

Carbon Reduction Plan

ABM UK & I is committed to achieving Net Zero emissions by 2045, in line and ahead of the UK and Ireland Government’s objective.

All carbon calculations have been completed in line with the Greenhouse Gas Protocol according to operational control methodology, SECR, PPN006, PPN06/21 standards and conversion factors supplied by the Department of Environment, Food and Rural Affairs (DEFRA), SEAI Sustainable Energy Authority of Ireland (SEAI) and EORA66. ABM UK & I also hold the accreditation of ISO14064 giving reassurances to quality emissions reporting.

ABM delivers a wide range of services for our customers ranging from cleaning, security and concierge to mechanical and electrical services. These services are provided throughout the UK & Ireland.

ABM UK & I carbon reporting is aligned with our fiscal year (FY) which runs from November 1 to October 31. The most current report will be released and publicly available in the months following November of each year. The carbon emissions reporting included in this report is for FY25 (i.e., November 1, 2024, through October 31, 2025) but also our carbon reduction initiatives for FY26.

Baseline Emissions Footprint

ABM UK & I seeks to achieve our Net Zero target so that we may support our customers in achieving their net zero goals. We have tracked our carbon footprint since FY 2019, including scopes 1,2 and scope 3, specifically category 3.6 business travel.

In our previous carbon reduction plan for FY24, due to the expansion of carbon reporting scope categories, the inclusion of Ireland within our reporting boundary and enhanced data accuracy, the decision was made to restate our carbon emission baseline, allowing for a full capture of scopes 1,2 & 3 including all applicable categories. (see previous report).

Baseline Emissions Reporting (FY24)

Nov '23 through Oct '24

UK & Ireland Total

Scopes and Categories	tCO ₂ e (Absolute)	tCO ₂ e/£1m (Normalised)**
Scope 1 & 2 Emissions	3,494.99	7.60
Scope 1 – Direct Emissions	3,319.50	7.22
Scope 2 – Indirect Emissions	175.49	0.38
Upstream Scope 3 Emissions	35,251.88	76.64
Scope 3.1 – Purchased Goods and Services	12,727.64	27.67
Scope 3.2 – Capital Goods	3,359.92	7.30
Scope 3.3 – Fuel- and Energy-Related Activities	4,376.34	9.51

Scope 3.4 – Upstream Transportation and Distribution	603.58	1.31
Scope 3.5 – Waste Generated in Operations	3.84	8.34x10 ⁻³
Scope 3.6 – Business Travel	704.07	1.53
Scope 3.7 – Employee Commuting	13,476.49	29.89
Scope 3.8 – Upstream Leased Assets	N/A	N/A
Other	N/A	N/A
Downstream Scope 3 Emissions		
Scope 3.9 – Downstream Transportation and Distribution	N/A	N/A
Scope 3.10 – Processing of Sold Products	N/A	N/A
Scope 3.11 – Use of Sold Products	N/A	N/A
Scope 3.12 – End-of-Life Treatment of Sold Products	N/A	N/A
Scope 3.13 – Downstream Leased Assets	N/A	N/A
Scope 3.14 – Franchises	N/A	N/A
Scope 3.15 – Investments	N/A	N/A
Other	N/A	N/A
Total Reported Emissions (Scope 1, 2 and 3)		
Scope 1, 2 and 3 Emissions	38,746.87	84.24
Out of Scope Emissions	302.78	0.66
Biogenic emissions from forecourt fuels	207.03	0.45
Biogenic emissions from HVO	1.72	3.74x10 ⁻³
Biogenic emissions from electricity generation	81.40	0.18
Biogenic emissions from fleet EV charging	12.62	0.03

1. *Specific emissions per legal entity are available.
2. **Absolute emissions normalised per £1m of revenue
3. This FY24 report includes greater accuracy due to data availability than in previous reports regarding the applicable fiscal year's carbon emissions reduction plan, namely with respect to scope 3.

Carbon Intensity was 84.24 tCO₂e per £1m

The following breakdown sets forth FY24 CO₂, CH₄ and N₂O emissions, all other greenhouse gas emissions were negligible.

