

UK Social Value Report 2025

Delivering positive impact for people, communities and the environment.

Better with every move.

ayvens
SOCIETE GENERALE GROUP

Our approach

How we turn our sustainability commitments into meaningful action.



Introduction

As Ayvens continues to grow and evolve in the UK, so too does our responsibility to the people, communities and environments we serve. Acting responsibly underpins our business strategy; it's fundamental to how we operate, how we make decisions and how we deliver long term value for our customers, colleagues and communities. This report shows how that commitment came to life through our UK activities over the past year.

Our approach to sustainability is anchored in the four clear and interconnected pillars of our PowerUP 26 strategy that guide and inform our actions across environmental, social and governance priorities:

- **Shaping the future of sustainable mobility**
- **Acting across our value chain to benefit the environment and the community**
- **Behaving responsibly internally and with external stakeholders**
- **Being a supportive and responsible employer**

Shaping the future of sustainable mobility remains at the heart of who we are. As a mobility provider, we have a significant role to play in supporting the UK's transition to lower carbon transport. From the continued electrification of our internal fleet to supporting customers and community partners with cleaner mobility solutions, we are focused on accelerating change in a way that is practical, inclusive and impactful.

Acting across our value chain reflects our belief that our impact extends beyond our own operations. In the UK, this means reducing our environmental footprint, tackling waste, and working with partners and suppliers who share our standards and ambitions. It also means ensuring that our business resources, vehicles, facilities and expertise, are used to create positive outcomes for local communities.

Through behaving responsibly, we embed integrity, transparency and accountability into everyday business. Strong governance, robust policies and independent assessments such as EcoVadis help us measure progress and identify areas for improvement.

Being a supportive and responsible employer is equally critical. Our colleagues are central to our sustainability agenda. In the UK, this is reflected through our commitment to wellbeing, inclusion, volunteering and skills-building.

Tim Laver
UK Country Managing Director

Mark Evans
Head of Sustainability



The pillars of PowerUP 26

Shaping the future of sustainable mobility

Delivering innovative mobility solutions that reduce environmental impact and meet changing customer needs.

UK strategic deliverables:

- **Increase our internal BEV fleet to over 99%**
- **Deliver a sustainable improvement plan for our Bristol headquarters**

Acting across our value chain to benefit the environment and the community

Supporting communities and the environment through responsible business practices and partnerships.

UK strategic deliverables:

- **Increase volunteering hours by 10%**
- **Launch an Ayvens UK charity and philanthropy programme**

Behaving responsibly internally and with external stakeholders

Embedding sustainability through strong governance, transparency and continuous improvement.

UK strategic deliverables:

- **Produce monthly sustainability reporting for Ayvens and plan a sustainability review of our suppliers**
- **Achieve EcoVadis reaccreditation**

Being a supportive and responsible employer

Creating a workplace where colleagues can learn, contribute and drive sustainable change.

UK strategic deliverables:

- **Train 100% of colleagues in ESG**
- **Train 20% of our colleagues in climate fresk sessions by end of 2025**

Power UP 2026

Our impact in 2025

A snapshot of the positive impact we made for our people, communities and the environment in 2025.



1,006 hrs

volunteered by colleagues to local communities

£146k

was donated to charitable organisations

£29k+

was raised for charity

x151

journeys undertaken by our community minibus

GOLD

rated by Ecovadis

91%

of our internal fleet was made up of Battery Electric Vehicles

21.6%

of colleagues attended a Climate Fresk workshop

22%

reduction in the amount of waste we produced

Our environmental footprint

Tracking key environmental metrics to identify opportunities for improvement and drive more sustainable operations.





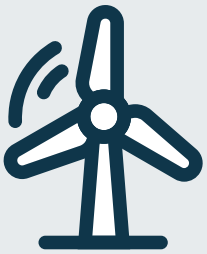
15.6%

Decrease from 2024 in printing volume (total number of pages printed)



75%

Increase from 2024 in the amount of waste composted across Ayvens sites.



