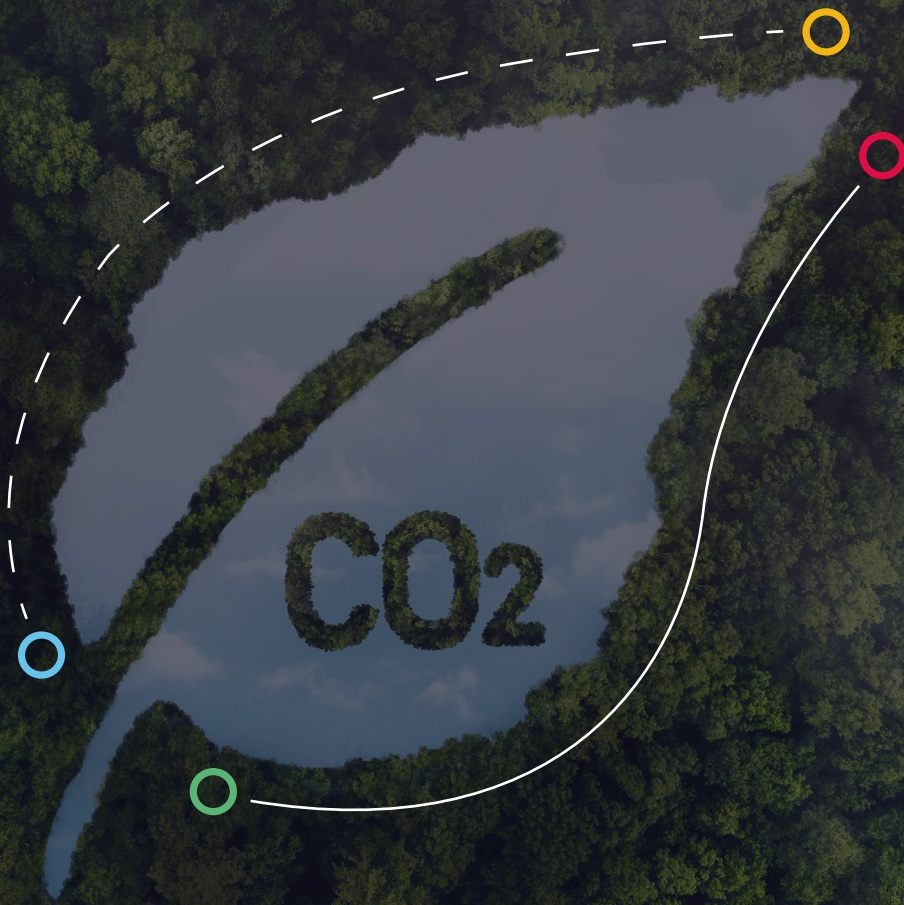


# Carbon Reduction Plan



The purpose of this Carbon Reduction Plan is to **outline Padam Mobility's commitment to reducing our carbon footprint** and contributing to a more sustainable future. As a company dedicated to shared mobility solutions, our mission is inherently aligned with environmental responsibility and the **promotion of low-carbon transportation alternatives**.

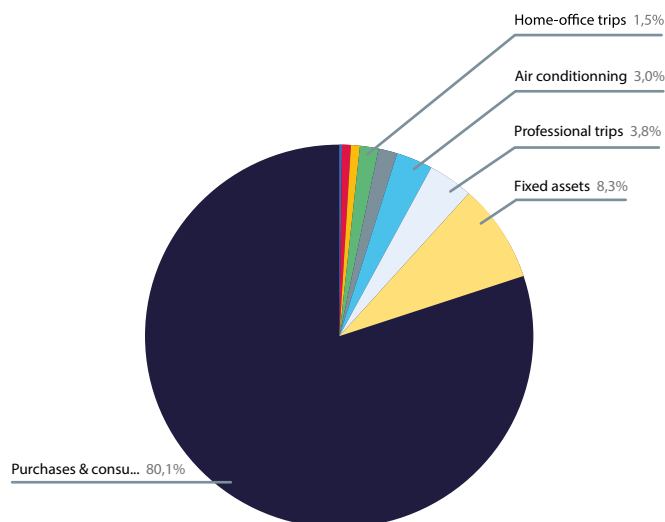
**Padam Mobility, a Siemens Mobility Business**

# Introduction

In 2021, Padam Mobility conducted its first comprehensive carbon footprint assessment, marking a significant step in our journey towards greater sustainability.

