avanade

Carbon Reduction Plan

Avanade is committed to achieving Net Zero emissions by 2025

Do what matters

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point by which we measure our reductions for our global science-based targets.

Baseline Year: 2019

(01/09/2018 through to 31/08/2019)

Additional Details relating to the Baseline Emissions calculations.

Avanade is a global business with operations and activities across many countries. Established in 2000, Avanade is a joint venture between Accenture and Microsoft, and is a majority owned subsidiary of Accenture. Avanade's environmental commitments and targets are set at a global level, both within Avanade and our parent organisation Accenture, with strategies and direction propagated down to the local regional level.

Environmental reporting for Avanade UK is completed by Accenture UK (and all Accenture UK subsidiaries) and then aggregated, and internally and externally verified to provide the global dataset. For clarity, in this document, the emissions data provided is focused on Avanade UK full operational scope for the specified period, not Accenture UK. Avanade UK determine its proportion of the Accenture UK emissions data through an equity share approach of the parent Accenture UK organisation.

The equity share is based on the proportion of Avanade UK headcount contribution of overall Accenture UK headcount. This equity share approach will be consistently applied for subsequent emissions reporting periods and future versions of this document. Avanade UK is also subject to the same carbon reduction commitments and initiatives laid out by Accenture UK, and any Avanade UK deviances will be documented here. Avanade Ireland emissions data will not be included (additionally, Avanade Ireland consolidated to Accenture Ireland 1st May 2025).

Avanade's reporting period begins on 1 September and ends on 31 August the following year in line with the financial year. Our global baseline year for emissions is fiscal year 2019, also known as FY19, therefore the baseline reporting period covers 1 September 2018 through 31 August 2019.

Carbon emissions have been prepared in alignment with the Greenhouse Gas ("GHG") Protocol. GHG emissions amounts are presented in metric tonnes of carbon dioxide equivalents (mtCO2e).

Declaration change: In a continued focus on Sustainability reporting, Accenture & Avanade revised Avanade's reporting model in FY22 based on Headcount proportion rather than Revenue.

Baseline year emission (Avanade UK data): FY19 (01/09/2018 to 31/08/2019)

FY16 Headcount – Avanade UK proportion of Accenture UK Headcount = 3.2% (share for emissions reporting)

Emissions	Total ($mtCO_2e$)
Scope 1	**Scope 1 total = 0 $mtCO_2e$**
Scope 2	**Scope 2 total = 39 $mtCO_2e$** (This was measured on a Market – based approach)
Scope 3 (Included sources)	**Scope 3 total = 2,093 $mtCO_2e$**
	Purchased goods & services = 459 $mtCO_2e$[1]
	Capital goods = 88 $mtCO_2e$
	Fuel and Energy-related Activities = 11 $mtCO_2e$
	Upstream transportation and distribution = included in PG&S[1]
	Waste generated in operations = included in PG&S[1]
	Business travel = 1,535 $mtCO_2e$ Breakdown of Source(s) • **Air travel** = 663 $mtCO_2e$ • **Rail travel** = 60 $mtCO_2e$ • **Taxi travel** = 23 $mtCO_2e$ • **Company/rental cars** = 12 $mtCO_2e$ • **Personal cars** = 124 $mtCO_2e$ • **Hotels** = 653 $mtCO_2e$
	Employee commuting = 0 $mtCO_2e$[2]
	Downstream transportation and distribution = Not a material part of Accenture/Avanade operations

Total Emissions FY19 : 2,132 $mtCO_2e$

[1] As Avanade is primarily a services business, Categories 4 and 5 are not considered material for separate disclosure in fiscal 2024. Emissions from activities related to these categories are included in Category 1 – PG&S.
[2] Employee commuting is currently limited to contracted vehicle services in locations which host the majority of our office-resident workforce

Current Emissions Reporting

Reporting year emissions (Avanade UK data): FY24 (01/09/2023 to 31/08/2024)

FY22 Headcount – Avanade UK proportion of Accenture UK Headcount = 7.9% (share for emissions reporting)