2.5%

Reduction from 2024 in electricity consumption across all Ayvens sites



31.7%

Reduction from 2024 in the amount of water used on Ayvens sites



32.6%

Reduction from 2024 on the amount of general waste produced across Ayvens sites



13.7%

Increase from 2024 in the amount of gas used by Ayvens buildings*

*With improved tracking of energy usage, we are implementing steps to reduce gas consumption.

Waste reduction

We've taken steps to reduce waste and increase our recycling rates across our UK office locations, including:

- **Removing all single use plastics from on-site catering**
- **Introducing food bin caddies to encourage more food waste recycling**
- **New waste signage to improve recycling behaviours**

We regularly review waste associated with our operations and have identified areas for improvement in the amount of food generated from our catering facilities.





Fleet electrification

We've committed to leading the transition to sustainable mobility with the goal of electrifying, not just our leased fleet, but also our internal fleet.

By the end of 2025, 91% of our internal fleet was made up of BEVs (Battery Electric Vehicles), with the remaining 9% constituting of PHEVs (Plug in Hybrid Electric Vehicles).

We continue to review our fleet regularly with the aim of having 99% of our internal fleet made up of BEVs, with the only non-electric vehicle in our fleet being our charity minibus.

> *"By the end of 2025, 91% of our internal fleet was made up of BEVs."*



Climate Fresk

We've been holding Climate Fresk workshops for our colleagues since 2023. Colleagues learn about climate change and are empowered to take action to reduce their environmental impact. So far, 21.6% of colleagues have participated in a Climate Fresk workshop.

In 2026 we're continuing to run these workshops and have introduced them as part of our new colleague induction programme.

> *So far, 21.6% of colleagues have participated in a Climate Fresk workshop.*

CL!MATE FRESK
All the cards are in your hands!

Progress to Net Zero Target

As of April 2026, Ayvens is the only international leasing company to have validated both near-term and long-term carbon reduction targets by SBTi (Science Based Target Initiative). SBTi is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

It is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the WorldWide Fund for Nature (WWF). The SBTi defines and promotes best practice in science-based target setting and independently assesses companies' targets.

Ayvens climate ambitions:

Scope 1+2 emissions[1]

Small, but Ayvens has **control**

To be reduced by[2]

-50%

by 2030 (vs 2019)

↓

-90%

by 2050 (vs 2019)

Scope 3 emissions[1]

Significant, and Ayvens has **influence**

To be reduced by[2]

-30%

by 2030 (vs 2019)

↓

-90%

by 2050 (vs 2019)

Validated by

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

(1) Scope 2 expressed in location-based metrics

(2) Targets validated by SBTi, based upon current market forecasts reflecting stated policies (e.g., EU CO_2 emission performance standards for new passenger cars and LCVs). Ayvens reserves the right to adjust climate targets should exceptional circumstances occur, such as substantial changes in regulatory environment, or of decisions that would lead to a material change in Ayvens product or geographical footprint.

Ayvens UK 2025 emissions:

Ayvens has partnered with Planet Mark to produce a full carbon inventory of our business for the financial year 2025. The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is checked against evidence provided by Ayvens.

Our carbon footprint:

189.6 tCO_2e
Measured Scope 1 & 2 emissions (market-based)

+

4,651,954.1 tCO_2e
Measured Scope 3 emissions

=

4,652,143.8 tCO_2e
Measured carbon footprint (market-based)

99.9% of this year's total carbon footprint came from Scope 3 emissions.

Planned Actions:

Our carbon reduction initiatives are focused on three key levers: energy consumption, the carbon emissions associated with our leased fleet and emissions from our operations.

In the past three years we have taken the first steps to reduce our internal emissions by procuring green electricity in all our buildings, continuing a hybrid working pattern to minimise commuting related emissions and improving our buildings to ensure all equipment is energy efficient. Other significant ongoing decarbonisation initiatives include electrification of our leased fleet and multi-cycle lease.

