

Proteus Annual Meeting 2025

Meeting Summary Report

Key messages:

- The Proteus Annual Meeting 2025 consisted of the two-day Nature Action Dialogues that enabled exchange between business and biodiversity practitioners across many sectors, and a third closed day for Proteus Partners allowing for deeper technical discussions and inputs into the administration and governance of the Proteus Partnership.
- The Nature Action Dialogues involved 27 sessions for participants to share knowledge on corporate biodiversity management aligned with addressing other societal challenges, under the overarching theme of accelerating private sector action at the nexus of biodiversity, climate and water.
- The closed day for Proteus Partners allowed Partners to take stock of the progress made in their companies and by peers in embedding consideration of biodiversity across business activities. It enabled participants to ideate together on key priorities and actions for the coming years and on how Proteus can continue equipping them with the resources and knowledge to drive progress.
- Discussions across the Proteus Annual Meeting will inform effective delivery of the Proteus 2025 workplan and support creation of a strategy for the next phase of Proteus that continues to meet the needs of Partner companies, and fosters collaboration between different business sectors.



Photos from the Proteus Annual Meeting 2025.

Introduction

For over two decades the Proteus Annual Meeting has been successful in bringing together biodiversity leaders from Proteus Partner companies, to exchange and share learning that accelerates progress in effective biodiversity management across the Partnership.

Traditionally, the Proteus Annual Meeting has consisted of open sessions including participation from invited experts, and closed sessions for peer-sharing between Partner companies. Recognising the value of the open sessions in enabling engagement with business and biodiversity experts across a wider range of sectors, we have expanded our efforts in the past two years and created a larger event, the Nature Action Dialogues. Through this, Proteus Partners can 1) be exposed to and learn from best practice being developed across many different sectors and organisations, and 2) share their knowledge and experiences to catalyse greater action on biodiversity across the private sector.

The 2025 Proteus Annual Meeting consisted of the second edition of the Nature Action Dialogues, which took place over two days from 25-26 March. It was followed by a closed day for Proteus Partners only on 27 March.

The 2025 Nature Action Dialogues brought together over 250 participants from 30 industries to explore solutions for connected private sector action across biodiversity, water, food, health and climate systems. Our focus on action at the 'nexus' of topics was timely, responding to the interconnected nature of challenges and solutions explored in the [IPBES Nexus Assessment](#). The increasing political headwinds against global collaboration in some parts of the world have heightened the need for efficient and effective delivery of solutions that address

multiple issues. This requires coordination by a wide range of actors, including businesses acting across global to local scales.

On the closed day for Proteus Partners we spent time reflecting on changes in biodiversity management in Partner companies over the past years, recognising that this is the final year of the 2021-2025 phase of Proteus. We then looked at what key actions are still needed if businesses are to contribute significantly to the delivery of global ambitions for nature by 2030, such as the Sustainable Development Goals and Kunming-Montreal Global Biodiversity Framework. We explored how doing so realises benefits for businesses themselves, such as greater supply chain resilience and shorter project permitting times.

This summary report provides a short overview of the 2025 Proteus Annual Meeting. Partners can access recordings of presentations and other materials on the [Proteus Partnership website](#).

The 2025 Proteus Annual Meeting in numbers:

- 27 Nature Action Dialogues sessions, across two days, run by 23 different nature organisations
- One full closed day for Proteus Partners, with 3 case study presentations and two in-depth all-Partner discussion sessions
- 250 participants in the Nature Action Dialogues, from 30 industries
- 31 Proteus Partner participants, representing 14 companies
- All supported by participation from 24 UNEP-WCMC nature experts, and many others working behind the scenes to enable the success of the event

The Nature Action Dialogues

The 2025 Nature Action Dialogues continued to expand Proteus' reach across different sectors. The agenda consisted of two plenary sessions and 25 interactive workshop sessions, under the overarching theme of accelerating private sector action at the nexus of biodiversity, climate and water. Sessions explored six sub-themes: nexus approaches; financing mechanisms; data, technology and tools; enhanced accountability; collective action; and shifting systems and sectors.

Nexus approaches

The event opening and closing plenaries explored the work of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES) and how it can help private sector actors understand, design, and adopt approaches that result in positive outcomes across multiple societal and environmental imperatives.

Workshop sessions looked at the response options presented by the IPBES Nexus Assessment in more detail, focusing on practical ways that businesses can support their implementation. Complementary sessions focused on connections between business and human health, and effectively integrating people into biodiversity-related decisions including incorporating diverse perspectives of value. A further workshop on transition planning enabled participants to build on their understanding of translating big-scale societal ambitions into practical and tangible actions.

Financing mechanisms

Workshop sessions focused on how to deepen private sector understanding of nature-related risks, then how businesses can respond by embedding nature in core financial activities such as stakeholder engagement, financing terms, risk management, and communication with clients.

Further sessions focused on making investment in nature actionable, including demonstrating business best practices and supporting development of national regulations that encourage private sector investment.

Data, technology and tools

A series of sessions helped participants strengthen their understanding of the [Integrated Biodiversity Assessment Tool](#) (IBAT), including how it can be used to support identification and management of impacts on Key Biodiversity Areas, threats facing species using the Species Threat Abatement and Restoration (STAR) metric, and inform disclosures against standards such as ESRS, TNFD and GRI.

In addition, sessions under this theme focused on navigating the proliferation of new nature-related tools and technologies, and linking them with use cases including looking beyond own business operations to influence positive outcomes for nature on larger scales.

