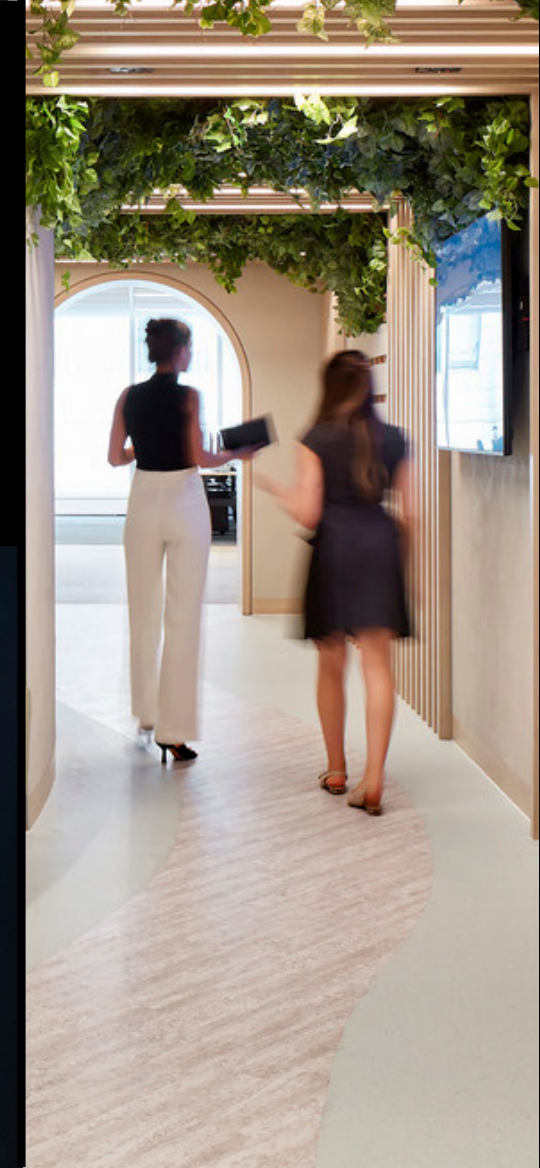




unispace

EMEA Sustainability Report 2025



CEO Foreword

I am pleased to present our 2025 Sustainability Report, which outlines our environmental, social, and governance performance across our EMEA operations.

As an organization operating within the workplace design and delivery sector, we recognize the important role we play in shaping the built environment that supports people, businesses, and communities. With this responsibility comes an expectation to operate transparently, manage our environmental impacts, and contribute positively to the industries and communities in which we work.

During the past year, we have continued to strengthen our approach to sustainability governance, improve environmental data capture, and expand initiatives that support our employees and supply chain partners. We have also made progress in improving our understanding of greenhouse gas emissions and the impacts associated with our operations and value chain.

This report reflects both our progress and the areas where further work is required. Transparency is essential in building trust with our stakeholders, and we remain committed to openly communicating our performance and continuing to improve.

I am proud to support our imminent commitment through the Science Based Targets initiative (SBTi), and we intend to submit our near-term and long-term net-zero targets for validation by the end of the year as a clear demonstration of our commitment to credible, measurable climate action.

I would like to thank our employees, clients, and partners for their continued collaboration and support as we work to build workplaces that are both high-performing and responsible.

Together we will continue strengthening our approach to sustainability and contributing to a more resilient and sustainable built environment.

Chief Executive Officer
EMEA



About this report

This report presents the sustainability performance of Unispace Global Ltd EMEA for the reporting period from 1 January 2025 to 31 December 2025, aligned with the organization’s financial reporting cycle.

The report covers environmental, social, and governance initiatives across the organization’s EMEA operations.

Data included in this report is drawn from internal reporting systems, regional sustainability initiatives, and group-level environmental reporting processes. Data availability and reporting maturity currently vary across countries due to differences in regulatory requirements, operational practices, and data collection systems.

Improving the completeness and consistency of sustainability data across all regions remains a key priority for future reporting periods.

For further information regarding this report or Unispace sustainability initiatives.

[CONTACT US](#)



Organization Overview

Unispace provides end-to-end workplace design and delivery services tailored to the needs of multinational corporations, regional businesses, and evolving hybrid workforces.

The organization supports clients in delivering high-performance workplaces that align with business goals, employee experience, and sustainability ambitions.