Over the next year we will be shifting to an entire electric internal fleet, donating our diesel charity minibus, and consolidating our operations into Bristol, reducing our energy consumption significantly.

Looking further ahead, we have ambitions to install solar voltaic panels in our head office in Bristol which would further offset our energy consumption by an estimated 10%.

Supporting local organisations

Supporting our commitment to sustainability, we strive to make a difference in the communities where we live and work, particularly around our Bristol headquarters as well as our other offices in Slough and Milton Keynes.

Avon Wildlife Trust

We worked with Avon Wildlife Trust to provide volunteering opportunities for colleagues to support local wildlife and conservation in Bristol.

Colleagues volunteered 150 hours clearing brownfield sites and maintaining wildlife areas.



FareShare South West

We continued to support FareShare South West, helping redistribute surplus food across the region.

In the run-up to Christmas, colleagues packed 125 winter food parcels to support families during the festive period.



FareShare South West

Donating surplus office equipment

Following the closure of one of our Bristol offices, surplus furniture and equipment were donated to Paul's Place, a local charity supporting physically disabled adults.

This supported the setup of their new site, equipping office areas, community rooms and café space, saving valuable funds for reinvestment into services.

> *"We're incredibly grateful for the generous donation of office equipment and Café furniture, which has made a transformative difference to our new Hub for disabled adults. By providing such a wide range of essential resources, Ayvens has not only enhanced our day-to-day operations but also saved us a significant amount of money, funds that can now be redirected towards supporting the people and communities we serve. Your support truly helps us do more, and we cannot thank you enough."*

Kayley Waller, Head of Fundraising & Communications at Paul's Place



Social value and community impact

Supporting local communities through partnerships, volunteering and access to mobility.



Volunteering to support others

142

Colleagues volunteered to support others in the local community



Volunteering took place independently and through organised activities

Supported organisations included:

- **Avon Wildlife Trust**
- **Chapter One**
- **Coppershell Animal Sanctuary**
- **Deerhurst Retirement Home**
- **Envision**
- **FareShare South West**
- **Jubilee Riverside Centre**
- **Mangotsfield School**
- **Shelter**
- **Slough & Eton School**
- **Warmley Park School**
- **Wexham Park Hospital**

