

Carbon Reduction Plan – Our Pathway to Net Zero Carbon

Avison Young UK Carbon Reduction Implementation Plan

Every day we are confronted with evidence of climate change, dramatic shifts in weather, social injustice, and global health crises. At the same time, our investors, clients, and employees are all increasingly demanding more efficient buildings, climate change resilience and preparedness, and enhanced health, safety, and social benefits. These global challenges require a global response – taking immediate and impactful action, putting people and the planet first, not only for Avison Young but for the clients we serve and the communities we live in.

Our Net Zero Commitment

Avison Young is committed to achieving Net Zero by 2030¹.

We are committed to advocating for net zero carbon buildings whilst supporting our clients with clear roadmaps on how to achieve this. We are particularly focused on supporting the UK Governments net zero target to reduce emissions by 80% by 2050 (Climate change Act in 2008). We can fulfil this goal by working with our public sector partnerships to identify opportunities to collaborate and share our expertise.

Baseline Emissions Footprint

Baseline year emissions: 2019	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	4.89
Scope 2	524.61
Scope 3	18,962.95 14,350.94 – 1. Purchased Goods and Services 998.70 – 2. Capital Goods 125.12 – 3. Fuel/Energy related activities (not included in scope 1 or scope 2) 11.85 – 4. Upstream transport & distribution 10.94 – 5. Waste generated in operations 1,107.62 – 6. Business Travel 1,962.17 – 7. Employee Commuting 395.61 – 8. Upstream leased assets N/A – 9. Downstream transport and distribution N/A – 10. Processing of sold products N/A – 11. Use of sold products N/A – 12. End-of-life treatment of sold products N/A – 13. Downstream leased assets N/A – 14. Franchises N/A – 15. Investments
Total Emissions	19,492.45

N/A = Not Identified as relevant to our organisation

Data reported in accordance with the GHG Protocol. UK only.

¹ Scopes 1 & 2 – UK only

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Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	0.00
Scope 2	410.10
Scope 3	22,245.22 20,228.34 – 1. Purchased Goods and Services 321.92 – 2. Capital Goods 135.02 – 3. Fuel/Energy related activities (not included in scope 1 or scope 2) 12.68 – 4. Upstream transport & distribution 5.13 – 5. Waste generated in operations 539.22 – 6. Business Travel 735.31 – 7. Employee Commuting 267.60 – 8. Upstream leased assets N/A – 9. Downstream transport and distribution – Not identified as relevant N/A – 10. Processing of sold products N/A – 11. Use of sold products N/A – 12. End-of-life treatment of sold products N/A – 13. Downstream leased assets N/A – 14. Franchises N/A – 15. Investments
Total Emissions	22,655.32

N/A = Not Identified as relevant to our organisation

Data reported in accordance with the GHG Protocol. UK only.

Emissions Reduction Targets

Near-Term:

- To reduce carbon emissions to net zero in all UK occupied buildings by 2030² from a 2019 base year.

Avison Young is a tenant across its occupied estate and in many cases within multi-tenanted spaces. This removes our ability to procure the energy supplies for the sites. However, we do request the details of the energy supplies for our existing sites and will lobby our landlords to switch to a green tariff where it is not.

Our recently developed Global Occupancy Standard now requires that when a new office is required that we only select sites that are free from fossil fuels and are supplied with 100% green electricity³. Our 12 U.K. offices run on a combination of renewable and non-renewable electricity tariffs - 70% of our sites are on a 100% renewable energy tariff. We will always seek to source REGO-backed electricity⁴ for any renewable tariffs offered to us via our landlord. The Global Occupancy Standard has wider ESG requirements to ensure that we only take up spaces that are efficient, low environmental impact and support health and wellbeing for our employees. This is guided by the minimum environmental standards and assessments such as BREEAM, SKA and WELL.

Avison Young does not own or lease company vehicles.

Avison Young has limited refrigerants within its workspaces that it owns and is responsible for. Most refrigerants are located within air conditioning systems for the cooling of server rooms. However, we no longer host our data on site and any servers are limited to hosting print services. It is planned for the print services to also be moved to the cloud (serverless system) in 2024. Therefore, dedicated cooling for these spaces will no longer required. Where this is the case,

² Scopes 1 & 2 – UK only

³ Preferably 'high quality' renewable tariffs that meet the 3 UKGBC principles of Energy Attribute, Renewably Sourced and have Additionality.