Core capabilities include:

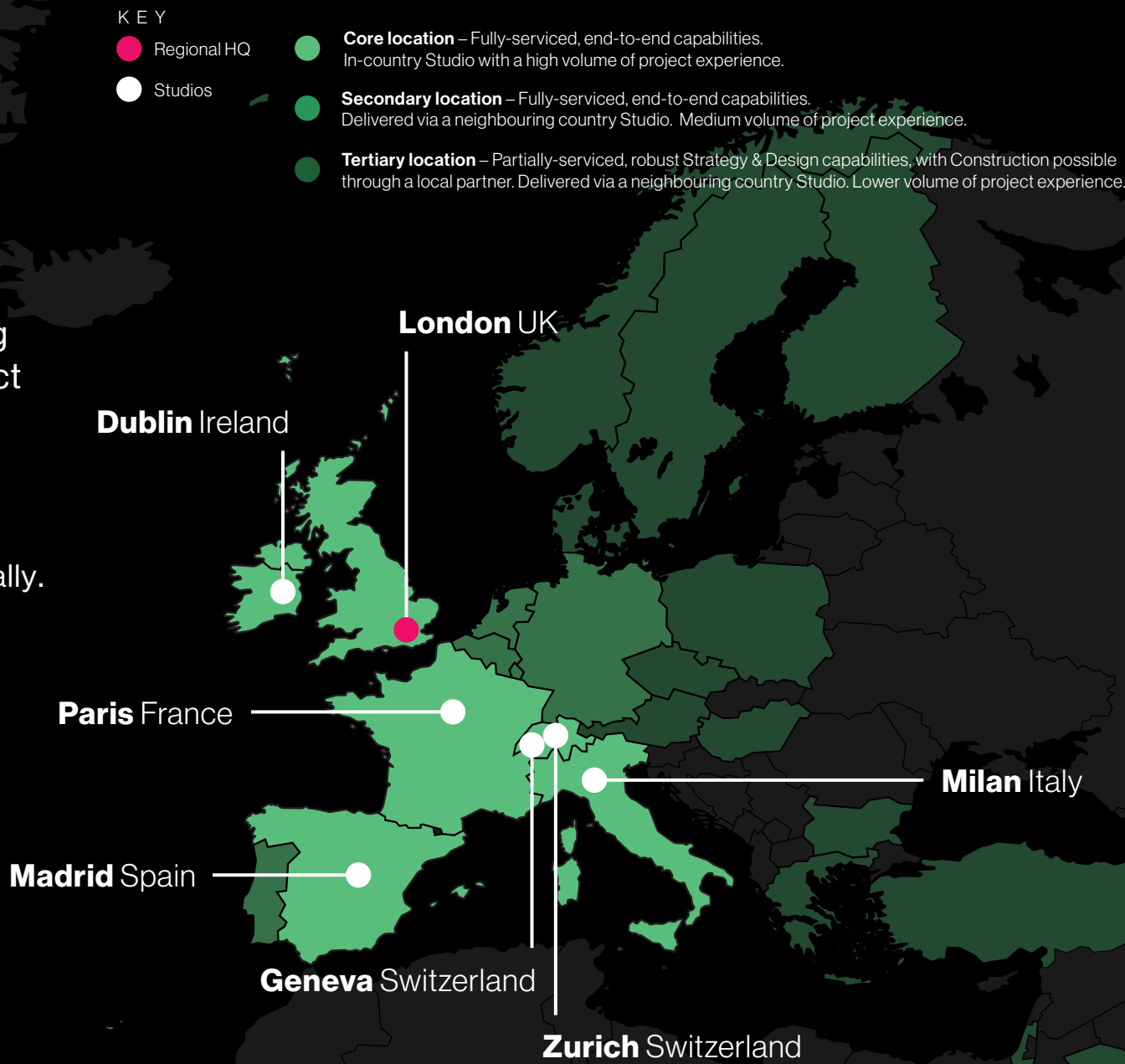
- Workplace Strategy and Consulting
- Interior Design and Architectural Services
- Project Delivery and Construction
- Change Management
- Sustainability and ESG Integration

Operations span multiple studios across EMEA and involve collaboration across multidisciplinary teams including workplace strategists, designers, project managers, construction professionals, and technical specialists.

During the reporting period the organization employed 552 full-time permanent staff globally.

The business serves a wide range of sectors, including:

- Technology
- Life sciences
- Luxury retail
- Financial services
- Professional services
- Manufacturing



Sustainability Governance and Strategy

01 - Roles and Responsibilities

Ultimate accountability for sustainability and ESG performance rests with the Chief Executive Officer, who ensures sustainability risks, impacts, and opportunities are considered in strategic decision-making.