1,006 hrs

volunteered by colleagues to local communities





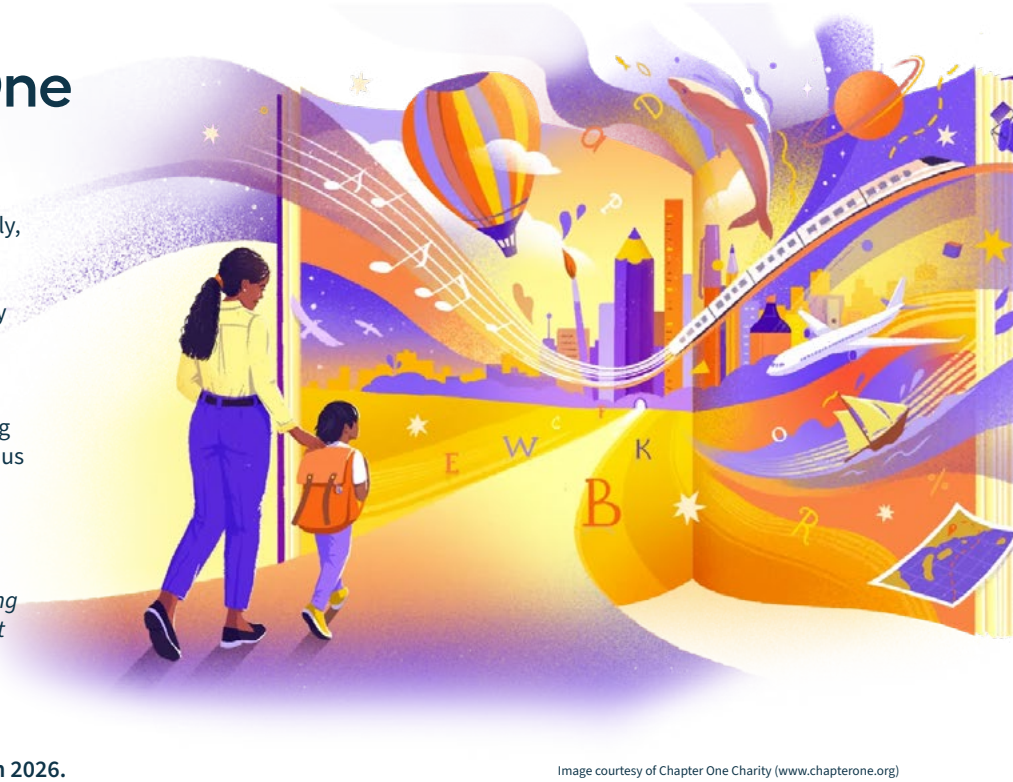
Chapter One

In 2025, we introduced a volunteering programme in partnership with Chapter One, supporting primary school children with weekly, online, one-to-one reading sessions.

Colleagues are matched with a child for weekly 30-minute sessions, helping build confidence and skills.

We have nine colleagues currently volunteering with Chapter One, including Hannah who tells us why she enjoys her sessions:

> *"The support and consistency these sessions give my little person and seeing how they're developing their communication skills, reading skills and number skills too. It's such a delight hearing their voice every Monday morning."*



Following its success, we'll be expanding our volunteering programme with Chapter One in 2026.

Image courtesy of Chapter One Charity (www.chapterone.org)

Mobility for all

Community Minibus

Our free-to-use minibus helps local charities and organisations across Bristol provide access to outings, activities and community events. Used 151 times in 2025, the service is supported by a directory of trained volunteer drivers, making it easier for groups to get where they need to go safely and reliably

> *"The residents we support are living with dementia, so having access to the minibus has made a huge difference to their lives."*

Vickie Toogood, Little Heath retirement home





Outreach Vans

We provided two outreach vans supporting community engagement programmes in Sheffield and Sandwell.

In 2025–26:

- **236 sessions delivered**
- **3,564 people engaged**

Places for People

Charity partnerships & giving

SOCIETE GENERALE UK FOUNDATION

Through our relationship with the Societe Generale UK Foundation, colleagues can apply for a financial contribution for fundraising or volunteering for Ayvens supported charities or personal causes. In the last year, £13,931 was awarded in matched funding to 11 UK charitable organisations.

In the last year, the Societe Generale UK Foundation has also awarded £35,000 to charities and charitable organisations nominated by Ayvens colleagues through its Bright Futures programme. Beneficiaries have included Bristol Autism Support, Bristol Samaritans, the Dash charity and Fosse Way School.

The Societe Generale UK Foundation's Winter Appeal also awarded donations to three Ayvens nominated foodbank charities: FareShare South West, Slough Foodbank and SOFEA, helping fund 27,500 meals and 166 food parcels.

SHELTER

Through Societe Generale, we've been supporting Shelter, the housing and homelessness charity, for the last few years. We've supported Shelter by:

- **Raising £3,163 for its Getting Real Opportunities of Work (GROW) programme that offers 12-15-month paid traineeships to people who have experienced homelessness**
- **Volunteering to support Community Makeovers in Bristol**
- **Collecting and sorting donations for its charity shops in Bristol**

Since 2023, Shelter also has loan of an electric van that's used to transport essential supplies to those who need them most. It's also used to transport much needed stock to their charity shops in a more sustainable way.



