



Carbon reduction plan

Update September 2025

Ayvens UK

Better with every move.

 **ayvens**
SOCIETE GENERALE GROUP

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Carbon Reduction Plan

1. Commitment to Achieving Net Zero

Ayvens is committed to setting short- and medium-term reduction targets (by 2030) compatible with the Paris Agreements, as well as having a “net zero” carbon footprint in accordance with the SBTi protocol no later than 2050

1.1 The organisation

Ayvens in the UK is an entity of the Ayvens group, part of Societe Generale group. Ayvens was formed following the acquisition of Leaseplan by ALD Automotive. By bringing together our complementary capabilities and expertise, we saw an opportunity to reimagine mobility as we know it.

The combined offer spans full-service leasing, fleet management and multi-mobility solutions for large international corporates, SMEs, professionals and private individuals. With over 14,000 employees operating in 42 countries, 3.2 million vehicles worldwide and one of the world’s largest multi-brand EV fleet, we’re helping life and business to flow better, leading the way to net zero and spearheading the digital transformation of the mobility sector.



1.2 Sustainability Governance

The Board of Directors at Ayvens UK (ALD Automotive UK | LeasePlan UK) (the Board) acknowledges its responsibility in overseeing climate change matters within the organisation. While we have made significant strides in integrating climate change considerations into our strategic decision-making processes, we are committed to further enhancing our sustainability and climate change governance.

The Operating Board convenes on a weekly basis, with matters relating to sustainability arising from the PowerUP Responsibility agenda regularly featuring in meeting agendas. The Head of Sustainability, who also chairs the ESG Committee, provides updates to the Board on the progress towards sustainability targets.

The ESG Committee convenes quarterly to discuss environmental and sustainability matters including the company's use of renewable energy sources, its waste management program, how it handles potential problems of air or water pollution arising from its operations, and its attitude and actions around climate change issues, alongside the broader ESG framework. The company's CSR policy, inclusive of climate change considerations, undergoes an annual update and is presented to the Board for approval.

The ultimate responsibility for delivering the Group's strategy on climate change in the UK lies with the Operating Board. The ultimate responsibility for ESG lies with our Customer and People Director, who also serves as a member of the Operating Board.

Ayvens in the UK is aligned with Ayvens Group Sustainability standards and the Group's Sustainability network.



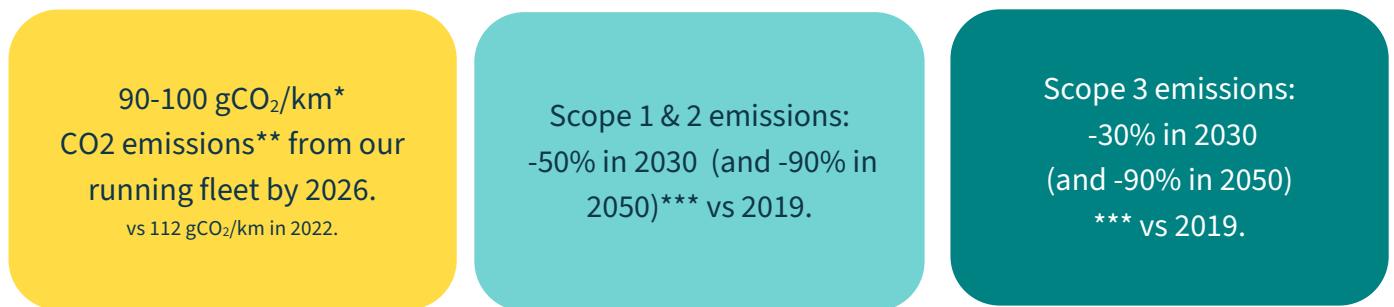
2. PowerUP 26

Ayvens Strategic plan, PowerUP 26, was launched in 2023 and centres on four key pillars



Under the PowerUP Responsibility pillar, Environmental, social and governance (ESG) and risk management are fundamental to our strategy. We'll keep leading the way to sustainable mobility by always advising clients on environmentally friendly choices, with our commitment to the electric vehicle (EV) transition and ambitious decarbonisation objectives reflecting our dedication. We'll also invest in our employees and talent, foster a culture of responsibility and manage risks responsibly.

Sustainability Targets



Our CO₂ emission reduction targets are in line with the Paris Agreement

These ambitions have been submitted to the Science-Based Targets Initiative (SBTi) for validation

* Covers global Passenger cars & LCV funded fleet, based on official tailpipe emissions data (WLTP standard where available)** New target range reflecting newly implemented regulatory changes impacting the auto industry (e.g., PHEV emissions calculation rule in Euro 6e standard, relaxation of CO₂ "CAFÉ" targets for OEMs).