Operational oversight of sustainability initiatives is delegated to regional sustainability professionals and champions, supported by external technical specialists where required.

Regional Senior Leadership Teams (SLT) play an active role in sustainability management by contributing expertise to strategic planning, performance monitoring, and operational decision-making.



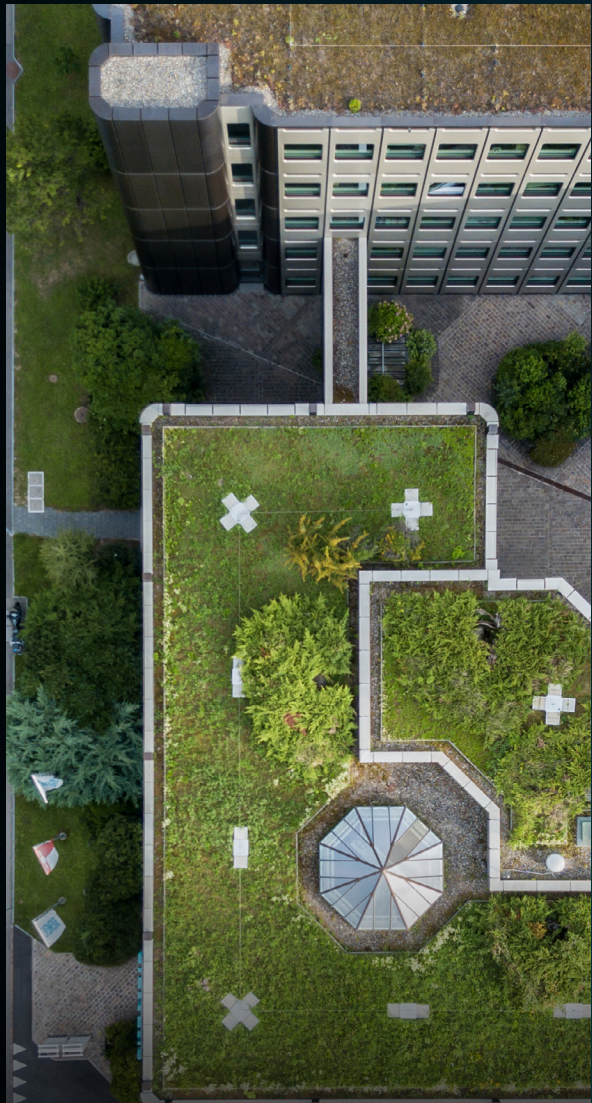
Sustainability Governance and Strategy

02 - Material Sustainability Topics

Unispace sustainability priorities are structured around three strategic pillars aligned with our organizational values:

During the reporting period EMEA conducted a simplified internal materiality assessment to identify sustainability topics relevant to operations and stakeholders. These assessments considered:

- The Unispace value chain
- Operational and project impacts
- Human Resources Priorities
- Regulatory requirements
- Industry trends within the built environment sector
- Alignment with relevant United Nations Sustainable Development Goals
- Unispace intends to transition to a more structured stakeholder-based double materiality assessment by 2026



Planet *Nurture our world*

Care deeply for the environment and minimize impacts across the built environment value chain.



People *Empower with purpose*

Support employee wellbeing, development, and inclusion while strengthening communities.

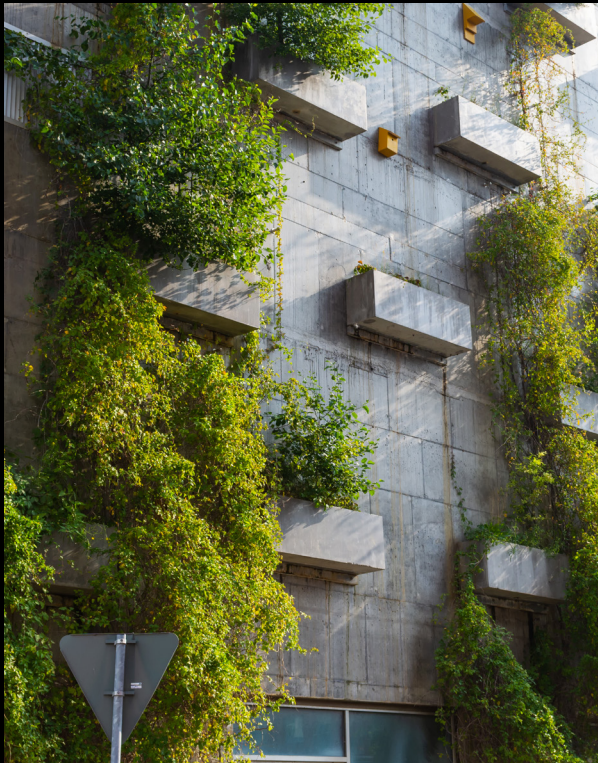


Prosperity *Build trust for growth*

Operate responsibly, transparently, and ethically to support long-term business resilience.