This initial evaluation revealed that **purchases and consumables account for approximately 80% of Padam Mobility's annual carbon emissions**. Additionally, our annual carbon footprint amounts to 2.5 tonnes of CO<sup>2</sup> per full-time employee. These insights have provided us with a clear foundation for our ongoing efforts to minimize our environmental impact. Padam Mobility is a wholly owned subsidiary of Siemens Mobility Limited. As such, we are fully integrated into Siemens Mobility Limited's ambitious goal to achieve net zero emissions by 2050. Our actions and objectives are closely aligned with those of our parent company, and we are committed to playing an active role in reaching these targets.

## Padam Mobility Carbon Emissions



## Attached to this plan, you will find:

- ✓ An extract from Siemens Mobility Limited's Carbon Reduction Plan, specifying Padam Mobility's involvement in the overall strategy.
- ✓ The full Carbon Reduction Plan of Siemens Mobility Limited, which details the broader framework and commitments guiding our efforts.

**“Padam Mobility is proud to be part of this collective mission, and we remain dedicated to driving meaningful change through innovation and collaboration.”**



**Thibault Lécuyer,**  
CEO, Padam Mobility  
a Siemens Mobility Business

# Carbon Reduction Plan Template

Supplier name: **Padam Mobility, a Siemens Mobility Company**

Publication date: May 15 2025

## Commitment to achieving Net Zero

Siemens Mobility Limited of which Padam Mobility is a wholly owned subsidiary is committed to achieving Net Zero emissions by 2050.

## 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

### Additional Details relating to the Baseline Emissions calculations.

#### Baseline emissions footprint

##### UK Baseline Year:

FY23 Siemens Mobility uses a fixed base year for tracking emissions, allowing for consistent long-term comparisons. The original financial year (FY20) baseline was adjusted due to the divestment of Yunex Traffic Limited at the start of FY22, which impacted Scope 1, 2, and 3 emissions. Several data gaps and calculation errors were identified in the historical data therefore FY23 has been established as the new baseline year. Improvements in our calculation methodology reduce the reliance on estimations and assumptions within our Scope 1, 2, and 3 emissions data. The updated baseline emissions are 131,472 tCO<sub>2</sub>e, and future carbon reduction efforts will use this new baseline.

#### Methodology

Our carbon data management is complex, with emissions from various sources. We collect granular activity data from automatic sources and suppliers for accuracy. Where automatic data is unavailable, we use site-specific inputting tools. Estimation and approximation are avoided except where activity data is not available. Siemens Mobility uses the Greenhouse Gas (GHG) Protocol operational control methodology for Scope 1, 2 and 3 emissions<sup>3</sup>. For Scope 2 emissions, marketbased methodology is used. We have selected an operational control organisational boundary to ensure a comprehensive carbon inventory. For leased assets, we follow GHG Protocol guidance on Categorising GHG Emissions Associated with Leased Assets. Most leases, including vehicles and building space, are operational leases. Emissions fall within Scope 1 and 2 if we have full control; otherwise, they are reported in Scope 3 Category 8 (Upstream leased assets). We currently report Scope 3 Categories 4 and 9 as a single figure within Scope 3 Category 4 (Upstream transportation and distribution) due to the inability to separate upstream and downstream expenses. Categories 11 (Use of sold products) and 12 (End of life treatment of sold products) are relevant to our operations but we lack sufficient data for accurate calculation. We are working to improve data granularity and processes to separate Categories 4 and 9 and to calculate Categories 11 and 12 emissions in the future. This Carbon Reduction Plan covers emissions from Siemens Mobility's UK operations only, with no emissions reported for the Republic of Ireland this year. Siemens AG's FY24 global emissions and energy consumption are detailed in the [Siemens Group 2024 Sustainability Report](#).

## Baseline year emissions:

EMISSION	TOTAL (tCO <sub>2</sub> e)
Scope 1	4,806
Scope 2 (location based*) market based	(3,348) 1,037
Scope 3 (Included Sources)	125,629
Total Emissions	131,472