GHG Emissions	CO ₂		CH ₄		N ₂ O		HFCs		PFCs		SF ₆	
	tCO ₂	tCO _{2e}	tCH ₄	tCO _{2e}	tN ₂ O	tCO _{2e}	tHFC	tCO _{2e}	tPFC	tCO _{2e}	tSF ₆	tCO _{2e}
Scope 1	3,271.12	3,271.12	0.043	1.18	0.1516	40.69	-	-	-	-	-	-
Scope 2	167.46	167.46	0.027	0.74	0.0037	1.00	-	-	-	-	-	-
Scope 3*	13,922.20	13,922.20	0.852	23.00	0.3402	92.88	-	-	-	-	-	-

Current Emissions Against Baseline Reporting

Nov '24 through Oct '25

UK & Ireland: Achieved a 6,270.04 tCO_{2e} / 16% reduction in carbon emissions based on FY24 baseline.

	FY24	FY25	FY24	FY25
Scopes and Categories	tCO _{2e} (Absolute)		tCO _{2e} /£1m (Normalised)**	
Scope 1 & 2 Emissions	3,494.99	3,413.35	7.60	6.47
Scope 1 – Direct Emissions	3,319.50	3,313.40	7.22	6.28
Scope 2 – Indirect Emissions	175.49	99.95	0.38	0.19
Upstream Scope 3 Emissions	35,251.88	29,063.47	76.64	55.16
Scope 3.1 – Purchased Goods and Services	12,727.64	19,974.64	27.67	37.91
Scope 3.2 – Capital Goods	3,359.92	576.18	7.30	1.09
Scope 3.3 – Fuel- and Energy-Related Activities	4,376.34	2,314.50	9.51	4.38
Scope 3.4 – Upstream Transportation and Distribution	603.58	1,381.83	1.31	2.62
Scope 3.5 – Waste Generated in Operations	3.84	17.34	8.34x10 ⁻³	32.84x10 ⁻³
Scope 3.6 – Business Travel	704.07	764.95	1.53	1.45
Scope 3.7 – Employee Commuting	13,476.49	4,034.03	29.89	7.64
Scope 3.8 – Upstream Leased Assets	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Downstream Scope 3 Emissions				
Scope 3.9 – Downstream Transportation and Distribution	N/A	N/A	N/A	N/A

Scope 3.10 – Processing of Sold Products	N/A	N/A	N/A	N/A
Scope 3.11 – Use of Sold Products	N/A	N/A	N/A	N/A
Scope 3.12 – End-of-Life Treatment of Sold Products	N/A	N/A	N/A	N/A
Scope 3.13 – Downstream Leased Assets	N/A	N/A	N/A	N/A
Scope 3.14 – Franchises	N/A	N/A	N/A	N/A
Scope 3.15 – Investments	N/A	N/A	N/A	N/A
Other	N/A	N/A	N/A	N/A
Total Reported Emissions (Scope 1, 2 and 3)				
Scope 1, 2 and 3 Emissions	38,746.87	32,476.83	84.24	61.64
Out of Scope Emissions	302.78	243.27	0.66	0.46
Biogenic emissions from forecourt fuels	207.03	177.13	0.45	0.34
Biogenic emissions from HVO	1.72	6.82	3.74x10 ⁻³	0.013
Biogenic emissions from electricity generation	81.40	26.61	0.18	0.05
Biogenic emissions from fleet EV charging	12.62	32.71	0.03	0.06

*Specific emissions per legal entity are available.

**Absolute emissions normalised per £1m of revenue

The following breakdown sets forth FY25 CO₂, CH₄ and N₂O emissions, all other greenhouse gas emissions were negligible.

GHG Emissions	CO ₂		CH ₄		N ₂ O		HFCs		PFCs		SF ₆	
	tCO ₂	tCO _{2e}	tCH ₄	tCO _{2e}	tN ₂ O	tCO _{2e}	tHFC	tCO _{2e}	tPFC	tCO _{2e}	tSF ₆	tCO _{2e}
Scope 1	3,258.72	3,258.72	0.05	1.22	0.14	39.32	-	-	-	-	-	-
Scope 2	91.55	91.55	0.02	0.47	0.00	0.64	-	-	-	-	-	-
Scope 3*	5,717.72	5,717.72	0.54	5.13	2.14	35.79	-	-	-	-	-	-

Emissions reduction targets

We strive to continuously improve our data collection efforts throughout our supply chain, as we approach our Net Zero 2045 target.

