Committee and its stakeholders in order to deliver more responsible Games, an ambition embedded in Paris 2024’s DNA since the bid phase.

“Games Wide Open”, the mindset that drives Paris 2024, is reflected in the organization of the event to ensure that the opportunities of the Games are accessible to as many as possible. This means opening up the Games’ markets to VSE/SMEs and SSE players, as well as offering professional and training opportunities for all, with particular attention paid to the Seine-Saint-Denis area, home to the headquarters of the Games. This also means including as many people as possible, taking into account accessibility issues, strengthening the role of women and celebrating diversity.

The first results have already been achieved, with tangible economic, social and territorial benefits. This is the fruit of a collective ambition, of shared efforts between all of Paris 2024’s stakeholders, and of essential support to guide our actions, such as the Social Charter Monitoring Committee.

The work is not finished and the time for the final assessment has not yet come. We have a few months left to deliver more socially and economically responsible Games that will materialise the ambitions set out by Paris 2024 and its stakeholders, with the same conviction that has driven us from the start: acting together for a positive, sustainable and shared legacy.

MARIE BARSACQ
EXECUTIVE DIRECTOR OF IMPACT AND LEGACY
AT PARIS 2024

LAMBIAS KONSTANTINIDIS
EXECUTIVE DIRECTOR OF PLANNING & COORDINATION

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© Paris 2024 / Rudy Waks
Paris 2024 made the commitment to organize not only spectacular but also sustainable, inclusive, social and solidarity-based Olympic and Paralympic Games. As such, the Games offer an opportunity to think differently and shift the lines in the organization of sporting events and competitions. We want to leave behind a stronger, more mature economic sector in terms of sustainability.

To meet this challenge, we have devised an ambitious and realistic responsible procurement strategy. With €2.7 billion in projected expenditures, the Games’ purchasing represents an extraordinary opportunity to promote the know-how and innovation of small and medium-sized businesses in our local areas, as well as the Social and Solidarity Economy (SSE) sector.

On the eve of 2024, this challenge is now on its way to being met! VSE/SMEs make up 75% of our suppliers and account for a third of our procurement value. With the help of the association Les Canaux, Paris 2024 has widely involved players in the economy of integration and disability sector; to date, over 500 SSE structures are mobilized by the Games (across all contracting authorities). Our strategic providers, selected with a corporate social responsibility (CSR) criteria weighing on average 20%, will relay our priority CSR issues through their contractual commitments.

The combined efforts of the Sustainability, Impact and Legacy, and Procurement departments enable us to mobilize a support system to ensure that our responsibility commitments are met in all our strategic event contracts. It is one of the strengths of our model!

Our partners’ adoption of our responsible procurement strategy is also a key element in delivering responsible Games.

With the teams aware of the challenges related to the legacy of the event, 2024 will be a year that is heavily focused on managing the second life of our assets and opportunities for resale, reuse, donation or transformation of such assets after the Games.

We want to implement and share, in a very open way, operational solutions for a more sustainable, more inclusive and more solidarity-based economy. If we view this approach as an opportunity rather than a constraint, then it becomes possible!

OLIVIER DEBARGUE
DEPUTY DIRECTOR OF PROCUREMENT FOR PARIS 2024
“ON YOUR MARKS”: RESPONSIBILITIES AND COMMITMENTS
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THE PARIS 2024 GAMES
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THE PROJECT OF AN ENTIRE ECOSYSTEM
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1.3
THE LEGACY AND SUSTAINABILITY STRATEGY – DELIVERING THE GAMES OF A NEW ERA
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**1.1 THE PARIS 2024 GAMES**

**1.1 KEY FIGURES OF THE GAMES**

The Paris 2024 Olympic and Paralympic Games will be the biggest sports event ever organized in France. From July 26 to August 11 for the Olympic Games, and then from August 28 to September 8, 2024 for the Paralympic Games, France and the entire world will beat to the rhythm of the competitions and celebrate exceptional athletes.