Emissions	Total ($mtCO_2e$)
Scope 1	**Scope 1 total = 0** (**Explanation:** Diesel generators are the only potential source of emissions here. We reported no emissions related to this due to no activity taking place.)
Scope 2	**Scope 2 total = 54 $mtCO_2e$** (This was measured on a Market – based approach)
Scope 3 (Included sources)	**Scope 3 total = 2,198 $mtCO_2e$**
	Purchased goods & services = 1,234 $mtCO_2e$[1]
	Capital goods = 61 $mtCO_2e$
	Fuel and energy-related activities = 19 $mtCO_2e$
	Upstream transportation and distribution = included in PG&S[1]
	Waste generated in operations = included in PG&S[1]
	Business travel = 884 $mtCO_2e$ Breakdown of Source(s) • **Air travel** = 573 $mtCO_2e$ • **Rail travel** = 24 $mtCO_2e$ • **Taxi travel** = 46 $mtCO_2e$ • **Company/rental cars** = 19 $mtCO_2e$ • **Personal cars** = 68 $mtCO_2e$ • **Hotels** = 154 $mtCO_2e$

Reporting year emissions: FY24 (continued)

Emissions	Total ($mtCO_2e$)
	Employee commuting = 0 $mtCO_2e$[2]
	Downstream transportation and distribution = Not a material part of Accenture/Avanade operations

Total Emissions FY24 : 2,252 $mtCO_2e$

[1] As Avanade is primarily a services business, Categories 4 and 5 are not considered material for separate disclosure in fiscal 2024. Emissions from activities related to these categories are included in Category 1 – PG&S.
[2] Employee commuting is currently limited to contracted vehicle services in locations which host the majority of our office-resident workforce.

Emission Reduction Targets

Avanade works closely with its parent organisation Accenture to ensure collective progress is made towards achieving Net-Zero carbon emissions by 2025.

We continue to work toward our 2025 carbon removal goal by first focusing on reductions across our Scope 1, 2 and 3 emissions and then removing any remaining emissions through nature-based carbon removal projects.

In 2018, we established a SBTi 2025 near-term emissions reduction target, which we have surpassed. During fiscal 2024, we received SBTi approval for net-zero greenhouse gas (GHG) emissions targets aligned with SBTi's Corporate Net-Zero Standard, including new 2030 near-term and 2040 long-term reduction targets.

Our most significant aspects relate to indirect emissions from Scope 2 electricity usage in our locations and Scope 3 emissions from business travel and purchased goods and services.

For the Accenture group, as of the end of FY24, Scope 1 and 2 emissions decreased 89% from our FY19 base year against our 2030 target, primarily due to a mix of achieving 100% renewable electricity in our facilities in 2023, as well as driving energy-efficient practices where possible. Our Scope 3 emissions per unit of revenue decreased 60% against our 2030 target.

To address our remaining emissions, we are investing in nature-based carbon removal projects to remove carbon from the atmosphere. We plan to begin applying carbon removal credits in fiscal 2025 in line with our carbon removal goal.

Our nature-based carbon removal projects are generally targeted to reforest land, improve biodiversity, make agriculture more sustainable and help create green jobs—all while removing carbon from the atmosphere.

2025 carbon removal goal — On track

New SBTi-approved net-zero targets

Fiscal 2030 near-term targets		Fiscal 2040 long-term targets	
80%	**55%**	**90%**	**90%**
reduction of absolute Scope 1 and 2 GHG emissions from fiscal 2019 base year.	reduction of Scope 3 GHG emissions per unit of revenue from fiscal 2019 base year.	reduction of absolute Scope 1 and 2 GHG emissions from fiscal 2019 base year.	reduction of absolute Scope 3 GHG emissions form fiscal 2019 base year.

Figure 1 - Avanade SBTi-Approved Net-Zero Targets

The table below illustrates Accenture's global emissions progress, which includes Accenture UK's operations (including Avanade). The data captured in this table represents activities outside the scope of PPN 06/21 such as emission data from other market units.

Accenture Group Emissions

For the fiscal years ended August 31, 2024 and baseline year 2019

	2024	2019 (BY)
Carbon Emissions by Scope		
Scope 1	22,395	19,922
Scope 2 (market-based method)	3,584	226,013
Total Scope 1 and 2 Carbon Emissions	**25,979**	**245,935**
Scope 3	628,840	1,049,032
Scope 1, 2 and 3 reported Carbon Emissions	**654,819**	**1,294,967**

Further information about Accenture's (including Avanade) sustainability goals and progress can be found in Accenture's 360ª Value Report 2024.