⁴ Renewable Energy Guarantee of Origin (REGO) certificates are a tracking instrument which prove that power supplied to an end consumer comes from a renewable source.

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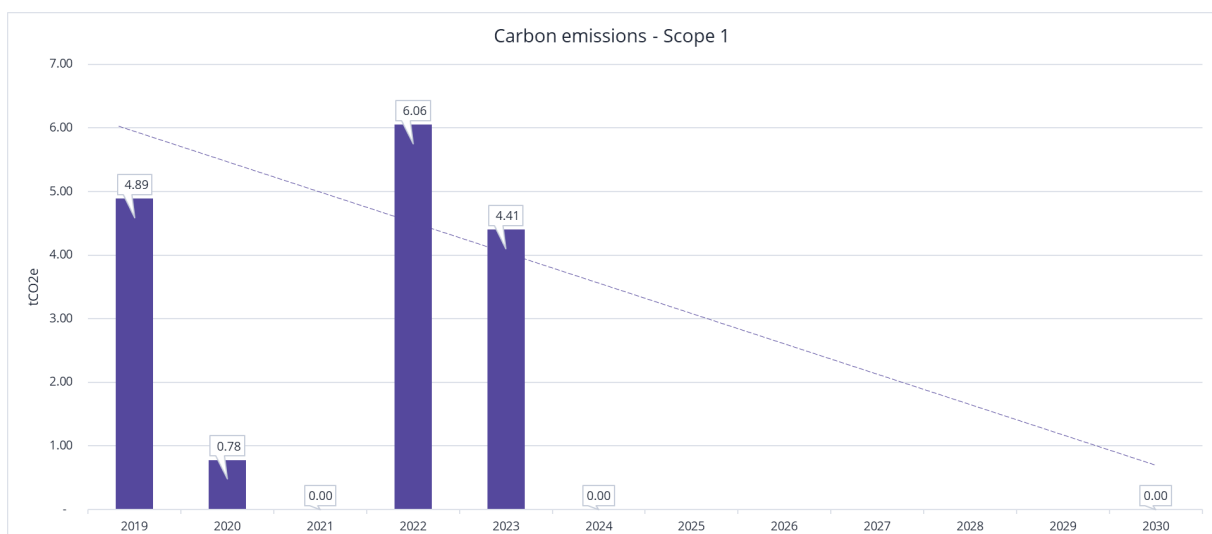
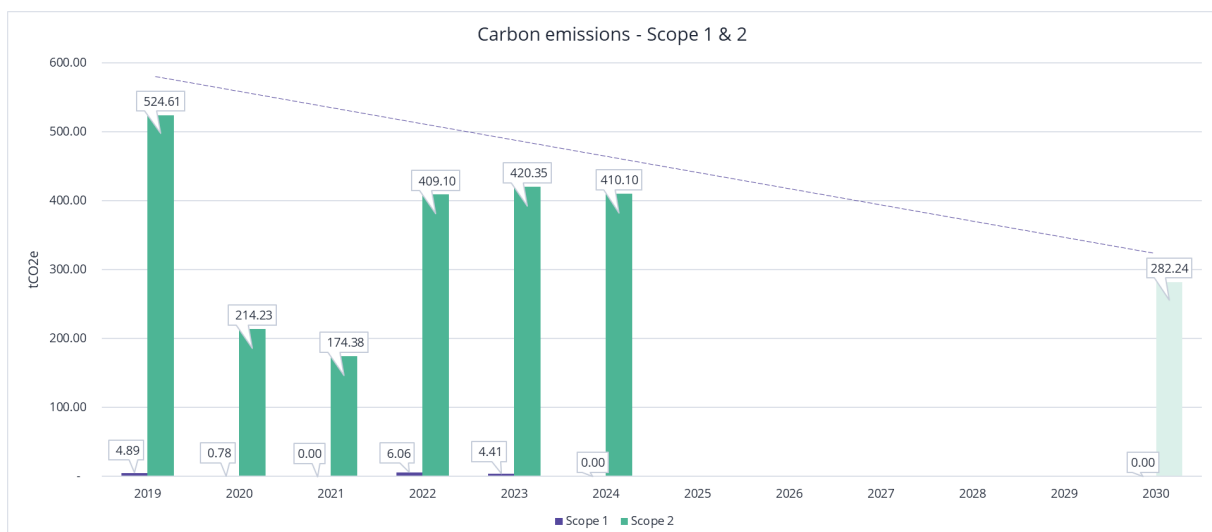
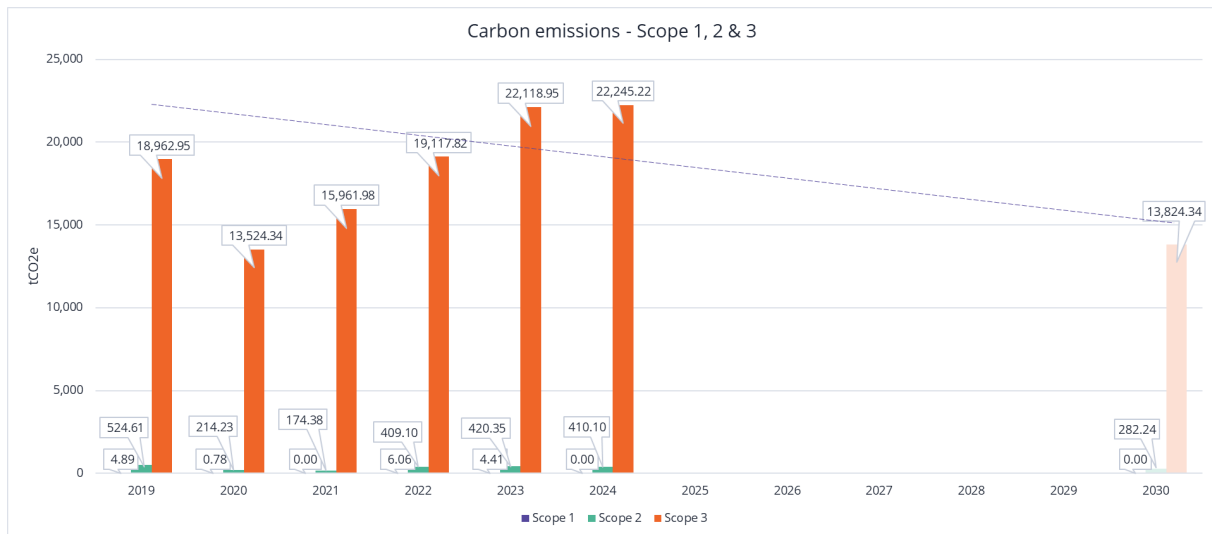
the systems will be turned off and decommissioned. For new sites the need for standalone refrigerant systems is not required where cooling requirements can be provided by the buildings central plant and be kept within compliant operating temperatures.