£2,324 raised for Ben in 2025

Not only have we supported the automotive charity Ben for a number of years now through fundraising, we also support Ben through an annual corporate donation. This means we can help those in the automotive industry and their families with support with issues such as stress, anxiety, depression and money worries. The charity also helps us promote health and wellbeing in the workplace, including training for our colleagues.



Corporate Donations

We supported a range of other charities through donations and gifts in kind, including:

- **Rainbow Trust**
- **Henry Allen Trust**
- **Well Grounded**
- **Slough Children First**
- **FareShare South West**
- **Avon Wildlife Trust**

Responsible business and governance

Driving continuous improvement through robust governance, transparent reporting and responsible business practices.



EcoVadis sustainability assessment

EcoVadis is the world's leading provider of business sustainability ratings.
Companies who take part are assessed against four key areas:

- **Environment – how they minimise their ecological footprint**
- **Labour & Human Rights – ensuring ethical treatment of colleagues and communities**
- **Ethics – upholding integrity and responsible business conduct**
- **Sustainable Procurement – partnering with suppliers who share their values**

By taking part each year, EcoVadis encourages companies to keep up the momentum when it comes to their sustainability commitments and performance.

Ayvens UK has partnered with EcoVadis since 2018 and our latest assessment results for 2025 are available on the EcoVadis platform and upon request.

Our 2025 results

We're proud to announce that we achieved the EcoVadis Gold Medal, a recognition that places us amongst the top 5% of companies in the automotive leasing industry assessed by EcoVadis.

We improved our overall score by three points from our 2024 submission, with improvements recorded across our environmental reporting, labour and human rights, and sustainable procurement.

Improvement priorities for 2026

EcoVadis has outlined some priority areas for 2026; these are:

- **Improve reporting on sustainable procurement issues**
- **Improve reporting on ethics issues**
- **Provide more evidence of the evaluation of greenhouse gases initiatives to align performance with targets**

We're focusing on these actions ahead of our 2026 submission.





Governance framework

Our commitment to tackling environmental and social issues is governed and supported in a number of different ways at Ayvens.

Modern Slavery and our supply chain

In 2025, we launched our Sustainable Procurement Charter which included a strategic review of our Modern Slavery monitoring. This was to help define future activities to enhance our supply chain due diligence and work with Ayvens globally to improve and enhance our actions in this critical area. Our Sustainable Procurement Charter has been embedded into our procurement process to define expectations for our supply chain.

Our Ambassador network

At Ayvens, we have a network of Ambassadors who support our volunteering and fundraising programmes. Situated throughout the business, they help organise volunteering activities for their teams, as well as support our fundraising campaigns for various charities throughout the year. In 2026, we'll be relaunching our Ambassador network to include support for our ambition to tackle environmental issues.

ESG Committee

Every quarter, our Head of Sustainability chairs the Environmental, Social & Governance Committee to review activity in these areas. The Committee is made up of Heads of Department from key decision-making functions, such as Compliance, Procurement and Regulatory.

Included in these meetings are:

- **Metrics covering waste, water, gas, paper and electricity consumption for our UK sites**
- **Review of our environmental management system**
- **Discussions around the latest carbon reports covering scope 1, 2 and 3 and progress towards carbon reduction targets**
- **Any proposed ESG initiatives**

Annually, the Committee also engages in a climate capacity-building session, which is followed by a comprehensive review and assessment of the climate-related risks and opportunities identified through climate scenario analysis. The session culminates in the update of the climate-related risk register.

Looking ahead

As we look ahead, we are strengthening our commitment to people, communities and the environment through targeted action and long-term partnerships.



Our priorities for 2026

In 2026, we'll continue to work towards our four key pillars, with particular focus on a number of areas, including:

New charity partnership

In line with our commitment to developing our charity and philanthropy programme, this year we're announcing a new charity partnership. This will be the first official charity partner for Ayvens UK. Not only will we be funding a specific programme, we'll also be fundraising and volunteering with them.