***Targets subject to validation by SBTi, based upon current market forecasts reflecting stated policies (e.g., 2035 ICE ban in EU). Ayvens reserves the right to adjust climate targets should exceptional circumstances occur, such as substantial changes in regulatory environment, of decisions that would lead to a material change in Ayvens product or geographical footprint.

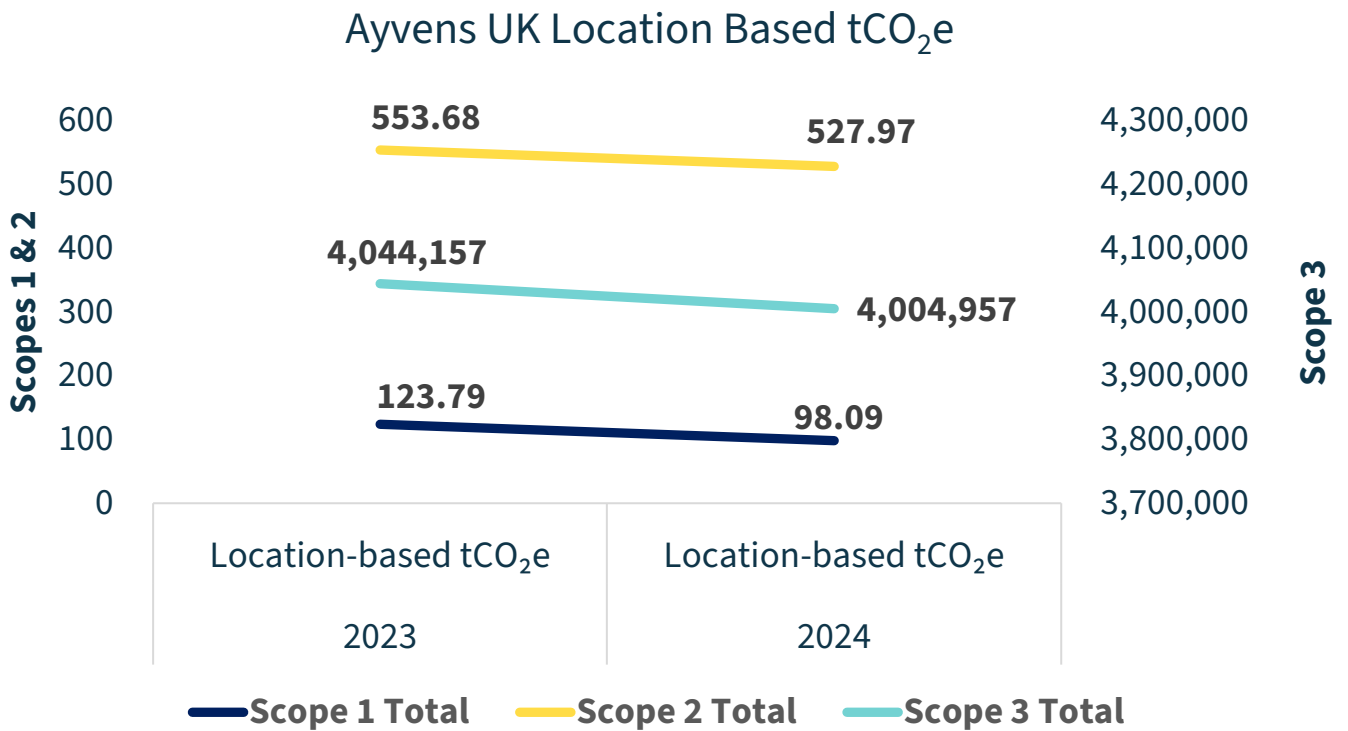


3. Baseline Emissions (UK)

Year	SCOPE 1	SCOPE 2
2019	1,061	1,284

Under PowerUP26 Baseline emissions set from 2019 are based on Scope 1, Scope 2 and Scope 3 limited to business travel, paper and waste.

4. Current Emissions



The above chart shows emission reductions from FY23 to FY24



Utility and Scope	FY24		FY23	
	Location based tCO ₂ e	Market based tCO ₂ e	Location based tCO ₂ e	Market based tCO ₂ e
Scope 1 Total	98.09	98.09	123.79	123.79
Natural Gas (Scope 1)	79.63	79.63	76.64	76.64
Transportation (Scope 1)	18.46	18.46	15.14	15.14
Refrigerants (Scope 1)	0.00	0.00	32.01	32.01
Scope 2 Total	527.97	57.75	553.68	59.90
Grid-Supplied Electricity (Scope 2)	470.22	0.00	493.78	0.00
Transportation (Scope 2)	57.75	57.75	59.90	59.90
Total	626.06	155.84	677.47	183.69