Avison Young has begun taking steps to understand its emissions from Scope 3 and identifying the categories where significant reduction can be made. This includes our procured goods and services, capital goods and business travel.

Long-Term:

Expand on our commitment to Net Zero, by including the decarbonisation of Scope 3 with an ambition to establish a formal target.

Carbon Reduction Plan – Our Pathway to Net Zero Carbon Trajectory



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Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2019 baseline and will be in effect when performing the contract.

- Developed and implemented a Global Occupancy Standard to ensure that we select, fit out and operate our offices in accordance with our Net Zero and future targets. The application of this standard realised a reduction of **56.4%** of scope 2 emissions from our Manchester office relocation (compared to the previous office).
- Through the application of the Global Occupancy Standard as well as a programme of office rationalisation, savings of **19.9%** of carbon from electricity and **21.9%** carbon from gas (reported under scope 3 – upstream leased assets) have been achieved.
- With the introduction of an Electric Vehicle (EV) salary sacrifice scheme, an enhanced Travel & Expense Policy whereby the need to travel is challenged and greater use of video and web-based conferencing have contributed to a reduction in carbon of **43.3%**. One example of this is travel to key conference events, such as MIPIM, by train.
- All company owned vehicles have been returned, therefore reducing scope 1 fuel emissions by **100%**.

Environmental Management System

Avison Young operates an ISO14001 Environmental Management System (EMS) certified by SGS and is integrated with our ISO9001 Quality Managements System and ISO45001 Health and Safety Management System. The system monitors, measures and improves our significant environmental impacts of energy, carbon, travels, waste and procurement as well biodiversity and learning & development. A series of objectives and targets are in place to ensure continual improvement across these aspects and the business.

The EMS is managed by the Avison Young Sustainability team with support of Facilities and Office Managers who capture data, provide learning, undertake audits and identify initiatives to improve our environmental performance.