### PARIS 2024 TEAM (AT THE END OF 2023)

<table>
<thead>
<tr>
<th>Employees, 1 000 with permanent contracts</th>
<th>Employees recruited in 2022, 25% with permanent contracts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2 059</strong></td>
<td><strong>1 180</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Men</th>
<th>Women</th>
</tr>
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<tbody>
<tr>
<td><strong>48%</strong></td>
<td><strong>52%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Of people with disabilities</th>
<th>Olympic and Paralympic athletes working for Paris 2024</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>3.84%</strong></td>
<td><strong>15</strong></td>
</tr>
</tbody>
</table>

### ENGAGEMENT

<table>
<thead>
<tr>
<th>More than 4 800</th>
<th>40 million French people live in pre-existing with the “Terre de Jeu” label</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>4 670 000</strong></td>
<td>80 partner companies in global and 66 national</td>
</tr>
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</table>

### CELEBRATION

<table>
<thead>
<tr>
<th>Olympic athletes</th>
<th>Paralympic athletes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>10 500</strong></td>
<td><strong>4 400</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Paralympic sports</th>
<th>Olympic sports</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>28</strong></td>
<td><strong>22</strong></td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Paralympic delegations</th>
<th>Olympic delegations</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>206 + 1</strong></td>
<td><strong>184 + 1</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>+300 000 spectators will attend the Paris 2024 Olympic Games opening ceremony</th>
</tr>
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</table>

### KEY FIGURES TO DATE

**HALVE**

<table>
<thead>
<tr>
<th>GHG emissions compared to Games editions in the 2010s</th>
<th>Volume of closed-loop packaging and renewable energy</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1.38%</strong></td>
<td><strong>100%</strong></td>
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</tbody>
</table>

**ALL**

<table>
<thead>
<tr>
<th>Temporary or pre-existing venues</th>
<th>Recycled metals in the medals</th>
<th>ISO 20121 certification</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>95%</strong></td>
<td><strong>100%</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

**TOP 20 000**

<table>
<thead>
<tr>
<th>金牌</th>
<th>Silver</th>
<th>Bronze</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>90%</strong></td>
<td><strong>100%</strong></td>
<td><strong>95%</strong></td>
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</table>

### KEY FIGURES OF THE GAMES’ LEGACY AND SUSTAINABILITY STRATEGY

Hosting an event of such magnitude represents an immense organizational challenge, mobilizing all the know-how of the host country. But Paris 2024 has also decided - along with its entire ecosystem - to take on another challenge: to propose a different framework for events, in line with the major issues of our time, for more sustainable, eco-sufficient, open, equal and inclusive Games.

- **7** Greenhouse gas
- **8** 3/4 of the venues in the Île-de-France region are located 500 meters or less from a public transport stop existing and/or dedicated to the needs of the Games
- **9** Compared to London 2012
- **10** Including 284 by Paris 2024 and 124 by SOLIDEO

**SUSTAINABILITY & LEGACY PRE-GAMES REPORT**

**1.1.2 KEY FIGURES OF THE GAMES’ LEGACY AND SUSTAINABILITY STRATEGY**

**1.1.3 CELEBRATION**

- **40 000** meals served each day at the athlete’s village
- **549** Olympic events
- **329** Paralympic events
- **20** Paralympic competition venues
- **41** Olympic competition venues

**POTENTIAL ECONOMIC IMPACT FOR ÎLE-DE-FRANCE REGION BETWEEN 2018 AND 2034**

<table>
<thead>
<tr>
<th>High scenario</th>
<th>Intermediate scenario</th>
<th>Low scenario</th>
</tr>
</thead>
<tbody>
<tr>
<td>€11.1 billion</td>
<td>€8.9 billion</td>
<td>€6.7 billion</td>
</tr>
</tbody>
</table>

**FAQ**

<table>
<thead>
<tr>
<th>Paris 2024 scores</th>
<th>Family housing units at the athletes’ village are accessible (part of the Games’ legacy)</th>
<th>100%</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>93%</strong></td>
<td><strong>100%</strong></td>
<td></td>
</tr>
</tbody>
</table>
1.1.3 THE OLYMPIC AND PARALYMPIC COMPETITION VENUES

The Paris 2024 Games will be the Games of France as a whole. In addition to the Île-de-France region, other regions will also host competition venues in Bordeaux, Nantes, Lyon, Saint-Etienne, Nice, Marseille and Lille for football, handball and basketball tournaments. The Olympic surfing competition will take place at the Teahupo’o venue in Tahiti, opening the Games celebration wide to all regions, including those overseas. The Paralympic competitions will take place at the same venues as the Olympic competitions, with for example para archery at Les Invalides, shooting para sport in Châteauroux and blind football at the foot of the Eiffel Tower.
The Olympic and Paralympic Torch Relays will travel through a large part of mainland and French overseas territories, giving French people an opportunity to enjoy this unique experience and celebrate the arrival of the Games. More than 200 celebration sites throughout France will become places for festivities and sharing, to spread the energy of the Games to all audiences.
1.2 THE PROJECT OF AN ENTIRE ECOSYSTEM

The success and proper delivery of the Games would be unthinkable without the collective mobilization of a diverse ecosystem around the Organizing Committee: public actors including State services and local authorities, partner companies, the entire national and international sports movement, associations and actors of civil society.