Climate Change Programmes

Carbon Reduction The Accenture group (including Avanade) has implemented the following climate change projects:

- Globally we achieved our goal of 100% renewable electricity in 2023 (RE100) and we maintained this in 2024. We achieved this across our UK operations in FY20. Going forward, we plan to maintain 100% renewable electricity in our facilities through continued purchase of renewable electricity contracts. We also continue to drive energy efficiency. In fiscal 2024 we expanded our use of smart meters, which provide benefits including increased speed of data collection and analytic insights to inform our energy management decisions.
- In the UK we hold ISO 14001 Environmental and ISO 50001 Energy management system certifications.
- During fiscal 2024, we received SBTi approval for net-zero greenhouse gas (GHG) emissions targets aligned with SBTi's Corporate Net-Zero Standard, including new 2030 near-term and 2040 long-term reduction targets. See Figure 1 - Avanade SBTi-Approved Net-Zero Targets above for further details.
- We are a signatory of the World Economic Forum's Clean Skies for Tomorrow sustainable aviation fuel pledge, which includes an aviation industry goal of flying on 10% SAF by 2030. In addition, we are a member of United Airlines' Eco-Skies Alliance of corporate SAF buyers and are committed to purchasing SAF only from socially and ethically beneficial sources.

Climate Change Programmes

Responsible travel

We continue to use technology to facilitate more cost- and carbon-efficient delivery for our clients and our business. We have implemented an internal carbon price on travel to encourage climate-smart travel decisions. When travel is necessary, we are equipping our people to make climate-smart travel decisions. We offer an EV scheme in the UK and in April 2024 we extended this scheme to a further two career levels.

Responsible buying

We are working with our suppliers to reduce our Scope 3 emissions. Our goal is that 90% of our key suppliers ***(key suppliers are defined as vendors that represent a significant portion of our 2019 Scope 3 emissions)*** disclose their environmental targets and actions being taken to reduce emissions by 2025. 89% of our key suppliers have disclosed targets and 96% have disclosed actions to reduce emissions.

Operational upgrades

Locally we are continually implementing updates at our UK offices such as our smart meter installation programme across our offices, UPS replacement, CRAC unit replacements, chiller replacements, ongoing LED lighting upgrades and timing changes, HVAC timing changes, rollout of energy efficient laptops, change in printer standby timers, rainwater harvesting implementation, BMS upgrades and energy saving zip taps.

Green IT

Accenture's (including Avanade) global IT organisation takes a cloud-first and sustainability-focused approach to the way we operate, develop new applications and innovate to run our business. With our journey to cloud complete, we continue to focus on new, more sustainable capabilities from technology providers while further embedding Green IT practices into our operations.

Climate Change Programmes

Avanade is a steering committee member of the **Green Software Foundation** and we continue to train our software engineers on Green Software Engineering practices. This allows our software engineers to be familiar with the standards, tools, and best practices so that software becomes an enabler for climate solutions, creating sustainability by design, in the code we build. Avanade co-chairs the Carbon Aware SDK and donated code for the Carbon in CICD Pipeline, to demonstrate best practice in Green Software.

Accenture UK (including Avanade) is committed to reducing the carbon footprint of our operations through continuing to uphold the activities related to our climate commitments, standards and goals. These include:

- Maintaining and advancing our environmental commitments, driving improvements on all of the initiatives outlined above, and continuing to reduce our carbon emissions.
- Promoting and accelerating low-carbon technologies amongst our clients to design innovative and sustainable solutions.

To meet the changing needs of our clients and drive progress on environmental, social and governance (ESG) issues, we continue to expand and evolve our portfolio of Sustainability Services. We help our clients drive and report ESG performance, build next-generation value chains, rotate to greener technology and decarbonize their extended enterprises. By leveraging the power of technology, we can unlock significant value and growth to support sustainable reinvention.

Learn more about our Sustainability Services.

For example:

Avanade Intelligent Garden

Avanade partnered with Microsoft, leading horticulturists and scientists, created the Intelligent Garden at the RHS Chelsea Flower Show 2025. The garden is a real-life case study of our partnership, and our joint commitment to show how tech can be used responsibly and can help make a real difference. This exciting project aimed to demonstrate how AI can help manage urban trees sustainably, ensuring care is delivered precisely when and where it's needed—giving urban trees a better chance to thrive. The Avanade Intelligent garden's core mission is supporting urban trees—they filter air pollution, cool cities, support wildlife, and boost community wellbeing. Yet, they face immense challenges most especially from climate stress.