## Current Emissions Reporting

Reporting Year: 2024

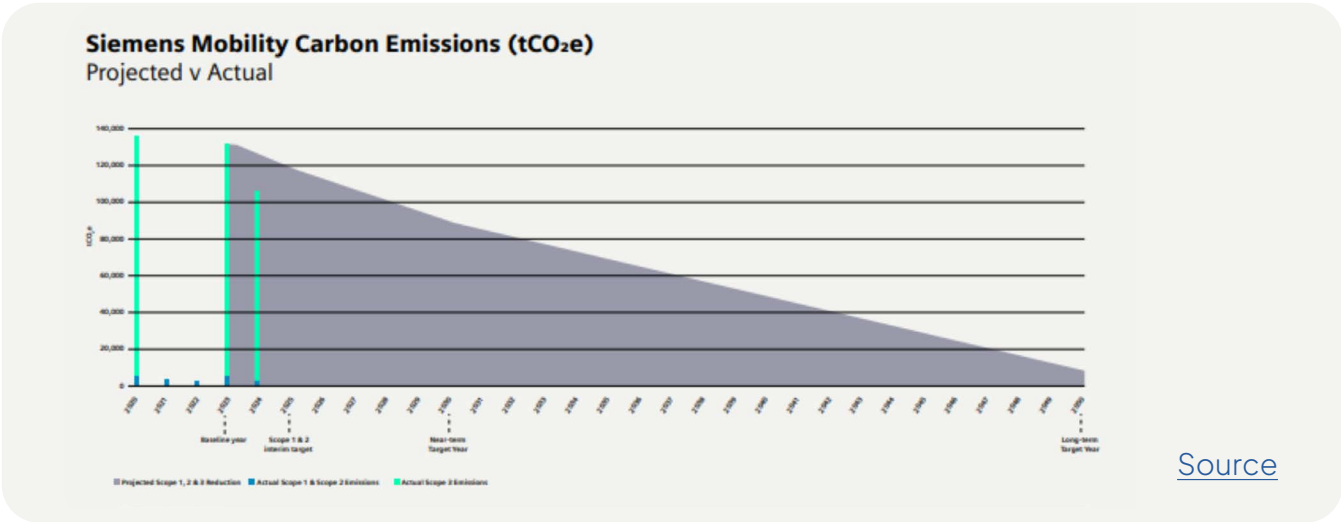
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	3,333
Scope 2 (location based*) market based	(3,608) 394
Scope 3 (Included Sources)	102,330
Total Emissions	106,057

\*Scope 2 location-based emissions included for transparency.  
Our targets are set on Scope 2 market-based emissions

## Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets. We project that carbon emissions will decrease for Scope 1&2 over the next five years to 584 tCO<sub>2</sub>e by 2030. This is a reduction of 90%. We project that carbon emissions will decrease for Scope 3 over the next five years to 100,503 tCO<sub>2</sub>e by 2030. This is a reduction of 20%.

Progress against these targets can be seen in the graph below:

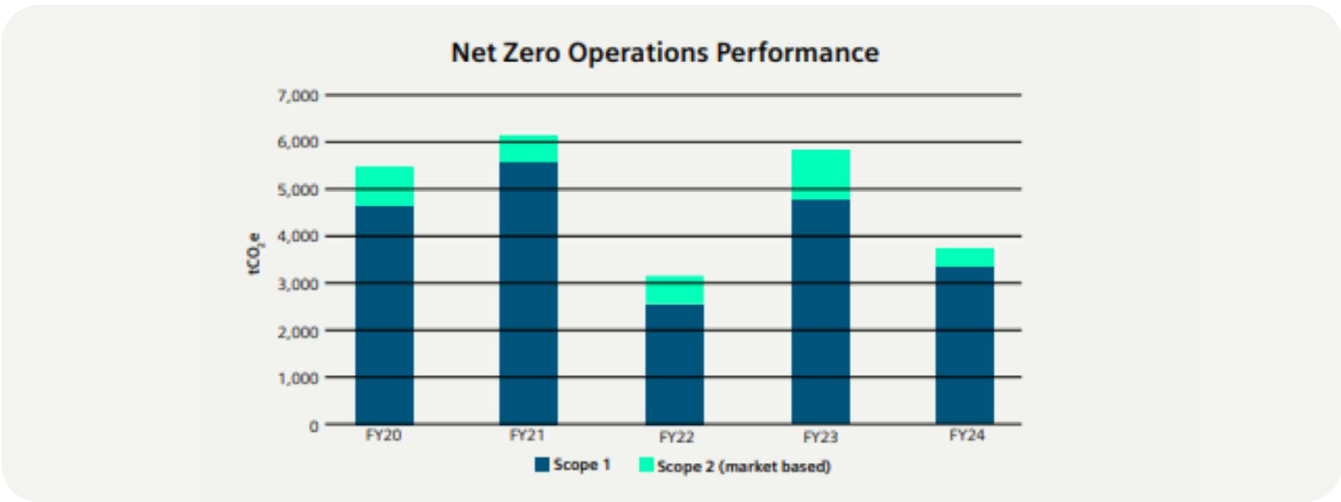


## Carbon Reduction Projects

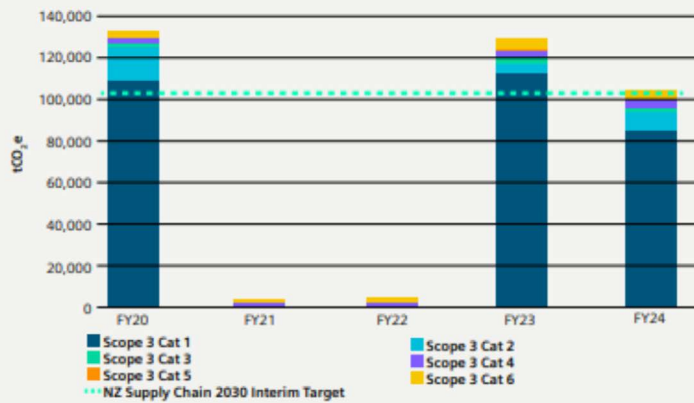
Completed Carbon Reduction Initiatives The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 1473 tCO<sub>2</sub>e, a 31%ge reduction against the 2023 baseline for Scope 1 and to 643 tCO<sub>2</sub>e, a 62%ge reduction against the 2023 baseline for Scope 2. The measures will be in effect when performing the contract.

Our operational emissions within Scope 1 and 2 (market-based) significantly decreased during FY24, with a reduction of 31% and 62% respectively. These reductions were achieved through a combination of an increased uptake of battery electric vehicles within our company car fleet, a reduction in gas consumption across our estate and the utilisation of REGO\* certified renewable energy at several of our landlord managed sites. During the year we also made significant improvements to our calculation methodology to remove assumptions; the FY23 baseline was recalculated using the updated methodology to ensure that the carbon figures are comparable.

Emissions within our upstream supply chain (Scope 3 categories 1–6) decreased by 19% during the reporting year, bringing us close to our FY30 interim target of 20% reduction from our FY23 baseline. Most carbon emission reductions were in Category 1 – Purchased goods and services, calculated using Siemens AG’s externally validated cross-regional, macroeconomic input-output model based on spend. Specific initiatives with suppliers and across commodities contributed to the reduction, along with a 10% decrease in total in-scope spend from the baseline year. Improved accuracy of conversion factors and better classification of suppliers and commodities also played a role.



### Net Zero Supply Chain Performance



A full upstream Scope 3 inventory was not calculated in FY21 and FY22

## Future carbon reduction initiatives

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

### Reducing Scope 3 carbon emissions

Our measured Scope 3 emissions represent 96.5% of our total carbon footprint. In FY24, we analysed our Scope 3 carbon emissions, focusing on categories 1–8. We found that purchased goods and services, capital expenditure, and business travel are the main contributors. Our Procurement Teams are improving data, setting key performance indicators (KPIs), engaging suppliers, and targeting carbon-intensive goods and services. We are currently working towards alignment with the ISO 20400 sustainable procurement standard to promote responsible sourcing and reduce our carbon footprint. Over the next 12 months, we will be working with our supply chain to develop a sustainable procurement strategy with workstreams on decarbonisation, social value, and skills.

### Product carbon footprinting

We are working with our supply chain to gather contract and product-specific information to support our decarbonisation targets. In our Customer Services business unit, we are working with one of our key suppliers to develop a Product Carbon Footprint (PCF) for a typical product, considering its entire lifecycle to identify carbon savings. We are also calculating the carbon benefit of historical lifecycle changes, such as relocating product maintenance from Germany to the UK and optimising maintenance frequency. Once we establish a PCF and a methodology to calculate carbon benefits, we will share our learnings with other key suppliers. This will help us make informed low-carbon purchasing decisions and identify further carbon reduction opportunities.

### 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<sup>3</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>4</sup>.

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<sup>5</sup>.

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

<sup>3</sup>[Corporate Standard](#)

<sup>4</sup>[Government conversion factors for company reporting of greenhouse gas emissions](#)

<sup>5</sup>[Corporate Value Chain \(Scope 3\) Standard](#)

**Signed on behalf of the Supplier:**

*Thibault Lécuyer*

**Thibault Lécuyer,**  
Chief Executive Officer, Padam Mobility

**Date : 28th May 2025**



**PADAM**  
M O B I L I T Y



EDITION 4 ISSUED MAY 2024

# Carbon Reduction Plan

## Siemens Mobility Limited.

Siemens Mobility Limited is committed to addressing the climate emergency. We are supporting our customers in their low-carbon transition and aim to achieve Net Zero in our operations and supply chain by 2050.