With our ongoing efforts, we are projecting a 30% reduction in carbon emissions by 2030 [using the new 2024 baseline to determine the 30% reduction], this is projected through:

Fleet & Company Vehicle Use/ Policy

Company Vehicles across all divisions to be captured in one reporting system for ease of local ownership relevant to emissions and in turn targeted reduction.

1. Continued replacement with electric vehicles (EV) as soon as current leases expire.
2. All new vehicles to be EV,
3. A full transition is targeted for 2030.

Commercial Vehicles

1. Replace with EV as leases expire in alignment with customer goals.
2. Promote EV as first choice where possible in bid solutions or HVO fuel where infrastructure does not allow.
3. Understand where "on the road charging" takes place, and verify the supply is REGO certified (Renewable Energy Guarantees of Origin).
4. A 2045 target of transitioning to a full electric or low emission commercial fleets.

ABM Buildings

Electricity/ Gas Reduction is a continual objective. There are challenges currently with limited sub metering within multi tenanted properties which can reduce the accuracy of our usage in some cases.

Areas of focus:

1. Converting to REGO certified renewable energy for the remaining buildings which are not certified.
2. Aligned to ISO 50001 energy management and reduction.
3. Continued alignment to ISO 14001 (environmental management system).
4. Use of the new sensor technology which monitors energy usage to reduce energy consumption.

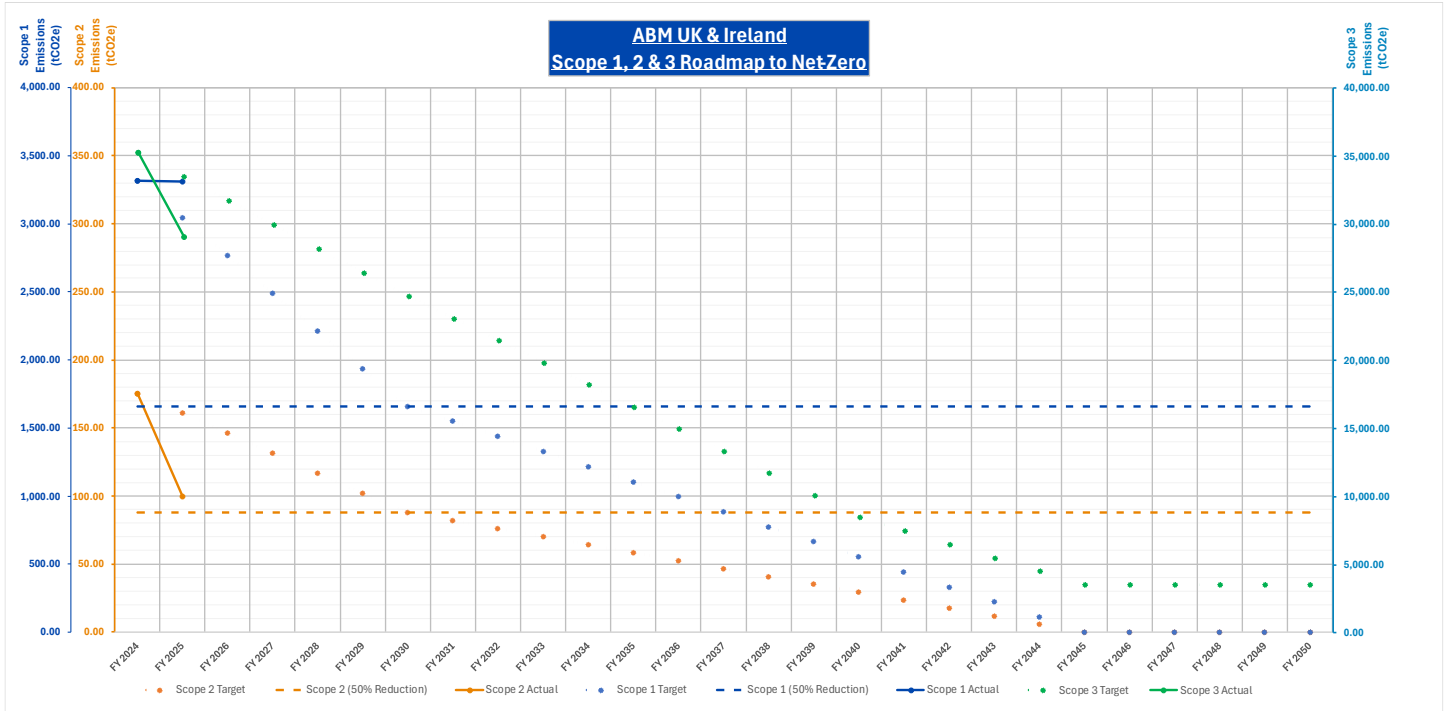
Travel

1. Encouraging greater use of Teams Meetings and working from home, thus reducing travel.
2. Continued encouragement for employees to move from travelling by airplanes to trains, where possible.
3. Local reporting dashboards, benchmarking against other contracts.