1.2.1 THE ROLES AND RESPONSIBILITIES OF THE ORGANISING COMMITTEE

As guardians of the Olympic and Paralympic brands, the International Olympic Committee (IOC), leader of the Olympic Movement, and the International Paralympic Committee (IPC), the international governing body of the Paralympic Movement, delegate responsibility for the organization, planning, financing and running of the Paris 2024 Olympic and Paralympic Summer Games to the Paris 2024 Organizing Committee.

The Paris 2024 Organizing Committee must comply with the Olympic Charter, the Host City Contract concluded between the IOC, IPC, French National Olympic and Sports Committee (CNOSF) and the City of Paris, as well as the instructions of the IOC Executive Board.

In accordance with the Host Contract, Paris 2024 is responsible for:

- Planning, organizing, financing and delivering the Paris 2024 Games, as well as associated events;
- Promoting the Paris 2024 Games in France and internationally;
- Participating in actions to ensure the sustainability of the Paris 2024 Games;
- Contributing to maximising the positive impact of initiatives launched ahead of the Games and ensuring the legacy of the Paris 2024 Games;
- Meeting the needs of the media in order to provide the public with the best possible information on the course of the Paris 2024 Games;
- Organising cultural events, an essential part of the celebration surrounding the Games.

When it comes to the Games’ sustainability and legacy, Paris 2024 mainly plays a catalytic role by:

- Defining and implementing a collective Legacy and Sustainability strategy;
- Encouraging the sharing of best practices and links between each stakeholder’s legacy and sustainability projects;
- Facilitating effective coordination around shared sustainability and legacy objectives;
- Supporting projects aimed at spurring social innovation through sport, led by sports movement actors, public bodies and non-profit organizations, via the Endowment Fund;
- Providing a common framework for measuring the impact of the Games.

1.2.2 THE STAKEHOLDERS INVOLVED IN THE ORGANISATION OF THE GAMES

All the stakeholders in Paris 2024’s ecosystem contribute to organizing and leaving a legacy for the Games – each according to their role, scope of responsibility and level of commitment to the project – so that together they widely benefit society. The actors of the Olympic and Paralympic movements, public actors, State services and local authorities – including inter-municipalities and municipalities – actors of the sports movement (national and international federations, associations and sports clubs), actors of the economic and social movement through social partners, and also partner companies, providers and suppliers, as well as civil society actors, are key players in organizing the Games.

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In accordance with an agreement signed between the IOC and the IPC, the IPC’s interests are described in the “Paralympic Games” section of the Host City Contract.

The Olympic Partner program represents the highest level of Olympic sponsorship.

13 Inter-council public establishments.
As a global project under the banner of the Olympic and Paralympic movements, the Paris 2024 Games have a governance composed of numerous actors at the local and international levels.

**INTERNATIONAL GOVERNANCE**

**INTERNATIONAL OLYMPIC COMMITTEE (IOC) AND INTERNATIONAL PARALYMPIC COMMITTEE (IPC)**
Guidance, support and contributors to the organisation of the Games.

**IOC EXECUTIVE BOARD AND IPC GOVERNING BOARD**
Paris 2024 reports to them on progress with preparations for the Games.

**HOST CITY CONTRACT SIGNED BETWEEN THE CHOSF, THE CITY OF PARIS AND THE IOC**

**COORDINATION BETWEEN PARIS 2024, THE IOC AND THE IPC**

- Paris 2024 organising committee: Planning, organisation, financing and delivery of the Games.
- Coordination commission: overseeing the project’s progress (once a year).
- Delivery Partners Meeting: approving the strategies (twice a year).
- Joint Steering Forum: liaising with the national and local stakeholders (at least three times a year).

**WORKING WITH THE NATIONAL ECOSYSTEM**

In addition to its Board of Directors, Paris 2024 collaborates with its ecosystem via several monitoring committees, steering committees or working groups, that enrich and coordinate the contributions of Paris 2024’s various stakeholders.

**THE ESS (SSE) 2024 STRATEGY COMMITTEE**
The Committee ensures the proper application of the Social Charter signed by Paris 2024, SOLIDEO, the 5 trade unions and the 3 employers’ organisations. Paris 2024’s Social Charter, a key commitment made during the bid phase, provides a governance and a steering system to monitor the Charter’s 16 commitments, and in so doing guarantees the social exemplarity of the Games.