**Rob Morris and Sambit Banerjee, Joint CEOs, Siemens Mobility Limited**

**SIEMENS**

# Commitment to Achieving Net Zero

To help limit global warming to 1.5°C, Siemens Mobility Limited is committed to a science-based reduction pathway that will work across the entire supply chain and the products produced. In this way, the Company is ensuring that climate-protection efforts are in harmony with the Paris Climate Agreement's highest level of ambition.

We are a UK leader in transport solutions and an integral part of the broader, global Siemens AG organisation. Siemens Mobility Limited is constantly innovating its portfolio in core areas of rolling stock, customer services and rail infrastructure including rail automation and electrification, a comprehensive software portfolio and turnkey systems as well as related services.

Siemens AG, our ultimate parent company, has become one of the very few companies worldwide to sign up for four ambitious sustainability initiatives at once. As part of Siemens AG, we are supporting three initiatives led by the Climate Group – RE100, EP100 and EV100. In addition, we joined the Science Based Targets initiative (SBTi) at a global level.

CLIMATE GROUP  
**EV100**

CLIMATE GROUP  
**EP100**

CLIMATE GROUP  
**RE100**



## By 2030:

**We aim for electric vehicles to account for 100% of our fleet**

**We will only own or lease buildings that have Net Zero carbon emissions**

**We will source 100% renewable power**

**We intend to have Net Zero operations**

**We aim to achieve a 20% reduction in our supply chain emissions**

## By 2050:

**We aim to achieve a carbon-neutral supply chain. We will be a Net Zero entity across all scopes in accordance with SBTi Foundations for science-based Net Zero target setting in the corporate sector**

We will follow the whole-life carbon principles of PAS2080 in our Rail Infrastructure business. This will ensure that we account for and manage carbon in our infrastructure, and will support low carbon decision making in our rail infrastructure projects involving the installation of signalling, power and electrification assets.

As part of our wider sustainability agenda, Siemens Mobility Limited also intends to make even greater progress toward achieving a circular economy, for example, reducing the volume of resources needed to deliver our solutions, increasing use of secondary materials for metals and resins. Further commitments also include applying an Eco-Design approach for 100% of our relevant product families by 2030 and increasing the amount of secondary materials within our products.

Further information on our approach to sustainability can be found here:

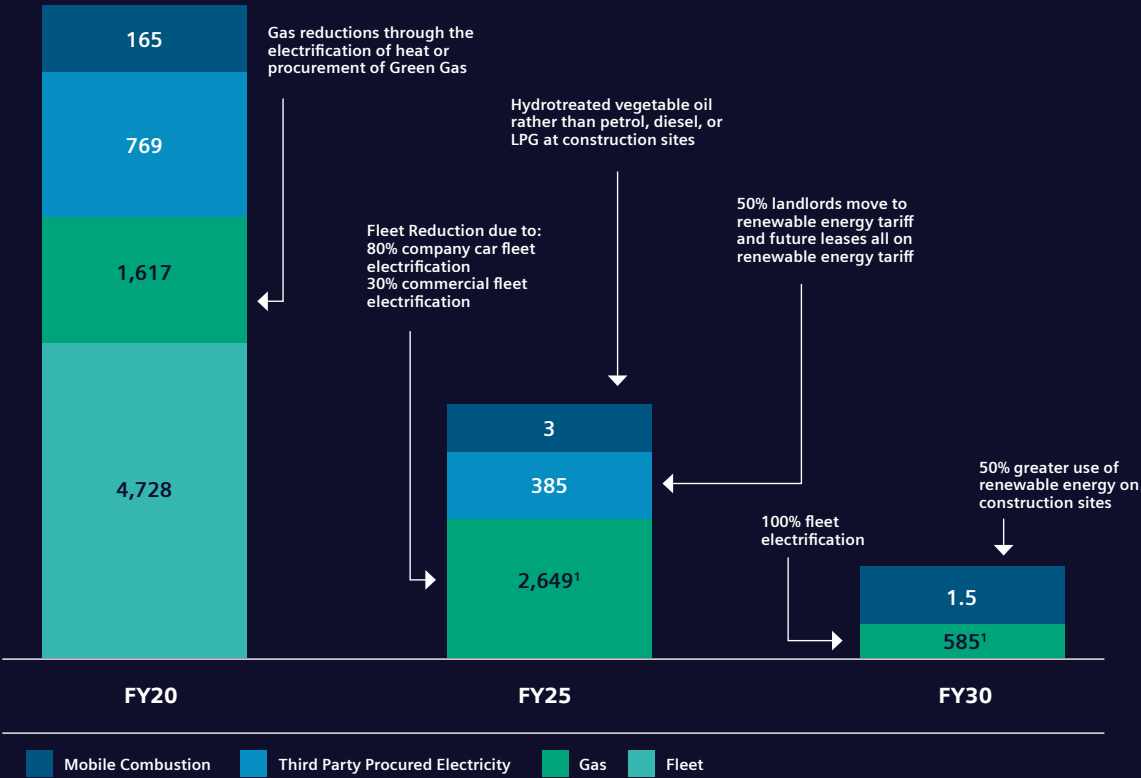
 **Siemens Sustainability**

# Emission Reduction Targets

Siemens Mobility Limited have identified emissions reduction targets associated with our Scope 1 and 2 GHG emissions; these targets form the initial steps of our journey towards Net Zero by 2050.