Advocacy

Beyond our own net zero journey we feel that it is essential to advocate for wider emissions reductions by engaging with our clients, our supply chain, decision makers and our peers. Here is just a sample of some of the advocacy we have been involved with:

- The AY ESG team has written an introductory article on the state of play of net zero carbon and how Local Authorities are tackling it within their building estates - [ACES \(Association of Chief Estates Surveyors and Property Managers in the Public Sector\) Winter Terrier 2021/22](#)
- World Economic Forum: [AY Global CEO Pledge 50% Cut in Real Estate Emissions by 2030](#)
- AY launches: [Building Zero - the road to zero carbon logistics](#)
- AY Net Zero Carbon Services - Net zero carbon and climate action e.g., Helping our clients achieve ISO 14001
- Avison Young, a global strategic real estate advisor, and BMM Networks, a leading independent Electric Vehicle (EV) charge point network installer and operator, have partnered to create a nationwide EV charging service for Avison Young's clients in a bid to futureproof investor property portfolios.
- Approved supplier procurement process to ensure minimum environmental standards.
- Membership of and participation with the Better Building Partnerships (BBP) Managing Agents Partnership
- World Green Building Council (WGBC) – Signatory of Net Zero Carbon Buildings Commitment in U.K.
- UK Green Building Council (UKGBC) – Keystone member
- AY Executive Committee commit to the [World Economic Forums Green Building Principles](#)
- British Property Federation - Member and signatory of Net Zero pledge
- In 2024, our 26-person team travelled by train to the International Real Estate Event MIPIM (Cannes, France). Everyone who took the train produced 411kg less CO2e (carbon dioxide equivalent) than they would have done by flying.
- Produced and published the AY [Building Zero](#) insights report.

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- Produce and publish the AY [Annual Impact Report](#)
- AY London Planning Team coordinated CPD from Hilson Moran, presenting Embodied Carbon and Carbon Optioneering CPD focusing on the City of London
- Bristol Green Capital Partnership - Climate Leaders Panel - Advocating Carbon Literacy training

Environmental Management Measures (Operational)

Avison Young is working to bring our global occupied office portfolio to net zero carbon emissions by 2040, with a 50% reduction by 2030. However, in the UK we are committed to achieving this by 2030. To that end, we're concentrating our presence in energy efficient buildings, including those that have been retrofitted or refurbished with a focus on sustainability. These steps are part of a broader decarbonization effort that extends across our operations, reshaping policies and practices in areas ranging from procurement to business travel.

To demonstrate accountability and signal support for standards and protocols that are guiding decarbonization efforts around the world. Since our baseline year, 2019, Avison Young has made public commitments to reduce carbon and implemented several carbon reduction initiatives.

The Commitments Avison Young has Declared:

- Signed the World Green Building Council's Net Zero Carbon Buildings Commitment in U.K.
- Aligned our greenhouse gas (GHG) reporting with the GHG Protocol, a widely used reporting standard.
- Signatory to the World Economic Forum's 10 Green Building Principles

To date we have undertaken several initiatives to reduce our carbon emissions as well as planning future improvements.

- Implemented a Sustainability data platform to centralise, validate and manage our data for accurate monitoring and measurement.
- Rolled out Automatic Meter Reading (AMR) meters to our offices to ensure that we have accurate and timely data.
- Made Carbon Literacy training available to all staff. We have achieved Carbon Literate Bronze status and are working towards Silver.
- Introduction of a salary sacrifice Electric Vehicle scheme to reduce carbon emissions in our business travel and commuting.
- Launched our Global ESG strategy.
- Donating surplus furniture, thereby reducing the need to produce new and avoiding waste.

We are in the process of:

- Reviewing and updating our travel and expense policies to ensure that travel is minimised and modes with the lowest carbon emissions are selected.
- Implementing a global sustainability data platform;
- Analysing and identifying how we can work with our supply chain to reduce carbon emissions associated with it and specifically purchased goods and services where over 80% of carbon emissions are located.
- Relocating our London office to a retrofit space therefore reducing embodied carbon in a new build. The fit-out is also targeting BREEAM 'Excellent' and SKA 'Gold'.

Environmental Management Measures (Commercial)

At Avison Young, we place clients and communities at the heart of our net zero carbon transition. Our pathway to net zero carbon is significantly influenced by the integration of sustainability advice within our service delivery to clients, enabling us to effect change in a deliberate and meaningful way. We integrate ESG principles throughout the asset lifecycle, addressing risks on acquisition, asset management, and building performance, while engaging stakeholders, fostering health and wellbeing, and ensuring transparent shareholder reporting and disclosures.