**THE EVALUATION MONITORING COMMITTEE**
Composed of 9 French and international experts, the committee supervises the evaluation work undertaken by Paris 2024 and makes recommendations to ensure its rigor and relevance with regard to national and international practices.

**THE GROUP FOR A FIT FRANCE**
The Group identifies concrete actions to combat sedentary lifestyles and encourage physical activity.

**THE GENERATION 2024 STEERING COMMITTEE**
The Committee prepares the Olympic and Paralympic Week and the Olympic Day, and helps deploy the Generation 2024 label in each local education authority.

**THE PARALYMPIC GAMES LEGACY COMMITTEE**
From 2018 to 2020, the Committee met to share and develop a common roadmap for the universal accessibility of the Games, the development of sports practice and the social and professional inclusion of people with disabilities.

**THE TOURISM AND DISABILITY WORKING GROUP**
Launched in 2019, this working group brings together stakeholders of the tourism sector to welcome people with disabilities in the various accommodation venues for the Games.

**MEETING OF REPRESENTATIVE DISABILITY ASSOCIATIONS IN FRANCE**
Paris 2024 brings together these associations every quarter to present and discuss the various solutions implemented for people with disabilities.

**THE MOBILITY COMMITTEE**
The Committee’s role is to coordinate the organization of transportation related to the Games.

**WITH THIS PROACTIVE APPROACH, THE ACTIONS UNDERTAKEN BY THE STAKEHOLDERS AS PART OF THEIR PLANS FOR THE GAMES ARE INTEGRATED INTO THE LEGACY AND SUSTAINABILITY STRATEGY IN WHOLE OR IN PART, ACCORDING TO THE WILL OF EACH STAKEHOLDER AND BY MUTUAL AGREEMENT WITH PARIS 2024. STEERING IS SHARED AND MAKES IT POSSIBLE TO MONITOR ALL ACTIONS, AND IN PARTICULAR KEY PERFORMANCE INDICATORS.**
1.3 THE LEGACY AND SUSTAINABILITY STRATEGY – DELIVERING THE GAMES OF A NEW ERA

13.1 STRONG AND SHARED AMBITIONS

Environmental challenges threaten the sports world just as much as the rest of society. Likewise, physical inactivity, lack of accessibility and of inclusion weaken social cohesion. But sport, with its incredible power to mobilise, can also be a vehicle for commitment and fulfillment. It has a rightful place in raising awareness and inspiring behavioural change. Along with all its stakeholders, Paris 2024 has set itself the goal of reducing the climatic and environmental impact of the Games and making sport a tool for social innovation. The Games have thus been regarded as a real test for testing concrete solutions designed to bring about ecological and social transformation in the world of sport.

PARIS 2024’S “LEGACY AND SUSTAINABILITY” STRATEGY IS BASED ON TWO PILLARS:

Delivering more sustainable and innovative Games in the environmental and social aspects of Paris 2024 delivery operations, with a constant requirement: to limit as much as possible the Games’ impact on the environment and on the climate, and to put the Games at the service of economic and social development while improving the quality of life in the host countries.

Building a social and environmental legacy that leverages sport to the benefit of individuals, society and the environment by: raising awareness on the importance of exercise and sports activities for health, make sport a lever for inclusion, solidarity and equality, but also a means of acting for the preservation of the environment.

HUMAN RIGHTS STRATEGY

Human rights are at the heart of the Olympic and Paralympic mindset. From the beginning, the Games have embodied humanist and universal values, and aspire to put sport at the service of the harmonious development of mankind with a view to promoting a peaceful society that preserves human dignity.

The Paris 2024 Games are resolutely in line with these objectives through a strategy in favor of human rights by which the Organising Committee is committed to protecting and respecting human rights and to put in place mechanisms to prevent risks or report possible violations of rights. Paris 2024 thus complies with the international agreements and treaties ratified by French national laws and regulations, as well as internationally recognized standards and principles.

This report focuses on the first pillar of Paris 2024’s strategy: “Delivering More Responsible Games”. It covers all the spheres and challenges of Paris 2024 and highlights initiatives carried out by various stakeholders in the Games ecosystem. The second pillar, “Building a Social and Environmental Legacy”, was the subject of an initial comprehensive evaluation carried out by a group of experts; its report was published in November 2023 and will be updated after the Paris 2024 Games.