We project that Scope 1 and 2 emissions will reduce by 92% by FY30; we will offset remaining emissions once we have achieved these reduction targets. The emission reduction workstreams are further summarised below.




















## Projected Scope 1 and 2 CO<sub>2</sub>e Emission Reductions



**Note:** <sup>1</sup>Calculated assuming 50% Electric Vehicles charge on 100% renewable energy tariff  
<sup>2</sup>Electricity procured by Siemens Mobility Limited is on a renewable tariff and therefore not included in the projections

# Emissions

The data presented below provides an overview of Siemens Mobility Limited's associated Scope 1, Scope 2 and relevant Scope 3 emissions as per PPN 06/21 Carbon Reduction Plans.

Emissions FY23 (October 2022 to September 2023)					
Baseline Emissions FY20 (October 2019 to September 2020)					
SCOPE 1	Fleet (Commercial and Company Cars)*		5,243 tCO <sub>2</sub> e	2,989 tCO <sub>2</sub> e	
	Gas		1,617 tCO <sub>2</sub> e	1,408 tCO <sub>2</sub> e	
	Mobile Combustion		165 tCO <sub>2</sub> e	76 tCO <sub>2</sub> e	
SCOPE 2	Electricity (Location based)**		3,834 tCO <sub>2</sub> e	3,694 tCO <sub>2</sub> e	
	Electricity (Market based) <sup>1</sup>		769 tCO <sub>2</sub> e	1,123 tCO <sub>2</sub> e	
SCOPE 3	Upstream and Downstream Transport and Distribution***		6,103 tCO <sub>2</sub> e	6,553 tCO <sub>2</sub> e	
	Waste Generated in Operations		267 tCO <sub>2</sub> e	156 tCO <sub>2</sub> e	
	Business Travel <sup>1****</sup>		3,669 tCO <sub>2</sub> e	3,498 tCO <sub>2</sub> e	
	Employee Commuting / Home Working <sup>1</sup>		4,337 tCO <sub>2</sub> e	2,215 tCO <sub>2</sub> e	
Total Emissions			26,004 tCO <sub>2</sub> e	21,712 tCO <sub>2</sub> e	

**Note:** Carbon dioxide equivalent (CO<sub>2</sub>e) emissions represent emissions of all greenhouse gases, aggregated and converted to units of CO<sub>2</sub>e using Global Warming Potential (GWP) values. Emissions are calculated in tCO<sub>2</sub>e using the GHG Protocol and appropriate conversion factors published by the Department for Business, Energy and Industrial Strategy (BEIS) and QUANTIS (2015).

Employee commuting based on 2023 Commuter data from Department for Transport and home working calculations assume 50:50 split between office/site and home working for FTEs.

**Scope 1:** Direct emissions from sources owned or controlled by Siemens Mobility Limited

**Scope 2:** Indirect emissions from the generation of purchased electricity, we have included electricity purchased by third parties

**Scope 3:** Indirect emission as a result of Siemens Mobility Limited operations but are not owned or controlled by the Company

**FY20 notes**

\* Emissions associated with Fleet amended from 4,728 tCO<sub>2</sub>e following recalculation

\*\* Location based emissions not previously reported, included for transparency and completeness

\*\*\* Emissions associated with transport and distribution currently include all transport managed directly by Siemens Mobility Limited through third parties, it does not include transport and distribution paid for directly by our clients (i.e. downstream transport and distribution). FY20 figure amended following recalculation

\*\*\*\* Business Travel data for FY19 was utilised for the baseline due to the impact of the COVID-19 pandemic on travel

**FY23 notes**

<sup>1</sup> Business travel data set includes air travel, hotel nights and limited rail travel in addition to vehicle miles in private and rental vehicles not owned or controlled by Siemens Mobility Limited