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We have pledged to advocate for all buildings to be net zero carbon by 2050 and to demonstrate leadership in supporting the wider transition through training and skills development, community engagement, and influencing relevant government legislation, such as the Climate Change Act 2008 (2050 Target Amendment) Order 2019.

We rely on the skill, knowledge, experience, and creativity of our people who manage projects and properties to ensure that sustainability is at the heart of our business and the spaces we manage and brands we help to build. A key tenet of our commercial approach to carbon reduction is not to 'impose' an external perspective onto our clients. We see much greater benefit in working with our clients to shape a sustainability or carbon reduction approach that meets their needs. In this spirit, we have set out below a selection examples, in regard to how we reduce the carbon emissions from our commercial services, recognising our clients (and their partners) may have other priorities that we can support, which may be more impactful than our initial ideas. Outlined below are some of the core environmental functions we can provide to clients to help achieve net zero carbon reductions:

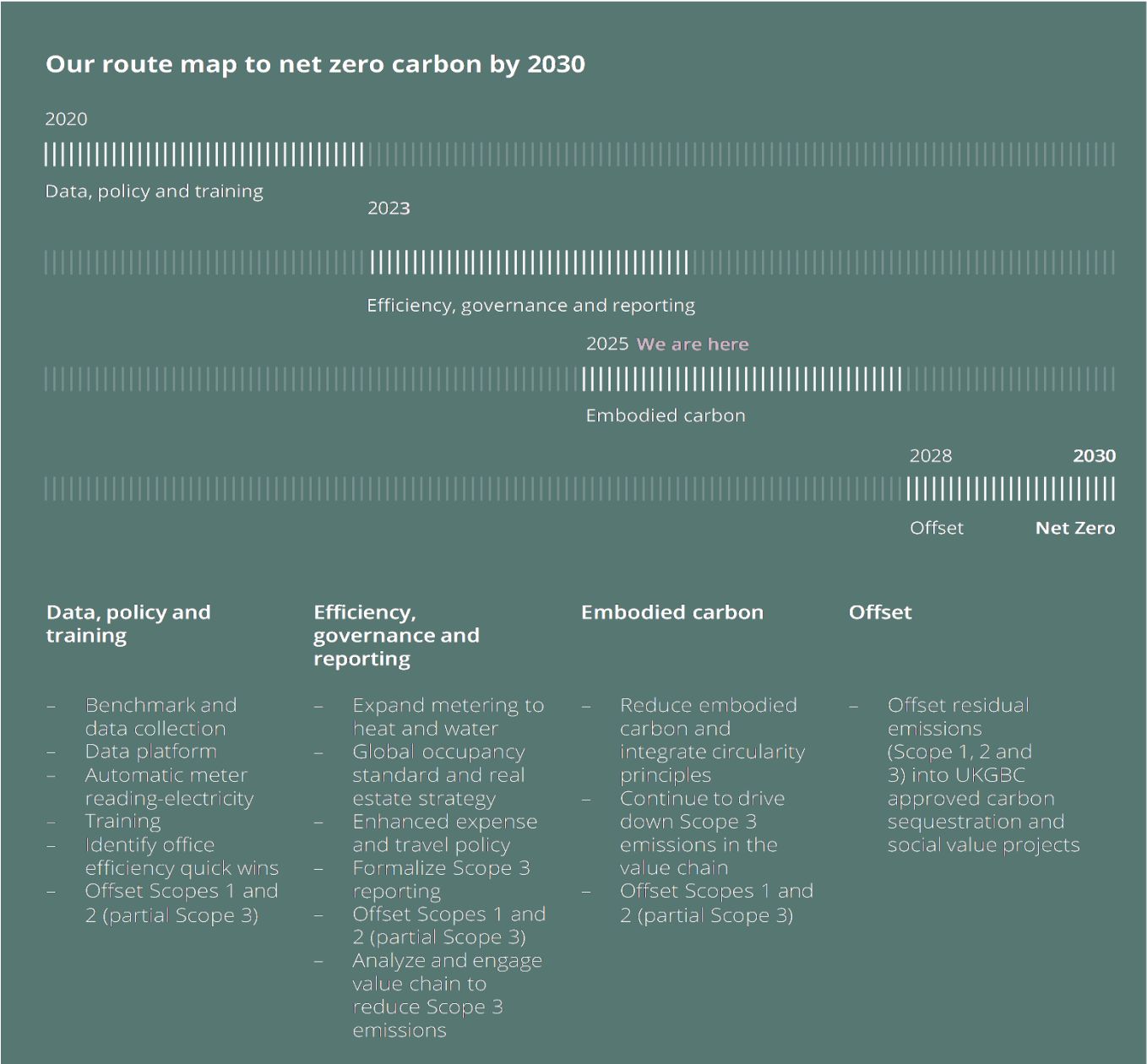
- **Carbon Emissions Reduction:** We take proactive steps to reduce our carbon emissions in the delivery of client contracts, including optimizing energy use and minimizing waste.
- **Supplier Engagement:** We encourage third-party suppliers to reduce their own environmental impacts and adhere to sustainable practices.
- **Green Travel Planning:** Green travel planning is a core element of our business-related transport planning, promoting the use of low-carbon transportation options.
- **Management Training:** Our management training ensures a minimum level of competence, education, and engagement with sustainability matters for all real estate management staff.
- **Energy Audits:** Any assets identified through benchmarking as poorly performing will be recommended for an energy audit to identify improvement opportunities.
- **Effective KPIs:** We set bespoke, effective KPIs to ensure that essential sustainability and net zero carbon criteria identified during the due diligence stage of a tender are translated into practice.