This was supported by a session addressing governance structures for informed nature-related decision making.

Enhanced accountability

Several sessions addressed technical measurement challenges, including use of state of nature metrics representing ecosystem condition and understanding impacts in the value chain.

Other sessions under this theme allowed broader exploration of challenges and opportunities businesses face in contributing to a 'nature-positive' global goal, and communicating nature at senior and board levels with companies.

Collective action

Several case studies were presented under this theme, looking at landscape-scale initiatives supported by the private sector. We explored the conditions that enabled different stakeholders, especially businesses, to be able to contribute to these initiatives, and best practices for doing so including collaborating across sectors and with Indigenous Peoples and local communities.

Shifting systems and sectors

Different scales of transformation were explored under this theme, ranging from deep re-design of business purpose, governance, ownership and relationship with finance, to classifying present-day business models in the context of nature-positive, and communicating that [every job is a nature job](#) with tangible actions that can be taken for nature across different business functions.

This was supported by a session on compelling communications and storytelling to inspire different actors to be leaders of positive change.

Conclusions and next steps

Across the six themes, the workshop format encouraged exchange of experiences from all participants. Businesses, financial institutions and conservation organisations all came together to contribute to the dialogue, not just listen. This embodied the philosophy of peer-sharing and learning that we have fostered through Proteus, and expanded it to a much larger group of companies, scaling our impact. We were energised by how openly participants shared their experiences and insights throughout the event.

We were encouraged by receiving feedback requesting 'more action' in the Nature Action Dialogues. The sessions under the 'Collective action' theme received particularly positive feedback, highlighting the value of business case studies and how they help participants think about how to translate large-scale frameworks and goals to application in real-world contexts. We will look to bring even more of this to the Nature Action Dialogues in 2026, and continue creating opportunities for peer-sharing and cross-sectoral collaboration through our work under Proteus in the remaining nine months of 2025.

The closed day for Proteus Partners

The closed day remains a crucial part of the Proteus Annual Meeting. It enables deeper technical discussions and peer-to-peer sharing, as well as in-person exchange on the administration and governance of the Proteus Partnership.

We started the closed day by addressing administrative issues relevant to all Proteus Partners. There was space for questions and discussion on the five pre-reads issued for the Annual Meeting (all available on the Proteus website [here](#)): addressing financial expenditure in support of the 2024 Proteus workplan; the priority topics for the 2025 Proteus workplan; data availability beyond the current phase of Proteus; examples of how Partners used technical support available through Proteus in 2024; and our initial thinking on the strategy for the next phase of Proteus (2026-2030). The group also reflected on the past two days of Nature Action Dialogues, including what worked well and suggestions for improvements in the future. In addition, we discussed updates made to Proteus deliverables addressing feedback collected from Partners in the previous Proteus Annual Meeting (July 2024).

The rest of the closed day revolved around taking stock of progress on nature in Partner companies, and identifying remaining key areas where more ambition and action is required. We started by reflecting on achievements and positive progress that have been made over the past five years, and the internal and external drivers that enabled this. Several Partners shared [case study examples](#) of their recent work to scale action on nature across their business. TotalEnergies presented on their approaches to systematising site Biodiversity Action Plans at portfolio level, Teck shared practical insights from delivering six offsetting projects, and Anglo

American looked at monitoring impacts across the supply chain using environmental DNA as a way to strengthen partnerships and contribute to landscape-level outcomes. We finished the closed day by reflecting on what more businesses need to do on nature in the coming years, comparing perspectives and priorities across Proteus Partner companies.

Two optional side-meetings were also held with Proteus Partners during the Annual Meeting. One convened the Proteus Partners from fossil fuel companies that can no longer be part of the Partnership from the start of 2026. We discussed implementation of the transition, including future access to information resources generated under Proteus and engagement mechanisms, updating on actions taken to date and plans for the rest of this year. The other side-discussion focused on the 2026-2030 Proteus Strategy, allowing us to test initial thinking and collect insights from existing Proteus Partners, and a selection of other companies, to ensure that we shape a strategy that continues to drive ambitious action and meet business information needs going forward.

Across the discussions, there was heavy emphasis on the need to reach consensus on outstanding technical questions surrounding delivery of net positive impact commitments at sites, and how this can be linked to contributing to positive outcomes in wider landscapes and seascapes. There also remains demand for increasing attention on tools to support sector-level action addressing impacts in the value chain, including increasing consistency in data collection as a basis for informed actions. These discussions were invaluable for guiding where UNEP-WCMC should focus its efforts under the Proteus Partnership going forwards

Next steps

We gratefully thank all Proteus Partners who shared their knowledge and perspectives across the Proteus Annual Meeting. The three days will have set in motion ideas and collaborations that lead to improved biodiversity management approaches across many businesses.

We invite Partners who would like to provide further feedback on the meeting to please do so using [this form](#), or by getting in touch with Alex Ross (alex.ross@unep-wcmc.org).

Our priorities under Proteus for the remainder of 2025 are three-fold:

1. Delivering the Proteus 2025 workplan
2. Supporting the transition of fossil fuel companies as they exit the Partnership

3. Creating an updated strategy for the 2026-2030 phase of Proteus that meets the needs of our existing Partners and new sectors, and onboarding companies to work with to deliver it.

We look forward to working with all Proteus Partners to deliver on these priorities in the months ahead. Once again, our thanks to all who attended the three highly productive days of Proteus Annual Meeting, and for your inputs and engagement that makes it possible for us to continue pushing forward the cutting edge of business action on biodiversity through the Proteus Partnership.