# Carbon Reduction Initiatives

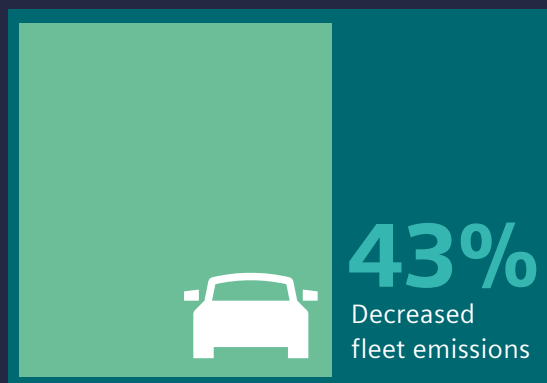
Multiple emission reduction initiatives are taking place across Siemens Mobility Limited. These range from our relatively high carbon hotspots of fleet and gas consumption where we have lease and investment decisions – through to working with our supply chain on alternative efficient solutions to facilitate a reduction in overall carbon emissions. These solutions can revolve around rolling out methodologies and systems to capture CO<sub>2</sub> emissions in the supply chain, or focus on ecodesign and circularity within our operations and products.

## Greening the Fleet

We are continuing to electrify our commercial and company car fleet, integrating our electric vehicle charging point approach.

During the reporting year our fleet emissions have decreased by 43% from the baseline year as the result of both changes to our operations and the ongoing electrification of the fleet. Electric vehicles now account for almost 50% of our Company car fleet, up from 20% last year. During the reporting year we introduced 15 fully electric commercial vehicles.

5.4% of the total business miles driven in the reporting year were in fully electric vehicles, up from 1.1% in the previous year. Ultimately, we will have 100% electric fleet by 2030.



## Decarbonising Real Estate

We lease the majority of our real estate and during the reporting year we have continued to implement our Green Lease Strategy to boost the energy efficiency of existing real estate, working with landlords to adopt renewable tariffs.

During the reporting year, we invested in lighting upgrades at six of our sites and made improvements to the heating system at our Chippenham site. We moved both our Head and Glasgow offices, and consolidated several existing offices into highly energy efficient spaces. We estimate that this will save a total of 128.8 tCO<sub>2</sub>e per year.

## Renewable Energy

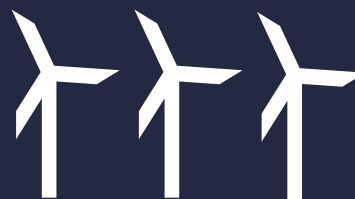
Where we purchase electricity directly we only purchase certified 100% renewable energy. We are also working with our landlords to encourage the adoption of renewable energy.

Approximately 70% of the total electricity used in the reporting period was 100% renewable wind power.

During the next reporting year we will be looking into the feasibility of installing three 800 kWh photovoltaic panels at our Goole Production Facility and to install PV and rainwater harvesting at our Biggleswade site.

Renewable wind  
power

70%



# Carbon Reduction Initiatives



## Sustainable Supply Chain

Most of our carbon emissions sit within our supply chain therefore we are focusing on building closer relationships and improving communication with our suppliers. We have completed a carbon heatmap and have identified which suppliers contribute the greatest to our Scope 3 footprint and we are targeting these suppliers first to support them on their path to decarbonisation. Our procurement staff have been trained on decarbonisation so that they can engage with suppliers with confidence and effectiveness. To better understand our suppliers performance we are in the process of designing and building a new supplier portal to capture sustainability data, in particular our suppliers' plans for decarbonisation, targets and progress to date.

## Transport and Distribution

Greening transport, distribution and logistics has been a priority for us in recent years. In the last 18 months we have developed and implemented a logistics transformation program within our Rolling Stock and Customer Service (RSCS) business to completely revolutionise our logistics operations. To ensure that we are able to achieve maximum efficiency in our operations we have moved away from our incumbent supplier, bringing forecasting, warehousing and logistics in house.

We have secured a strategically located net-zero warehouse in Kettering and are developing plans for an additional warehouse in the south of England to bring our logistics operations to where they are needed by our business.

Ambitious targets have been set to reduce our goods transportation miles by 50% by 2025 from a 2022 baseline and are currently undertaking a competitive tendering process for logistics suppliers, embedding low carbon and sustainability within our tender requirements.

During the reporting year we introduced the Siemens operational logistics platform AX4 which enables our buyers to understand the carbon emissions associated with each delivery method, helping them to select the lowest carbon solution. In the next reporting year we plan to improve our data and reporting to enable us to more accurately measure the carbon savings from our new logistics operations.

## Gas Diet

We have reviewed our largest gas consuming locations, including manufacturing and train care facilities and are working to identify alternative heating arrangements such as infrared heat and air-source heat pumps.