Planet

Nurture Our World



We recognize the responsibility to minimize our environmental impact and contribute to a more sustainable built environment.

Through responsible resource use, waste reduction, and sustainable design and delivery practices, we aim to reduce the environmental footprint of our operations and projects. By working collaboratively with our teams, clients, and supply chain partners, we seek to support healthier workplaces and contribute to a more resilient future.



Climate and Energy

Unispace monitors greenhouse gas emissions through PAGAC Urban Holding Ltd (UK) in accordance with the Streamlined Energy and Carbon Reporting (SECR) regulations.

- To strengthen emissions reporting and verification:
- EMEA achieved ISO 14064-1 verification in 2025 through the Achilles Toitū carbon management platform to measure and manage emissions.
 - We are committing imminently through the Science Based Targets initiative (SBTi) and intend to submit our near-term and long-term net-zero targets for validation by the 2027, reinforcing our approach to credible, measurable climate action across our operations and value chain.
 - Initial analysis shows that approximately 99% of EMEA’s organizational emissions arise from Scope 3 sources, reflecting the organization’s project-based operating model, in which environmental impacts are largely associated with supply chains, materials, and construction activities.

Emissions Scope

SCOPE 1

Direct Emissions

Unispace does not operate significant fuel-based assets or vehicle fleets, and therefore direct emissions from owned sources remain limited.

SCOPE 2

Purchased Energy

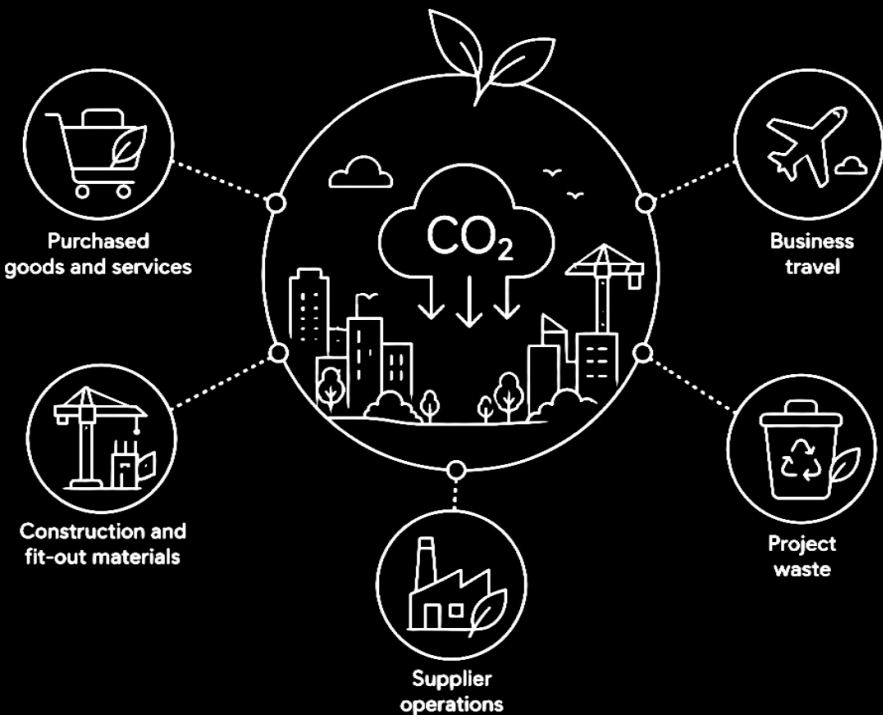
Emissions arise primarily from electricity consumption across office locations.

SCOPE 3

Value Chain Emissions

Emissions represent the largest component of the organization’s carbon footprint and include:

Emissions are currently estimated using spend-based methodologies aligned with the GHG Protocol while more detailed supplier-specific data is being developed.



Resource Use and Waste

Waste reporting maturity varies across the studios due to differences in project delivery models. Although a consolidated waste figure is not yet available, we aim to improve accuracy over the next year.

