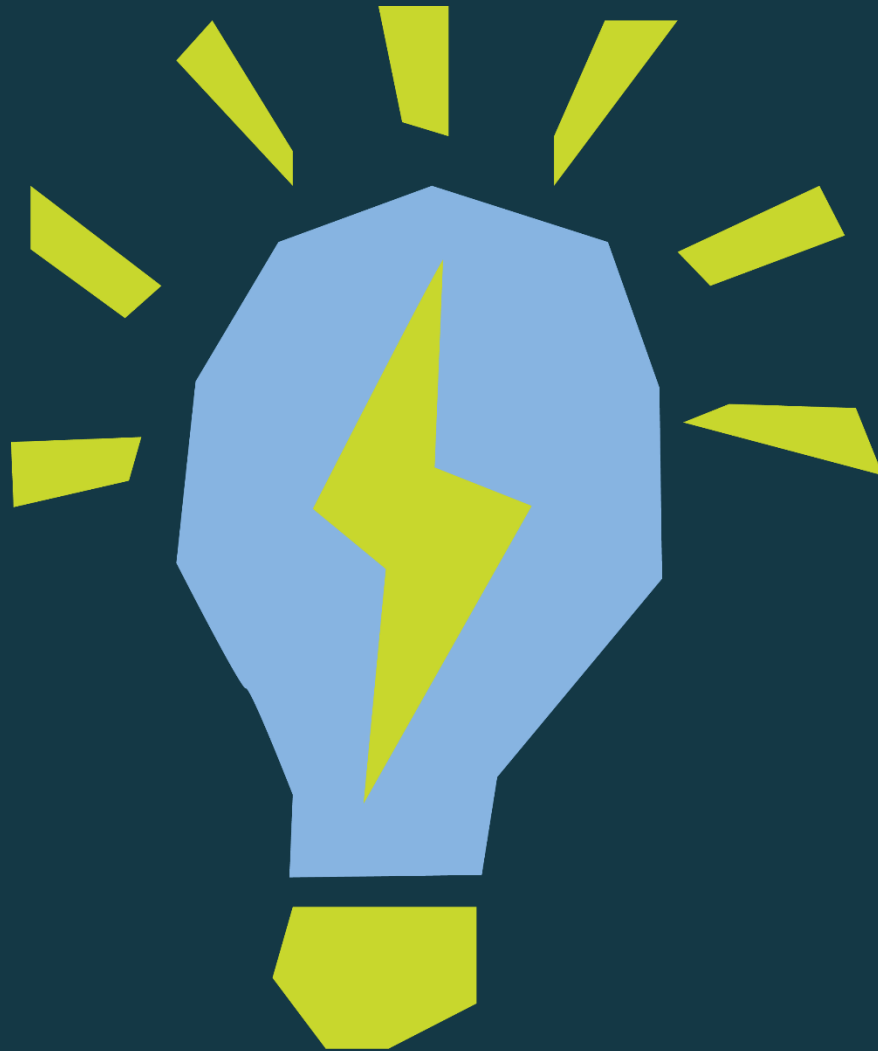




Carbon Reduction Plan

Uncontrolled if accessed from sources other than Pod's intranet or website



Document control and version history:

Document Owner	Managed by	Approved by	Date approved
Sustainability	Laura Porter	Melanie Lane	November 2025
Version	Date Reviewed	Next Review Due	Security Classification
1.0	N/A	July 2026	Internal & External

Date	By Whom	Details of Update	New Version No.
04/07/2025	L Porter	Creation of Carbon Reduction Plan to the PPN 06/21 standard	1.0



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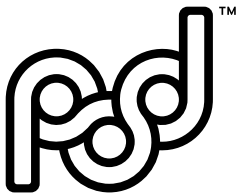
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Supplier Name: Pod



Publication Date: July 2025

1. Commitment to Achieving Net Zero

Pod is committed to achieving Net Zero emissions by 2050.

2. 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 against which emissions reduction can be measured.

Baseline Year: 2023 (recalculated in 2025 to include additional categories)	
Additional Details relating to the Baseline Emissions calculations	
The figures include our Scope 1, 2 and 3 emissions over which we have financial control. We follow the GHG protocol for our emissions calculations. While we use activity data (e.g., fuel used, kWh energy consumed) for our Scope 1 and 2 calculations, most of our Scope 3 GHG emissions are estimated using financial data. This is an area we are constantly working on improving through relationship development with our suppliers. We re-calculated our baseline in 2025 following an increase in available data, provided by our Life Cycle Analysis.	
Baseline year emissions	
Emissions	tCO₂e
Scope 1	414.09
Scope 2	61.17
Scope 3 (included Categories)	23,665.98 Purchased Goods & Services Fuel-and energy-related activities Upstream transportation & distribution Waste generated in operations Business travel Employee commuting & homeworking Use of sold products (Added to baseline in 2025) End-of-life treatment of sold products (Added to baseline in 2025)
Total Emissions	24,141.24