PARIS 2024’S UNIVERSAL ACCESSIBILITY STRATEGY

Universal accessibility has been one of the pillars of Paris 2024’s strategy since the bid phase, with the development of sports practice for persons with disabilities (Paro) and the promotion of their involvement in the project.

Many spectators with disabilities will be present at the Olympic and Paralympic Games. Paris 2024 has set itself the ambition of achieving universal accessibility and, to do so, has set three main goals:

1. Ensure full participation and a obstacle-free Games experience for all;
2. Leave a tangible legacy for residents and visitors with specific needs in the areas hosting events;
3. Leave an intangible legacy for people with specific needs in the host country and the world, in the form of best practices or an attitude that involves factoring universal accessibility into future events by default.

16 Voir Annexe III.

1.3.2 LANDMARK AGREEMENTS AND INITIATIVES AT THE INTERNATIONAL AND NATIONAL LEVELS

From the bid phase, Paris 2024 drew on existing framework agreements and initiatives at the national and international levels. They guided the roadmap and commitments of the Organising Committee to deliver more responsible Games.

THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The 17 Sustainable Development Goals (SDGs) cover all sustainable development issues and address the major challenges humanity is facing. Gathered in the UN’s 2030 Agenda, they define 169 common targets for all countries on board. Paris 2024 has factored all of these SDGs into its strategy and directly contributes to 54 of these targets.

THE PARIS AGREEMENT

According to the Paris Agreement signed in 2015, greenhouse gas emissions must be reduced by 50% compared to the 1990s by 2030 in order to limit the temperature increase to 1.5°C above pre-industrial levels. Aware of its duty to lead by example and the opportunity this could represent to “show that it is possible”, the Organising Committee set itself the goal of halving its carbon emissions compared to the Games editions of the 2010s, including scope 3 emissions. In parallel, Paris 2024 is financing climate contribution projects equal to the total of all emissions that could not be avoided or reduced. The Paris 2024 Games will thus be the first major sporting event to be aligned with the Paris Agreement targets.

THE IOC 2020+5 OLYMPIC AGENDA

Adopted in 2014, the 2020 Olympic Agenda constituted a strategic roadmap for preparing the future of the Olympic Movement, giving significant importance to ecological sufficiency. Updated in late 2020, the Olympic 2020+5 Agenda sets out 15 recommendations for 2025 to ensure greater solidarity, increase sustainability and strengthen the role of sport in society. The Paris 2024 Games will be the first Summer Games to be fully aligned with these guidelines.

19 https://www.un.org/sustainabledevelopment
20 http://www.who.int/chp/healthy-workplaces/strategy
22 Olympic Agenda 2020+5: https://stillmed.olympic.org/Documents/Olympic_Agenda/2020-Olympic_Agenda_2020-20-29%20recommendations ENG.pdf

THE MINISTRY OF SPORTS’ 2024 EVENT ORGANISERS 15-PLEDGE CHARTER FOR ECO-RESPONSIBILITY

Established by the Ministry of Sports and the Olympic and Paralympic Games in collaboration with WWF France, this charter is signed by more than 100 event organisers, including Paris 2024. Covering sustainable food and purchasing, waste recycling, sustainable mobility or accessibility, it aims to support sports event organisers in implementing the SDGs and preserving ecosystems, in line with national environmental objectives. In 2021, in a continuous improvement approach, the Ministry and WWF France, with the support of Paris 2024, updated this charter and its objectives in light of the advances and new eco-responsibility issues in sports events.

OECD RECOMMENDATIONS ON MEASURING THE IMPACT OF MAJOR EVENTS

In July 2023, the Organisation for Economic Co-operation and Development (OECD) published two guides to assist organisers of cultural, sporting and commercial events in measuring the economic, social and environmental impact of their events. The Organising Committee worked closely with the IOC and the OECD, which are also linked by a cooperation agreement. Paris 2024 will thus be the first event organiser to follow these recommendations and report, in addition to its own indicators, the dashboard of indicators recommended by the OECD.

18 A second post-Games evaluation will be carried out in autumn 2024.

25 18°C, and continue efforts to limit it to 1.5°C. The original document can be found at the following link: https://unfccc.int/sites/default/files/english_paris_agreement.pdf
26 Olympic Agenda 2020+5: https://stillmed.olympic.org/Documents/Olympic_Agenda/2020-Olympic_Agenda_2020-20-29%20recommendations ENG.pdf
27 Olympic Agenda 2020+5: https://stillmed.olympic.org/Documents/Olympic_Agenda_2020-Olympic_Agenda_2020-20-29%20recommendations ENG.pdf
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<td>Fight against corruption and protection of personal data</td>
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<td>Cross-challenges levers: innovation, responsible procurement strategy, engagement</td>
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1.3.3 A COLLECTIVE EFFORT

Paris 2024 could not achieve its environmental and social responsibility goals without the contribution and participation of many stakeholders.