In the United Kingdom, however, we do have accurate reporting, and in **2025** we achieved an average waste diversion rate of **99%** from landfill.

- Waste reduction initiatives included:
- Reuse of supplies
 - Paper reduction strategies
 - Improved materials management practices



Circular Economy Initiatives

The circular economy is increasingly important in the fit-out sector, where significant volumes of materials are used during construction, refurbishment, and workplace upgrades. By prioritizing reuse, responsible material selection, and designing for disassembly, organizations can reduce waste, extend the life of products and materials, and minimize environmental impact across the built environment value chain.

At Unispace we have implemented several initiatives to support our teams and projects to move towards a circular economy.

These initiatives demonstrate how local project teams can contribute to circular economic outcomes through innovative project delivery approaches

Case Studies

Zurich – Furniture Reuse

During a workplace project in Zurich, office furniture originally scheduled for disposal was identified as being suitable for reuse. The project team coordinated with the local community to donate the furniture to a school serving approximately 450 students, extending the life of materials and supporting the community.



Paris – TRUE Zero Waste Project

A project delivered in Paris pursued TRUE Zero Waste certification while also targeting LEED Gold. Achieving certification required close collaboration with suppliers offering product take-back schemes and materials designed for disassembly, reuse, and recycling, supported by Cradle to Cradle-certified products where appropriate.



People

Empower with Purpose



We believe meaningful impact begins with action and collaboration. By supporting employee wellbeing, fostering inclusive workplaces, and engaging with the communities where we operate, we aim to create positive outcomes for individuals and society.



Working together as one team enables us to promote health, opportunity, and social equity across our organization and beyond. This section will provide an overview of our approach to delivering these ambitions.



Workforce Overview

Supporting employees and investing in their development is a core organizational priority. During the reporting period, Unispace employed 552 full-time permanent employees globally.

Workforce Indicators

TOTAL EMPLOYEES

131

PERFORMANCE REVIEW
COMPLETION

92%

Gender

MALE

52%

FEMALE

47%

NON-DISCLOSED

01%

Employee Benefits



Full-time employees globally may receive a range of benefits, depending on regional legislation, including:

- Health insurance
- Retirement or pension schemes
- Paid leave and holidays
- Parental leave provisions
- Life and disability insurance
- Access to wellbeing and learning platforms

Parental leave policies are designed to meet or exceed statutory requirements in each jurisdiction, supporting primary and secondary caregivers.

Learning and Development



Employee development is supported through a range of structured and informal learning opportunities.

These include:

- Leadership development programs
- Management capability training
- Technical skills development
- Digital learning platforms
- Mentoring and coaching initiatives
- Cross-regional mobility opportunities

Addressing the Skills Shortage

The global design and construction industry continues to experience a shortage of skilled professionals.

Unispace addresses this challenge through two key approaches:

Talent Development



Internal initiatives include:

- Mentoring programs
- Leadership development
- International mobility programs (“studio hopping”) which enable employees to work across global offices and share expertise.

Engaging the Next Generation



Several students participating in these programs have progressed into permanent roles within the organization.

Unispace supports work experience placements, apprenticeships, and partnerships with educational institutions.

These programs provide exposure to disciplines such as:

- Workplace design
- Project management
- Construction delivery
- Digital visualization
- Marketing and communications

Case Study: France apprenticeship pathway

Our team in France works with ESCT, a construction school that enables students to combine academic study with professional work experience through a government-supported program.

The partnership helps students develop practical experience while giving Unispace the opportunity to train and recruit emerging talent.

Through this approach, Unispace has hired two students — David Afonseca, Project Manager Assistant, and Leonard Salomon, Junior Site Manager — both of whom gained hands-on experience on live projects and progressed into the Delivery team





Our time at Unispace has been an incredible learning experience. We were given real responsibility, guided by experienced mentors, and exposed to the full life cycle of complex projects. It's the kind of experience that truly prepares you for a career in construction.

Leonard Salomon, Junior Site Manager

Joining Unispace as a student was the start of an incredible journey. From day one, I was trusted to contribute, learn, and take ownership on real projects alongside experienced professionals. Today, as a full-time employee, I can truly see how that experience shaped my confidence, my skills, and my passion for building spaces that matter.