Improved Accuracy

1. Continued improvement in data quality will be a focus.
 1. Reducing the need for extrapolation in scope 3 categories such as employee commuting and waste.
 2. Fewer results based on assumptions. For example, in the calculation of upstream delivery distances where data from suppliers was not available.
 3. Progress from spend based analysis to hybrid methodology.

Projected 2045 Reductions Against Tracking



As we progress towards 2045, we expect to invest in high integrity carbon credits to support the transition to Net Zero. Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or were implemented in FY25. The exact carbon emission reduction achieved by these schemes are challenging to calculate due to the growth of the business.

1. Governance, Data, and Assurance (Direct Enablers of Carbon Reduction)

These activities underpin our credible target-setting, tracking, and delivery of emissions reductions.

1. Verified FY24 emissions data to ISO 14064 standard and secured ISO 50001 and ISO 14001 recertification across UK&I
2. Centralised ESG data processes
3. Created an account-level carbon emissions capture tool and a client-facing ESG dashboard now tracking more than 450 initiatives

Relevance: Essential for baseline integrity, monitoring reductions, and demonstrating progress against carbon targets.

2. Operational Decarbonisation & Technology (Direct Carbon Reduction)

Actions that directly reduce emissions or enable measurable reductions across operations and client services.

1. Expanded sensor technology across ABM locations
2. Presented innovation initiatives supporting over 300 tonnes of potential carbon reductions for supporting ABM and client carbon reductions.

Relevance: Direct contribution to Scope 1, 2, and/or value chain (Scope 3) emissions reduction.

3. Client & Value Chain Carbon Impact (Direct and Indirect)

Initiatives that extend carbon reduction beyond ABM's own operations.

1. Created a client-facing ESG dashboard tracking carbon-related initiatives

2. Presented innovation initiatives supporting client carbon reductions

Relevance: Supports Scope 3 engagement and client decarbonisation, increasingly expected under CSRD / ESRS.

The following assisted in enabling carbon reduction.

4. Capability Building & Engagement (Indirect / Enabling)

These activities drive behavioural change and embed carbon reduction into decision-making.

1. Delivered a sustainability and social value education programme (12 internal workshops, three customer webinars)
2. Launched an ESG communications campaign to build engagement across the business
3. Developed and launched a dedicated ESG SharePoint site

Relevance: Enables delivery of the carbon reduction plan but does not itself reduce emissions.

5. ESG Operating Model & Integration (Indirect / Enabling)

Structural changes that support long-term, scalable delivery of carbon reduction.

1. Integrated Impact Groups into the ESG operating model
2. Improved EcoVadis rating from Committed to Silver (top 8% worldwide)

Relevance: Strengthens governance, accountability, and external credibility relevant to climate performance.

Total Emissions for FY25: 32,476.83 tCO₂e

Total Intensity for FY25: 61.64 tCO₂e/£1m

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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, 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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).



SVP and President, UK and Ireland

Date: 19th January 2026

Forward-Looking Statement.

This document contains both historical and forward-looking statements about ABM Industries Incorporated ("ABM") and its subsidiaries. We make forward-looking statements related to future expectations, estimates and projections that are uncertain, and often contain words such as "anticipate," "believe," "could," "estimate," "expect," "forecast," "intend," "likely," "may," "outlook," "plan," "predict," "should," "target," or other similar words or phrases. These statements are not guarantees of future performance and are subject to known and unknown risks, uncertainties, and assumptions that are difficult to predict. For additional information on risks and uncertainties we face, see ABM's risk factors, as they may be amended from time to time, set forth in our filings with the United States Securities and Exchange Commission, including our most recent Annual Report on Form 10-K and subsequent filings.

We urge readers to consider these risks and uncertainties in evaluating our forward-looking statements. We caution readers not to place undue reliance upon any such forward-looking statements, which speak only as of the date made. We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.