Supply Chain

We're committed to maintaining a transparent and responsible supply chain, working closely with our suppliers to identify and reduce ethical and sustainability risks. In 2026, we will launch a supply chain review through a sustainability questionnaire covering areas such as:

- **Carbon emissions**
- **Modern slavery**
- **Corporate social responsibility (CSR)**
- **Health and safety**
- **IT security**

The responses will help us better understand our suppliers' practices, support improvements, and identify any potential environmental or ethical risks.

Planet Mark

We're happy to announce that Ayvens UK is partnering with Planet Mark to support us on our net zero journey.

Planet Mark's Net Zero Certification Programme is aligned with the principles of the Science Based Targets Initiative as well as to the Greenhouse Gas (GHG) Protocol.

This will help strengthen our commitment to reducing our carbon emissions by progressing each year towards our near-term and long-term net zero targets. It also aligns with our ambition of embedding sustainability into everything we do, decarbonising our operations and supply chain.



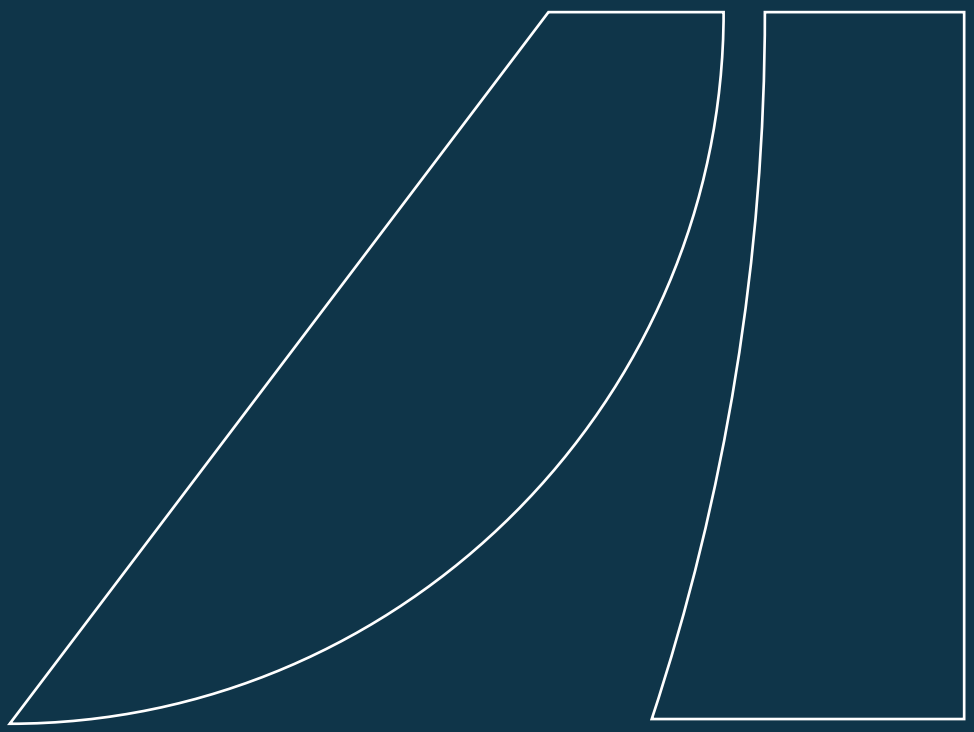


Tree planting

The region in which our headquarters is based, Bristol-Avon, is now one of the most deforested parts of the UK at just 7.8% compared to a UK average of 13%.

We're working with Avon Needs Trees to rectify this by helping plant new woodland in the Chew Valley, creating the charity's newest and biggest site, Lower Chew Forest. Not only is this a great opportunity for our colleagues to use their volunteering hours, it's an opportunity to contribute to help fight the climate and nature emergency, leaving a local legacy for generations to come.

> *Bristol-Avon, is now one of the most deforested parts of the UK*



Better with every move.

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