David Afonseca, Project Manager Assistant



Communities



Unispace is committed to making a positive impact on the communities where we operate. Through volunteering, local partnerships, educational programs, and inclusive initiatives, we aim to support social wellbeing, nurture talent, and strengthen connections with local stakeholders. Our community efforts are guided by our values of collaboration, responsibility, and empowerment, ensuring that our work benefits both people and places.



Case Study Examples

Through the Art for Impact programme, Unispace works with artists and social enterprises to create workplace art with social and environmental benefits.

One example is our partnership with Casa Congo and Las Tejedoras, a women’s artisan collective in Nicaragua that creates woven pieces from plastic bags collected from local beaches and communities.



Since the collaboration began, more than 30 tapestries have been created using over 50,000 upcycled plastic bags, generating income for the collective while removing waste from coastal environments.

This initiative shows how creative partnerships can support communities, promote circular materials, and embed social impact in workplace design.



Health , Safety and Wellbeing

Protecting the health and safety of employees, contractors, and supply chain partners is a fundamental organizational priority. Certified health and safety systems operate across multiple regions including:



UKAS accredited management systems – UK



Michael D Parker – Chairman ROSPA and **Paul Keeling** - Principal Health and Safety

UK 2025 PERFORMANCE

660,892
hours logged onsite

1
lost time injuries with zero MTI and two FAI across the year

155
HSEQ observations completed

712
HSE Inspections completed

- Low Accident/ Incident Frequency Rates:**
- Lost time incident (LTI) rate of **1.46** threshold was 3.0
 - Accident Frequency Rate (AFR) of **0.15**
 - Total Recordable Incident Rate (TRIR) of **0.29**

Won **ROSPA Gold** for a fourth consecutive year



Prosperity

Build Trust for Growth



Sustainable growth goes beyond financial performance, it's built on trust, ethical practices, and transparency. By conducting business with integrity and responsibility, we create long-term value that benefits our clients, employees, communities, and the environment.



This section will cover how we address this pillar in our strategy through certifications and demonstrating how we undertake due diligence.

Certifications and Awards

Certifications such as ISO 14001, ISO 45001, and ISO 9001 provide independent verification of our environmental, health and safety, and quality management practices, reinforcing our commitment to responsible, transparent, and trustworthy business operations.

Ethical Governance and Policies

- Our global Code of Conduct sets expectations for:
- Ethical behavior
 - Anti-corruption compliance
 - Environmental management
 - Data privacy
 - Human rights commitments

Supporting policies on anti-bribery, modern slavery, health and safety, environmental management, and supplier conduct help ensure our operations are ethical, safe, and responsible.

Key policies include:

- Environmental and Sustainability Policy
- Modern Slavery Policy
- Supplier Code of Conduct
- Inclusion and Diversity Policies
- Health and Safety Policies
- Whistleblowing Policy

All policies are reviewed annually and supported by mandatory employee training.

Risk Management and Compliance

Employees and external stakeholders can report concerns through an independent whistleblowing service managed by Safecall. Reports may be submitted confidentially and are reviewed by designated senior managers and escalated to executive leadership where appropriate.

Stakeholder Engagement

- None of the above can be achieved without engaging our stakeholders through:
- Client feedback programs
 - Industry research and market analysis
 - Engagement with supply chain partners

These insights help inform strategic decisions and continuous improvement initiatives.

Together, our certifications and policies provide a strong governance framework that helps us deliver projects with integrity, safety, and environmental responsibility, while meeting clients' sustainability, quality, and compliance expectations.

Delivering certified projects

At Unispace, we prioritize sustainability and quality in every workplace we design and deliver. Across our operations, our projects achieve internationally recognized certifications, demonstrating our commitment to environmental responsibility, occupational health and safety, and operational excellence. From LEED and TRUE Zero Waste to BREEAM, each certified project reflects our focus on creating high-performance, resilient, and sustainable workspaces for our clients and communities.

Looking Ahead

As we move forward, our focus remains on strengthening sustainability across every aspect of our business. Key priorities for the coming years include improving environmental data capture across all regions, expanding emissions verification processes, developing measurable carbon reduction targets, enhancing supply chain sustainability engagement, and improving reporting consistency.

By advancing these initiatives, Unispace will continue to enhance its sustainability performance while contributing to a more responsible and resilient built environment. Looking at 2026, we aim to align our reporting with globally recognized standards and achieve assessed CDP responses, further demonstrating our commitment to transparency, accountability, and positive impact for our people, planet, and clients.

With these actions, we are confident in our ability to deliver meaningful changes and look forward to continuing this journey with our employees, partners, and clients.





Spark Brilliance.

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