3. Current Emissions Reporting

Reporting Year: 2024	
Emissions	tCO ₂ e
Scope 1	269.21
Scope 2	59.93
Scope 3 (Included categories)	15,082.41 Purchased Goods & Services Fuel-and energy-related activities Upstream transportation & distribution Waste generated in operations Business travel Employee commuting & homeworking Use of sold products End-of-life treatment of sold products
Total Emissions	15,411.55

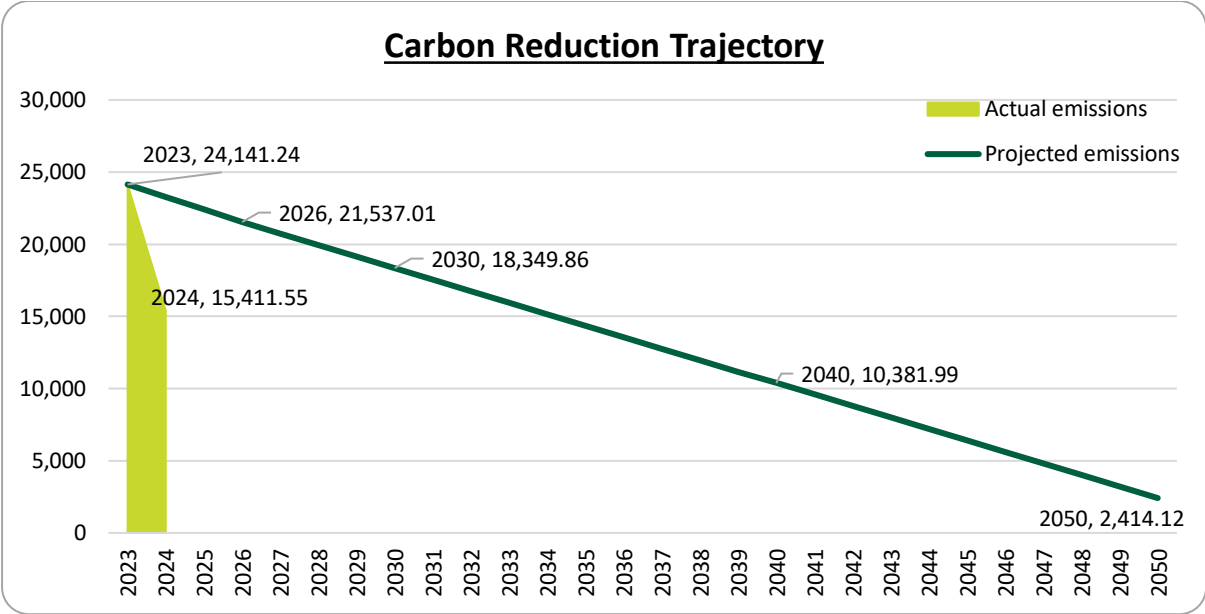
4. Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have initially adopted the following carbon reduction targets:

- Target 1: Halve Scope 1 and Scope 2 GHG emissions from UK operations by the end of 2026 (based on 2023 baseline).
- Target 2: Move our UK fleet to 100% BEV by the end of 2025
- Target 3: Develop and implement Pod's Supply Chain Sustainability Programme

Further short-term targets and long-term targets and actions will be set following the completion of the short-term targets and completed the transition to Pod's new operating model.

We have projected an equal amount of GHG emissions decreased year on year from 2027 to 2050. With this in mind, we projected that carbon emissions would need to decrease to 18,349.86 tCO₂e by 2030, and 10,381.99 tCO₂e by 2040. This would leave our GHG emissions at 10% of our baseline. Progress against these targets can be seen in the graph below:



5. Carbon Reduction Projects

5.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by

- Moved into an office with no gas systems
- Reduction of Pod fleet
- Improved data collection around credit card expenditure and supplier data
- Completed Life Cycle Assessments on both the Solo 3 and Twin V7 chargepoints
- Recalculated the baseline based on new available data

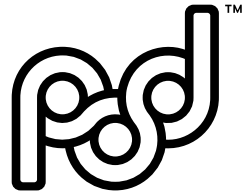
These schemes equate to an overall reduction against the 2023 baseline of 8,729.69 tCO₂e, , and a 30% reduction in Scope 1 and 2.

Furthermore, the following projects have also been completed in 2024.

- Work on the Supply Chain Sustainability Programme has been started for Strategic and Business Critical suppliers
- 936 MWh of flex energy delivered
- ISO14001 Environmental Management System has been implemented and certified

5.2 Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:



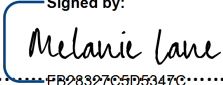
- Continued data refinement on the impacts of our purchases
- Implementation of a Source to Contract supplier management system
- Extension of the Supply Chain Sustainability Programme to all suppliers
- Life Cycle Assessment on the Solo 3S chargepoint

6. Declaration and Sign Off

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting². 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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the ESG Committee.

Signed on behalf of the Supplier:

Signed by:

.....FB28327C5D5347C.....
Name: Melanie Lane
Position: CEO

5/11/2025 | 12:39 GMT

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>