TERRITORIES AND SPORTS MOVEMENT STAKEHOLDERS

Paris 2024 wanted to open up the celebration of the Games to all. The “Terre de Jeux 2024” label was created to involve local authorities and sports movement stakeholders with a simple objective: to increase the impact of the Games in local areas. By mid-February 2024, more than 4,800 entities were labeled, and around 40 million French people lived in a labeled municipality, including in French overseas territories. The “Terre de Jeux 2024” communities are mobilized to implement initiatives to make sport a lever for inclusion, education, combating physical inactivity and preserving the environment.

PARTNER COMPANIES

The Worldwide (IOC TOP program members) or Domestic (Premium, Official or Supporter) partners are key contributors to the success of the Games. In addition to their financial contribution, these companies provide products, services, and innovation capacity to serve the delivery of the Games and operational support. They are ambassadors of Paris 2024’s vision in terms of environmental responsibility and social utility.

THE ECONOMIC AND SOCIAL MOVEMENT

In order to achieve its ambition of delivering responsible Games, Paris 2024 has relied since the bid phase on the actors of the economic and social movement.

Trade unions and employers’ organizations are fully integrated into the organization of the Paris 2024 Games, through the Social Charter Monitoring Committee.

Paris 2024 also relies on economic development and employment actors, and more particularly on the consular chambers (CCI, CMA, CRESS) to open up the opportunities of the Games to as many people as possible.

Finally, the associative networks for integration and disability are also mobilized alongside Paris 2024 to present the markets to these structures.

ASSOCIATIONS

The associative world is also committed alongside the Games. Associations are regularly involved and consulted in the work of Paris 2024.

The association Les Canaux and the Yunus Centre are leading the ESS 2024 program with the support of Paris 2024 and SOLIDEO. A bridge between the Games organizers and the world of the Social, Solidarity and Circular Economy, ESS 2024 informs and supports committed companies to ensure they are at the heart of the Games organization.

Since 2016, Paris 2024 has been collaborating with WWF France to promote sustainable sports events. A structuring agreement has also been signed with the Birdlife France (LPO) to ensure that biodiversity is taken into account when it comes to outdoor sports. The Organising Committee supports the French Cleantech Network (PEXE) in its ambition to bring eco-companies and the world of sport closer together, in order to accelerate the ecological transition of the latter. Paris 2024 thus works with numerous environmental protection organisations, including associations such as France Nature Environnement (FNE), state agencies and operators such as ADEME, and eco-organizations such as Citeo, Ecologic or Re_fashion.

The Organising Committee also consults the largest disability-representative associations in France and works notably with AGERIFIP on recruitment and job retention.

Finally, Paris 2024 has supported more than 1,100 projects since 2020 through its Endowment Fund, mostly carried out by associations. This represents more than 4.5 million direct beneficiaries in all regions and departments of France.

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25 24 Cities, inter-municipalities, metropoles, departments, regions.
26 25 Federations, leagues and sports clubs.
27 Chambres de commerce et d’industrie, French Chambers of Commerce and Industry.
28 Chambres de métiers et de l’artisanat, “Chamber of Trade and Crafts”, a group of French public administrative establishments dedicated to supporting craftsmanship professions.
29 Chambres régionales de l’économie sociale et solidaire, regional associations of unions, federations and major companies of the social and solidarity-based economy.
30 For more information about ESS 2024, see section 3.1.7.
31 For more information about the initiatives carried out in collaboration with PEXE and WWF France, see Section 4.4.
32 For more information about the agreement signed between Paris 2024 and LPO, see Section 3.1.3.
1. THE ORGANIZATION AND ITS REPORTING PRACTICES

2-1. Organizational details

The only entity included in the sustainability reporting is the Paris 2024 Organising Committee for the Olympic and Paralympic Games. Paris 2024 does not have audited consolidated financial statements or other financial information filed in a public register, apart from its annual activity reports. Furthermore, there is no difference between the entities included in the sustainability reporting and those included in the annual activity reports. The Paris 2024 organization is a single entity.