Scope 3 Category	FY 2024 GHG Emissions (tCO ₂ e)	FY 2023 GHG Emissions (tCO ₂ e)
Total Scope 3	4004957	4044157
1. Purchased Goods & Services	443037	874460
2. Capital Goods	886	571
3. Fuel- and Energy-related Activities	192	195
4. Upstream Transportation and Distribution	2965	2225
5. Waste Generated in Operations	35	34
6. Business Travel	254	246
7. Employee Commuting	843	855
8. Upstream Leased Assets*	0	0
9. Downstream Transportation and Distribution	2898	2421
10. Processing of Sold Products*	0	0
11. Use of Sold Products	2277245	2032044
12. End-of-life Treatment of Sold Products	646	900
13. Downstream Leased Assets	1011307	1129404
14. Franchises*	0	0
15. Investments*	0	0

*Unapplicable Scope 3 categories for LeasePlan and ALD



5. Completed Carbon Reduction Initiatives

Company Car Fleet

An ongoing transition to EV continues with >90% BEV across the Ayvens Internal Company Car Fleet and the remainder being PHEV barring our diesel Community Minibus which operates from Bristol.

Sustainability Function

A dedicated team is now in place to provide strategic oversight, initiative management, performance monitoring, stakeholder engagement, and compliance assurance.

Efficient Use of Natural Gas

Ayvens installed a digital thermostat system in the Milton Keynes (MK Flex) site, emissions from gas at this site have efficiently reduced by 36.27% in FY24 from FY23.

Slough Office Refurbishment

The refurbishment was carried out within the remit of our ISO 14001 Environmental Management System and included full environmental reporting of our waste. Every decision considered the impact on the environment and led us to incorporate recycled & re-used materials wherever possible. Below are concrete examples of decisions made to reduce our environmental impact:

- All lighting replaced with new LED lighting. 194,135 Kilowatt Hours Saved annually 45,234 Carbon savings (KgCO₂e).
- The main office carpet was recycled with Corey Environmental and replaced with Cubism carpet tiles made from regenerated nylon yarn. This mainly consists of recycled fishing nets, fabrics offcuts, and industrial plastic.
- We have created an EV experience room, to demonstrate to our customers our road map and spotlight products and services for EV vehicles.
- Previously, kitchens had standard hot and cold free flowing water taps whereas our new kitchens have sensor flow taps.
- Improvements to the kitchen, including moving over from being largely gas based (e.g. cooker, fryer) to all electric/ induction.



Roof Terrace Refurbishment

We have converted a previously unused, unappealing roof space to a new roof garden and terrace enhancing biodiversity. This includes creation of living wall areas, the planting of several tree species, and a tranquil and serene outdoor work area for our employees.

The external meeting pods have sedum roofs and pallet wood from deliveries used in the project, which have been utilised for the ceiling and LED lighting features.

Use of resources and waste management

As part of the refurbishment, we took the opportunity to make “structural” changes to improve the waste management and recycling content of LeasePlan’s waste. Previous and recycling set-up were amended and an improved “Sort it Out” campaign implemented, featuring:

Clearer signage, countertop food caddy in the kitchen area.

Removal of paper towels in the toilets to reduce the amount of general paper waste.

New signage to encourage the reduction in printing.



6. Ongoing & Planned Initiatives

Ayvens hold ISO 14001 certified Environmental Management Systems (EMS) for both legacy businesses, ensuring that all environmental aspects and risks linked to our operations are identified, assessed and continual improvement initiatives planned and delivered.

PowerUP 2026

Ayvens continues to work towards providing efficient transportation to their customers, reducing company emissions and customers' carbon footprint. Ayvens plans to keep increasing EV share in their fleet.

Efficient energy usage on sites

Ayvens UK aims to efficiently use electricity and gas with initiatives like a digital thermostat. Additionally, continued electrification of the internal fleet, reviews of renewable energy procurement, building management systems upgrades, smart metering, and employee engagement programs.

Following a Green Audit of our Bristol Site and a wider Real Estate program the following initiatives are being reviewed, ongoing and/or planned.

Initiative	Potential Carbon Reduction
Real Estate programme	>70 tCO ₂ e
Voltage optimisation (CEC)	11 tCO ₂ e
Solar PV (CEC)	14 tCO ₂ e
Solar Car Ports (CEC)	59 tCO ₂ e
Battery Storage & Power Generation	Review

Reporting Improvements

Ayvens are working with reporting and data providers to move our most significant Scope 3 Categories from Spend based to Activity based metrics to better inform carbon reduction activities in the future.



7. Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors and appropriate managing bodies.

Name: Mark Evans

Position: Head of Sustainability

Update | 09 2025

Name: Tim Laver

Position: Managing Director ALD Automotive & LeasePlan (UK)

On behalf of the Board of ALD Automotive Limited and LeasePlan UK Limited

Update | 09 2025