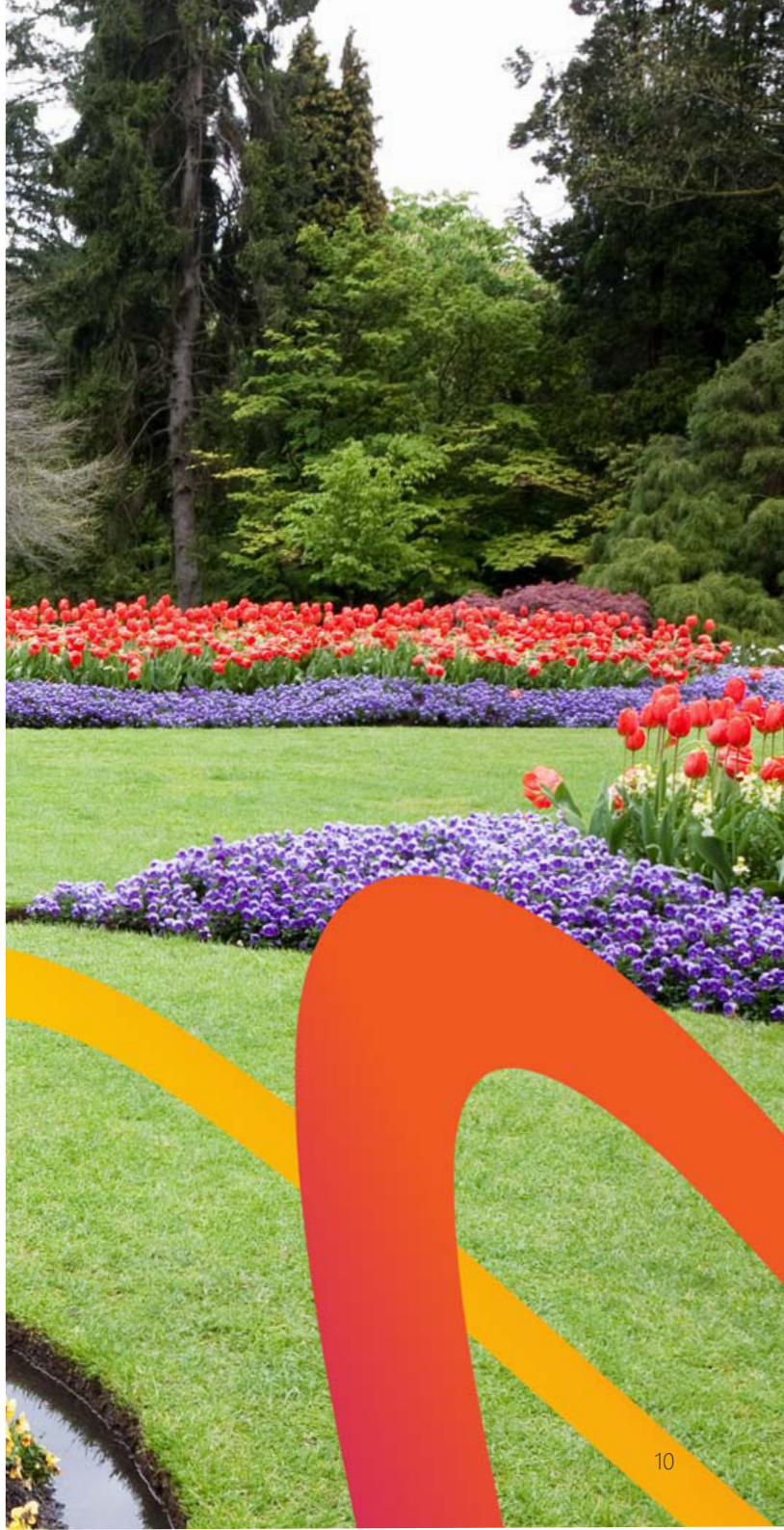
30%
of urban trees die in their first year

50%
of urban trees don't survive 10 years

50 years
for a tree to reach their ecological peak

16 years
years on average to reach carbon neutrality

Globally we are planting defunct urban forests that struggle to thrive. Avanade hope this garden sparks a new conversation about the future of urban tree care. The garden contains sensors that monitor the weather, plants, the water stream, the trees, pollinators and the soil, enabling interaction with the trees and their environment to ensure their needs are met. By combining nature and technology, we can give trees a better chance to thrive in our cities, and their custodians a better understanding of how best to care for them. The Avanade Intelligent Garden won a Gold Model and Best in Show – Constructors awards which is testament to the success of the garden in capturing the Chelsea Flower Show 2025 Judges and the wider public's imagination around the synergies that can be found between technology advancements and protecting our environment.