2-2. Entities included in the organization's sustainability reporting

By default, the reporting period runs from September 2018 (the year Paris 2024 was created) to April 2024. If this period is different, it is specified, for each disclosure, in the corresponding section of the report.

In accordance with IOC requirements, Paris 2024 must publish 3 Sustainability and Legacy reports.

The first Sustainability and Legacy report was published in August 2021.

With just a few months to go before the Games, this second report details the Organising Committee’s achievements to date in integrating sustainability and legacy objectives into decision-making, and thus transforming the Games’ professions and symbols.

A third report will be published after the Games.

Lastly, a report dedicated to Paris 2024’s legacy will be published 5 years after the Games, in 2029.

The financial reporting is done annually (January - December). The sustainability reports are published according to the IOC calendar.

This report will be published on June 3, 2024.

The contact points for questions regarding the sustainability reporting are Georgina Grenon (Sustainability Director) and Marie Banares (Impact & Legacy Executive Director).

2-4. Restatements of information

There are no restatements of information between the present period of reporting and the previous reporting periods. As the reporting period begins in 2018, when the Organising Committee was created, there was no previous reporting period.

During the reporting period, the commitment “Guarantee carbon-neutral Games” was restated in line with the ADEME recommendations on the matter (https://bibliothek.ademe.fr/changement-climatique-et-energie/5941-ademe-position-paper-carbon-neutrality.html), Paris 2024 decided to reformulate this commitment to “Reduce the climate impact of the Games” and support climate contribution projects”.

These changes in terminology have no effect on Paris 2024's environmental and social ambitions.
## Disclosure 2-1 - The Paris 2024 Team
- Section 2.2.1
- Paris 2024 annual activity reports

For disclosure 2-7-a, the breakdown by gender and region for the total number of employees is omitted.

For disclosure 2-7-b, the following information is omitted:
- Total number of non-guaranteed hours employees and the breakdown by gender and region
- Total number of part-time and full-time employees and a breakdown by gender and region
- Total number of temporary employees and the breakdown by gender and region

These disclosures are omitted because the information is unavailable.

The numbers are reported in headcount and are from December 2023.

### Disclosures 2-8 - Workers who are not employees
- Section 2.2.1
- Section 3.1.6 - Economic and Social Inclusion

The numbers are reported in headcount and are from December 2023.

Disclosures 2-8-a and c (total number of workers who are not employees and fluctuations) are omitted because the information is unavailable.

### 3. GOVERNANCE

#### Disclosures 2-9 - Governance structure and composition
- Section 1.2.1 - The Roles and Responsibilities of the Organising Committee
- Section 1.2.2 - The Stakeholders Involved in the Organisation of the Games
- Section 2.1.2 - Compliance
- Section 2.3.1 - A Sustainable Management System
- Annex II - Composition of the Committee for the Ecological Transformation of the Games

Paris 2024 Sustainability report (August 2021)

#### Disclosures 2-10 - Nomination and selection of the highest governance body
- Disclosure 2-10 is omitted because of confidentiality constraints.
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</table>
| GRI 2        | 2-15. Conflicts of interest | Section 2.1.2 - Compliance  
Paris 2024 Website – The Ethics Committee  
|              | 2-16. Communication of critical concerns | Section 2.1.2 - Compliance  
Paris 2024 Website – The Ethics Committee  
Paris 2024 Website – The Audit Committee  
|              | 2-17. Collective knowledge of the highest governance body | Section 1.2.2 – The Stakeholders Involved in the Organisation of the Games  
Paris 2024 Website – The Board of Directors  
|              | 2-18. Evaluation of the performance of the highest governance body | Section 2.1.2 - Compliance  
Section 2.3.1 - A Sustainable Management System  
Section 2.3.2 - A Responsible Purchasing Strategy  
Ethics Committee reports:  
Cour des comptes report (2023):  
Paris 2024 Website - Government oversight  
|              | 2-19. Remuneration policies | Section 2.1.2 - Compliance  
Paris 2024 Website – The Remuneration Committee  

**4. STRATEGY, POLICIES AND PRACTICES**

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| GRI 2        | 2-20. Process to determine remuneration | Section 2.1.2 - Compliance  
Paris 2024 Website – The Remuneration Committee  

Disclosure 2-20-b is omitted because of confidentiality constraints.