Total emissions from gas consumption has decreased by 13% from the baseline year, primarily due to building rationalisation. During the reporting year we removed gas heating at our Goole Production Facility and replaced it with air source heat pumps, initial data indicates that this will save around 175 tCO<sub>2</sub>e per year.

**13%** Gas consumption reduction



HVO Fuel used at our temporary sites

**68%**



## Green Plant Initiative

Working closely with our supply chain, we have switched default procurement of generators and welfare units to renewable-powered setups with Hydrotreated Vegetable Oil (HVO) backup. During the reporting year 68% of the fuel used at our temporary sites was HVO, saving an estimated 162tCO<sub>2</sub>e.

We will be looking at further opportunities to implement greener solutions with a focus on general diesel-powered large plant items and back-up generators for our buildings. In the next reporting year we will investigate the feasibility to power our Rail Road Vehicles (RRVs) on HVO with an anticipated saving of 301 tCO<sub>2</sub>e per year.

# 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.<sup>1,2</sup>

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.<sup>3</sup>

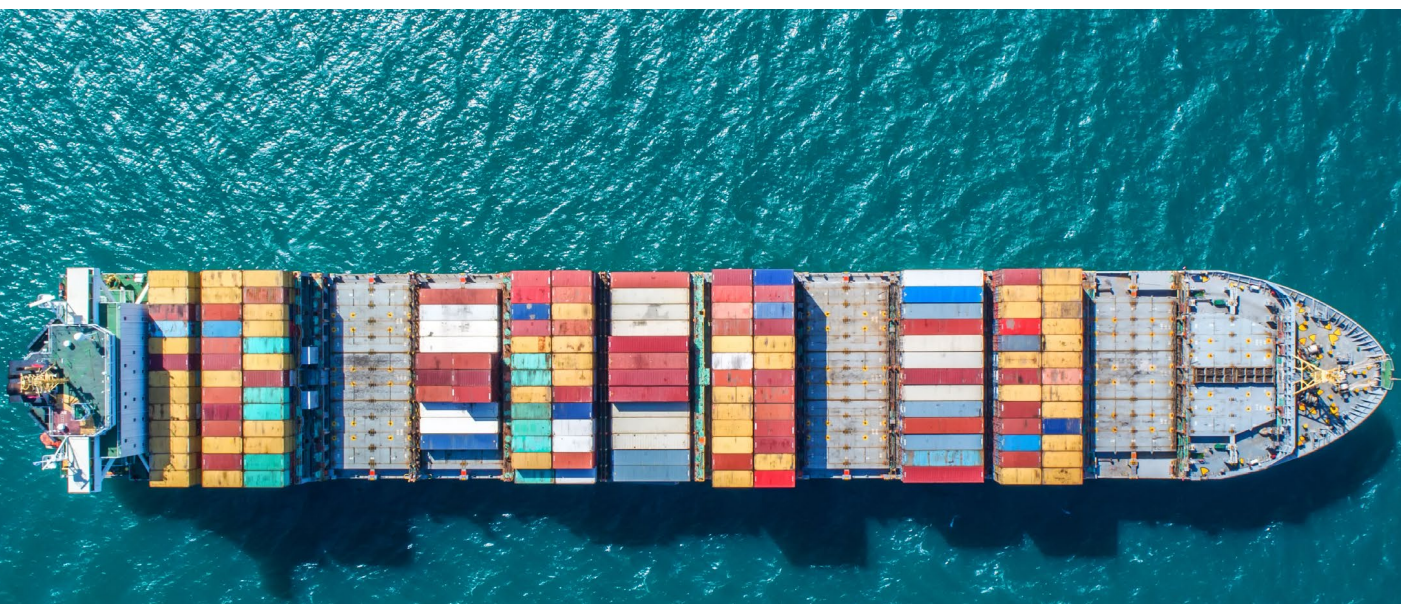
This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

*Rob Morris and Sambit Banerjee*  
**Rob Morris and Sambit Banerjee**  
Joint CEOs

<sup>1</sup>The Greenhouse Gas Protocol - Corporate Accounting and Reporting Standard

<sup>2</sup>Department for Business, Energy & Industrial Strategy - Government Conversion Factors for Company Reporting of Greenhouse Gas Emissions

<sup>3</sup>The Greenhouse Gas Protocol - Corporate Value Chain (Scope 3) Accounting and Reporting Standard



**Siemens Mobility Limited**  
**Registered Office**

Sixth Floor, The Lantern, 75 Hampstead Road, London, NW1 2PL  
Company Number: 00016033