

ENVIRONMENTAL POLICY

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1. Environmental Policy Statement

Pod is built on the belief that driving shouldn't cost the earth – and this vision drives our actions and engages our customers and employees. We deliver products that have a positive impact on the environment and contribute to the transition to a low-carbon economy. Our employees are proud of the work we do to accelerate the transition to electric vehicles.

The world is facing multiple environmental, social and economic issues that need business intervention. At Pod, we believe in business as a force for good in the world. We do this through our 3-pillar environmental strategy:

- Enable the decarbonisation of transport and the grid through our products.
- Encourage our customers towards net zero.
- Eliminate our own emissions.

To enable the rapid growth of EV infrastructure, we need to make sure we offer the best quality, durability, safety, and value to our customers.

We make EV charging convenient, reducing the cost of charging, and cutting carbon to encourage customers towards net zero.

Pod is an international business providing products and services in a number of countries. Pod will comply with all applicable national and international environmental laws and industry standards in the countries in which it operates.

Finally, we focus on eliminating our own emissions in line with the 2015 Paris Agreement and the UK government's ambition to reach Net Zero by 2050. This includes looking at our GHG emissions, energy use, waste and water management and the materials we select. We evaluate the environmental impact of our activities and maintain a continuous improvement approach to improve our performance and environmental management system.

2. Our Environmental Commitments

Pod is committed to both the protection of the environment, and prevention of pollution. To achieve this Pod is committed to reducing our emissions by:

- Halving our Scope 1 and 2 GHG emission from UK operations by end of 2026 from 2023 baseline.
- Moving our UK fleet to 100% battery electric vehicles by end of 2025.
- Engaging with our suppliers to manage GHG emissions in our supply chain.



3. Actions We Are Taking

3.1 Building an International Network of Electric Vehicle Chargepoints

Through building and supplying chargepoints, we are creating the infrastructure that allows consumers to transition from internal combustion engines towards fully electric vehicles, reducing our reliance on fossil fuels, improving air quality, and reducing noise and carbon emissions.

3.2 Reducing our Emissions and Energy Use

The majority of our Scope 1 and 2 GHG emissions come from our fleet. We work on reducing average mileage per appointment and encourage more driving to be electric. We are moving our UK fleet to be fully electric by the end of 2025.

Pod isn't responsible for sourcing energy for its network, this is usually up to our customers. We encourage our customers to charge at low carbon periods on the grid by providing them with forecasted data for their geographical area within the Pod app.

3.3 Travel

We operate a flexible hybrid working model, which means a significant number of our employees work from home. This model allows us to avoid unnecessary travel. When travel is required, we encourage the least impactful option (i.e. public transport over driving, rail over flying, etc.). We fly as a last resort and when all other options have been explored.

All company cars, management and sales cars must be fully electric. We operate a company car scheme which allows our staff to access fully electric vehicles.

3.4 Waste and Materials

We minimise waste where possible and work with partners to ensure that any waste produced during operations is recorded and disposed of in a responsible way, and in line with all relevant legislation.

We focus on longevity and durability when it comes to our product design to ensure efficient use of materials and earth's resources. We dispose of any product waste in line with WEEE regulations.

Our products meet RoHS and REACH requirements. Our products are also designed to comply with all applicable local and national energy regulations.



Our packaging meets the environmental standards of the UK, and each country we sell into. We aim to minimise the packaging needed in our operations and avoid plastic where possible. We comply with the UK's Extended Producer Responsibility regulation for packaging and we are prepared for the EU Packaging and Waste Regulations.

3.5 Supply Chain

We understand that Pod's direct actions are only part of the process; we also require our manufacturing suppliers, contractors, and installation partners to meet applicable environmental laws and regulations and implement sound environmental practices in line our Supplier Code of Conduct. We engage with our suppliers, contractors, and partners to ensure compliance with this policy. In addition, we have a supplier onboarding procedure to ensure that we are engaging with new suppliers who have a visible plan around GHG emissions, energy use, waste, and water management.

3.6 Awareness and Training

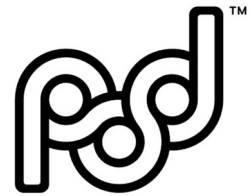
We provide necessary awareness and training to enable our staff to understand and contribute to the implementation of this policy. We also provide optional resources and opportunities for our staff to learn more about how they can make more sustainable choices. Pod is committed to fulfil its compliance obligations and ensures all personnel are aware of their impacts and responsibilities.

3.7 Monitoring and Evaluation

We integrate environmental issues and risk management into our business decisions and assess environmental impacts of our current and future decisions. We have included sustainability assessment as one of our stage-gating criteria that form part of our internal project management and governance process. We have also included the environmental impact as one of our decision criteria forming part of our investment committee process. Our sustainability team ensures that we review the environmental impact of past, current and future business activities on a regular basis.

Beyond our Scope 1, 2 and 3 GHG emissions, we monitor a range of ESG metrics that are reported on a regular basis to our Extended Leadership Team, ESG Committee and the Board. These include, but are not limited to:

- fuel used by our in-house fleet;
- fuel used by our installer partners;
- weight and type of waste generated in operation and percentage diverted from landfill;
- weight and type of packaging used; etc.



We continue to improve the quality and availability of environmental data. One other way we do this is by conducting cradle to grave Life Cycle Assessments (LCAs) for our products. These LCAs are then verified by third parties to produce Environmental Product Declarations (EPDs). We aim to have EPDs developed for all our core products by the end of 2025.

The Sustainability Manager is responsible for reporting our environmental performance to our ESG Working Group and ESG Committee. We will also report our performance publicly as part of our regulatory disclosures and within our Annual Report.

4. What Does This Mean for Employees

Making Pod more sustainable is a company-wide responsibility. You can help by:

1. Supporting the reduction of our GHG emissions by improving efficiency of resource use such as fuel or energy.
2. Considering the impact on the environment when selecting your mode of travel (and, where possible, choosing the least impactful option).
3. Avoiding or reducing waste.
4. Minimising the use of hazardous substances and appropriately disposing of any hazardous waste.
5. Evaluating new suppliers or vendors based on their sustainability credentials.
6. Reporting any concerns or possible improvement opportunities to our Sustainability Team.

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