Additional Environmental Management Measures –

- **Sustainable Procurement:** We prioritize the procurement of environmentally friendly products and services, ensuring that our supply chain supports our sustainability goals.
- **Waste Reduction and Recycling:** Implement comprehensive waste reduction and recycling programs across all managed properties.
- **Water Conservation:** Promote water conservation practices and the installation of water-efficient fixtures and systems.
- **Biodiversity Enhancement:** Enhance biodiversity through the creation and maintenance of green spaces and the use of native plant species in landscaping.
- **Technology and Innovation:** Invest in innovative technologies that improve building efficiency and reduce environmental impact.
- **Employee Engagement Programs:** Develop and implement programs to engage employees in sustainability initiatives, fostering a culture of environmental stewardship.

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Road Map – Our Pathway to Net Zero



Scope and Boundary

Our Net Zero Carbon 2030 targets are designed for where Avison Young has operational control, which represents 100% of our UK occupied office space by floor area and only includes scopes 1 and 2.

We do not currently exclude any sites but scenarios for exclusion would include fully serviced office spaces and our affiliate offices.

Scope 3 emissions net zero targets will be targeted for no later than 2040.

Methodology

The Company reports its Greenhouse Gas ('GHG') inventory using the World Resources Institute and World Business Council for Sustainable Development GHG Protocol Corporate Accounting and Reporting Standard Revised Edition (the 'GHG Protocol') as a framework for calculations and disclosure as well as carbon conversion factors published by the UK's Department for Energy Security and Net Zero in June 2023.

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Reporting includes all activities where the Company has operational control. Scope 2 market-based emissions have been calculated in accordance with the GHG Protocol Scope 2 Guidance on procured renewable energy.

Governance

Ensuring credibility of our data and reporting we have our carbon footprint data third party verified using an approved verification standard such as ISO14064.



We additionally submit our carbon data annually to the WGBC and publicly publish via our SECR disclosure.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the UK Chief Operating Officer, representing the UK Executive.

This Carbon Reduction Plan is reviewed at least annually.

A handwritten signature in black ink, appearing to read 'SC11'.

Stephen Cresswell, Principal, Chief Operating Officer

27th August 2025

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^[1]<https://ghgprotocol.org/corporate-standard>

^[2]<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

^[3]<https://ghgprotocol.org/standards/scope-3-standard>

Glossary

WGBC – World Green Building Council

tCO₂e – tonnes of carbon dioxide equivalent

AMR – Automatic Meter Reading

UKGBC – UK Green Building Council

GHG – Greenhouse Gas

SDG – Sustainable Development Goal

REGO – Renewable Energy Guarantee of Origin

UNFCCC – United Nations Framework Convention on Climate Change

BPF - British Property Federation

BREEAM – The Building Research Establishments leading science-based suite of validation and certification systems for sustainable built environment

SKA – SKA rating is an environmental assessment methodology and benchmarking tool for fit-out projects.

WELL – WELL building standard is a performance-based system for measuring, certifying, and monitoring features of the built environment that impact human health and well-being, through air, water, nourishment, light, fitness, comfort and mind from the International Well Building Institute.