For example:

Empowering our people to take action on sustainability: We are committed to addressing local needs and fostering sustainable communities, offering a variety of ways for our people to act for social and environmental impact, including a wide range of local and global volunteering opportunities. In fiscal 2024 we launched Season of Impact, a holistic global participation campaign. We engaged our people globally in volunteering, eco action, social innovation and giving, supporting both social and environmental causes.

We provide opportunities for our people to learn, commit, volunteer and innovate. This includes nature and biodiversity training, acting as environmental citizen scientists and teachers, and participating in the Sustainability Innovation Challenge in partnership with clients.

Our award-winning Sustainability Quotient (SQ) learning program, honoured with the Brandon Hall Group Excellence Gold Award, features expert curated content from Avanade leaders. It includes 10 concise, real-time learning modules that provide valuable insights into the increasing importance of sustainability in driving business impact and value creation.

Through our social innovation programs, our people have opportunities to work with our clients and ecosystem partners to develop and accelerate fresh ideas.

For example:

Our Sustainability Innovation Challenge engaged our people on the key themes of preserving from our past, responding to our present and reimagining our future. Finalist teams' innovations include:

- **Winner:** Second Chance - connects formerly incarcerated individuals with job opportunities to reduce recidivism.
- **Runner-up:** Circular Asset Indexing Toolkit - creates a circular economy of reusable components for large companies.
- **Runner-up:** TrashIT - manages e-waste in India through a circular economy model.

We continue to provide tools and initiatives to our people to ensure that they have options and incentives to take low-carbon modes of travel, participate in our Cycle to Work and electric vehicle schemes - and to try more plant-based diets in our offices.

We are one of the largest enterprise users of Microsoft Teams in the world—using more than 17 billion minutes of audio and more than 3 billion minutes of video calls in fiscal 2024—hosted on Microsoft Azure Cloud and powered with renewable electricity.

When travel is necessary, we are equipping our people to make climate-smart travel decisions. For example:

- We use analytics and reporting to help travellers and business runners estimate future travel or use less carbon-intensive modes of travel. This includes measuring the carbon savings by switching from air to less carbon-intensive rail travel, and emphasising in our travel policy and communications the use of rail over air when practical.
- Our climate-smart travel toolkit shares policies, resources, ideas and templates to support project teams in their carbon reduction journey.
- An aviation carbon calculator highlights actual emissions differences between flights to inform booking decisions.

To address our remaining emissions, we are investing in nature-based carbon removal projects to remove carbon from the atmosphere

- We continue to work toward our 2025 carbon removal goal by first focusing on reductions across our Scope 1, 2 and 3 emissions and then removing any remaining emissions through nature-based carbon removal projects.
- Our nature-based carbon removal projects are generally targeted to reforest land, improve biodiversity and the resilience of ecosystems, make agriculture more sustainable and help create green jobs—all while removing carbon from the atmosphere. This programme is expected to physically remove millions of metric tons of carbon from the atmosphere as part of our journey to our SBTi-approved fiscal 2040 net-zero targets. At the end of fiscal 2024, our nature-based carbon removal portfolio included projects in Indonesia, the Philippines, the United Kingdom and the United States.
- We are supporting projects that have converted marginal farmland to woodland in Scotland and England. This is expected to lead to the creation of new and diversified, sustainable forests. Woodlands act as important natural water filters, help prevent floods, serve as essential habitats for wildlife and provide support for employment through sustainably managed and harvested timber.
- Our nature-based carbon removal projects are designed to support and respect the universal principles of the United Nations Global Compact (UNGC) in the relevant areas of human rights, labour, environment, anti-corruption and the UN Sustainable Development Goals (SDGs).
- We have established reporting procedures to provide oversight of activities on the ground, quality control and alignment to the universal principles of the UNGC. Where technically feasible, our projects will be registered under the Sustainable Development Verified Impact Standard, verifying SDG benefits along with carbon removals.

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[1] and uses the government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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 board of directors (or equivalent management body).

Signed on behalf of the Supplier

Paula Panarra
UKS General Manager
Date: **17/7/2025**

Sources

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

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Do what matters

Carbon Reduction Plan

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About Avanade

Avanade is the **world's l**eading expert on Microsoft. Trusted by over 5,000 clients worldwide, we deliver AI-driven solutions that unlock the full potential of people and technology, optimize operations, foster innovation and drive growth.

As Microsoft's Global SI Partner we combine global scale with local expertise in AI, cloud, data analytics, cybersecurity, ERP to design solutions that prioritize people and drive meaningful impact. We champion diversity, inclusion, and sustainability, ensuring our work benefits society and business.

Learn more at www.avanade.com

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