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<td>2-22. Statement on sustainable development strategy</td>
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**5. POLICY COMMITMENTS**

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|              | 2-23. Policy commitments | Section 1.1.2 – Key Figures of the Games’ Legacy and Sustainability Strategy  
Section 1.3.1 – Strong and Shared Ambitions  
Section 1.3.2 – Landmark Agreements and Initiatives at International and National Levels  
Section 2.2.3 – Training on Environmental and Social Issues at the Heart of Management  
Section 3.1.5 – Equality between Men and Women and Fight Against Discrimination  
Section 3.1.6 – Economic and Social Inclusion  
Section 3.1.7 – Universal Accessibility  
Paris 2024 Website – Human Rights Strategy  

The political commitments apply to the entirety of the organization’s activities and business relationships.

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|              | 2-24. Embedding policy commitments | Section 2.3.1 - A Sustainable Management System  
Section 2.3.2 - A Responsible Purchasing Strategy  
Section 2.1.2 - Compliance  
Section 2.2.3 – Training on Environmental and Social Issues at the Heart of Management | 51, 52, 43, 47 |
Appendix III – List of Material Sustainability Issues

The list of material topics is the following.
1. Expand universal accessibility
2. Reduce the climate impact and support climate contribution projects
3. Protect and regenerate biodiversity
4. Set up a circular economy
5. Bolster environmental resilience
6. Accelerate the ecological transformation
7. Economic and social opportunities
8. Inclusion, equality, solidarity
9. Drive engagement and citizenship
10. Health: Encourage people to move more
11. Boost regional growth and appeal and improve quality of life
12. Promote sport and the values it conveys for education
13. Combat corruption
14. Protection personal data
15. Ensure good working conditions
16. Expand social dialogue
17. Promote fraternity and social cohesion at an international level

Disclosure 3-2-b is omitted because it is not applicable. As the period of reporting begins in 2018, when the Organizing Committee was created, there was no previous reporting period.

During the reporting period, the list was modified: the material topic “Guarantee carbon-neutral Games and support projects that have a positive impact on the climate” was reformulated and replaced by “Reduce the climate impact [of the Games] and support climate contribution projects”, for the reasons cited previously in disclosure 2-4 “Restatements of information”.

Disclosure 3-2-b is omitted because it is not applicable.
Section 3.1.3 – Preserving biodiversity
Appendix V – Progress update on the main sustainability and legacy commitments under the “Delivering more responsible Games” pillar

Disclosures 304-1, 304-2, 304-3 and 304-4 are incomplete because the information is unavailable. Not all information to be disclosed is available to date, because part of the data collecting process will occur during and after the Games. This information will therefore be disclosed in the next sustainability report.

Section 3.1.2 – Circular Economy
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Disclosures 305-1-c, d, e, 305-2-c, d, e and 305-3, c, d, e, 305-4, 305-6 and 305-7 are incomplete because the information is unavailable. Not all information to be disclosed is available to date, because part of the data collecting process will occur during and after the Games. This information will therefore be disclosed in the next sustainability report.
1. **GRI 301: Materials 2016**
   - **301-1**: Materials used by weight or volume.
   - **301-2**: Recycled input materials used.
   - **301-3**: Reclaimed products and their packaging materials.

2. **GRI 3: Material Topics 2021**
   - **Bolster Environmental Resilience**: Section 3.1.4 - Environmental Resilience.
   - **Accelerate the Ecological Transformation**: Section 4 - "Keep the Race Going": A Shared Legacy.
   - **Economic and Social Opportunities**: Section 2.3.2 - A Responsible Purchasing Strategy.

3. **GRI 201: Economic Performance**
   - **201-1**: Direct economic value generated and distributed.
   - **201-3**: Defined benefit plan obligations and other retirement plans.

4. **GRI 204: Procurement Practices 2016**
   - **204-1**: Proportion of spending on local suppliers.

5. **GRI 404: Training and Education 2016**
   - **404-1**: Average hours of training per year per employee.
   - **404-3**: Percentage of employees receiving regular performance and career development reviews.

**Notes**:
- Disclosures 301-1, 301-2, and 301-3 are incomplete because the information is unavailable.
- Disclosures 201-2 and 201-3 are incomplete because the information is unavailable.
- Not all information to be disclosed is available to date, because part of the data collecting process will occur during and after the Games. This information will therefore be disclosed in the next sustainability report.

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- Section 3.1.2 – Circular Economy
- Section 3.2 - Transforming Professions and Pillars of Games Delivery
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**GRI 405** | **DIVERSITY AND EQUAL OPPORTUNITY** | 405-1 | Diversity of governance bodies and employees
Disclosure 405-2 is incomplete because of confidentiality constraints.

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