

Environmental Social Governance Overview 2025

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Introduction from James Randall, CEO



> *"As Roam grows, we want our people, our service and the way we run the business to be things we can be equally proud of."*

In 2025, our network delivered 6.38 million kWh of electricity, supporting an estimated 22.3 million miles of electric driving. Behind those figures are more opportunities for people to charge where they live, work and spend their time.

That growth brings responsibility. Our clients trust us to deliver and manage their charging infrastructure for the long term, and drivers rely on us to keep it working. We earn that trust through the care we put into planning installations, supporting customers and working with suppliers.

It also means investing in our people. During the year, we supported colleagues' development through training and apprenticeships, while continuing to build a workplace where people feel supported and able to contribute. Our team also gave their time and energy to charities and local community projects through volunteering and fundraising.

Alongside this, we continued to measure and address our environmental footprint. Our total reported emissions fell by 4.1% compared with our restated 2024 baseline. Following the reporting period, our science-based targets received validation in 2026, providing a clear direction for our longer-term work to reduce emissions.

This report sets out our progress during 2025 and the areas where we still have work to do. Thank you to our colleagues, clients and partners for their contribution throughout the year.

J. Randall

James Randall
Chief Executive Officer

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Our 2025 Impact: At a Glance

Every charge with Roam replaces a petrol or diesel journey.

23%

reduction in Scope 1 & 2 emissions vs 2024

Against our 42% SBTi target for 2030 (72.0tCO₂e)

6k tCO₂e

of petrol and diesel emissions avoided

Nearly double 2024, from ~22 million EV miles powered

Why this matters

Our own footprint is the cost of running the business. The emissions our chargers help avoid are the point of it. We report both, transparently, so the net picture is clear as we grow.

Key metrics:

Metric	2024	2025
Energy delivered to drivers (kWh)	**3.33m**	**6.38m**
Miles of EV travel powered	**11.6m**	**22.3m**
Petrol / diesel emissions avoided (tCO_2e)	**~3.2k**	**~6k**
Scope 1 & 2 footprint (tCO_2e)	**124.2**	**95.3**
Total footprint (tCO_2e)	**3,773.3**	**3,617.6**

Avoided emissions are a gross figure: the petrol and diesel tailpipe emissions displaced, estimated as 6.38m kWh delivered × 3.5 miles/kWh × 1.609344 km/mile × 0.1771 kg CO2e/km. It covers the whole network and excludes charging electricity and lifecycle emissions, so it is not a net carbon saving.

Energy delivered covers all chargers on the Roam network, including managed service sites. Our carbon footprint includes only electricity that Roam purchases and supplies to drivers at fully funded sites (Scope 3, Category 3).

Our 2025 Impact: In Perspective

What 22 million zero-emission miles actually looks like:

~900

times around the earth

the 22 million EV miles our network powered in 2025

3k

cars taken off the road for a year

equivalent to the petrol and diesel emissions avoided

2.4k

UK homes powered for a whole year

from the 6.38 million kWh we delivered to drivers

58m

cups of tea brewed with the same energy

because every good impact stat needs one British unit

Illustrative equivalences. Earth circumference 24,901 miles; average UK car ~2.0 tCO_2e per year; typical UK home ~2,700 kWh electricity per year; kettle boil ~0.11 kWh.

Minimising Our Environmental Impacts

Our Scope 1 and 2 emissions are small compared with our value chain (Scope 3). As we install more chargers, Scope 3 grows, so our focus is on reducing carbon intensity, and, over time, absolute emissions. Our top suppliers account for the large majority of Scope 3, so engaging them is central to cutting our footprint.

What we are doing:

- **Renewable energy**
  100% of the electricity we purchase is from renewable sources.
- **Product carbon data**
  Validated carbon footprint data for our main charger models.
- **Standby consumption**
  Reducing charger standby draw via firmware and specification.
- **Value chain**
  Supplier Code of Conduct live, with annual carbon data sharing.
- **Carbon literacy**
  100% of employees complete ISO and climate training.



Our Carbon Emissions

Note on the 2024 restatement. We have reclassified the electricity dispensed through our chargers from Scope 2 to Scope 3 (Category 3), in line with the GHG Protocol. Only the electricity used to run our own operations, including charger standby, now sits in Scope 2. Our 2024 base year has been restated on the same basis, and remains our SBTi base year.

Carbon Emissions (tCO_2e)	2025	2024 (restated)	Alongside the figures
Scope 1	57.53	108.22	• Reporting boundary: all UK operations, operational control.
Scope 2 (Location based)	37.73	15.96	• Methodology: GHG Protocol Corporate Standard.
Scope 2 (Market based)	41.08	23.11	• Platform: seedling - with adviser support.
Scope 3	3,522.38	3,649.12	• Scope 3 covers all 15 categories where material.
Total	**3,617.63**	**3,773.30**	• Progress against SBTi targets: **See our Carbon Reduction Plan**

Change vs 2024 restated
Total emissions fell by 4.1%, mostly in Scope 3 purchased goods and capital goods, where product-specific carbon footprint data for our main charger models replaced spend-based estimates. This was partly offset by higher emissions from electricity dispensed through our network, as delivery roughly doubled. Scope 2 rose because our estate grew, and now reflects charger standby consumption only.

Charging Made Effortless: You Asked, We Listened

Driver feedback helps us make charging easier. Here are some of the improvements we made.

	YOU SPOKE	WE LISTENED
01 **Keeping bays clear**	*"Car chargers are ICED or occupied by non charging cars."*	Parking enforcement at selected sites helps deter unauthorised parking and keep charging bays available.
02 **Clearer charging information**	*"If charger is faulty, it won't tell you."*	Improved charger status messages and fewer unnecessary errors give drivers clearer information.
03 **Easier account access**	*"App keeps logging you out."*	Improved sign-in reliability, password reset and guidance for existing account holders.
04 **Accessible app controls**	*"with no way to scroll down."*	A scrolling fix for iOS devices was released in August 2025.
05 **Finding nearby chargers**	*"find other chargers near by."*	A charger map, availability information and filters help drivers find a suitable location.

Charging with confidence

Making electric driving an everyday choice means helping people feel confident using public charging.

★★★★★
"Very easy to use the chargers. Tapped with credit card and started charging immediately."
Richard
Cheltenham Chase Hotel & Spa, Gloucester

★★★★★
"Great experience charging, app was user friendly and signage to find the chargers were very clear."
Dajchai
Lancing Beach Green, Lancing

★★★★★
"Great place to charge in Ballater, free parking and charging was easy using Roam app."
James
Ballater Golf Club, Ballater

★★★★★
"Easy charging with great facilities on site."
Stoic
Country Harvest, Carnforth

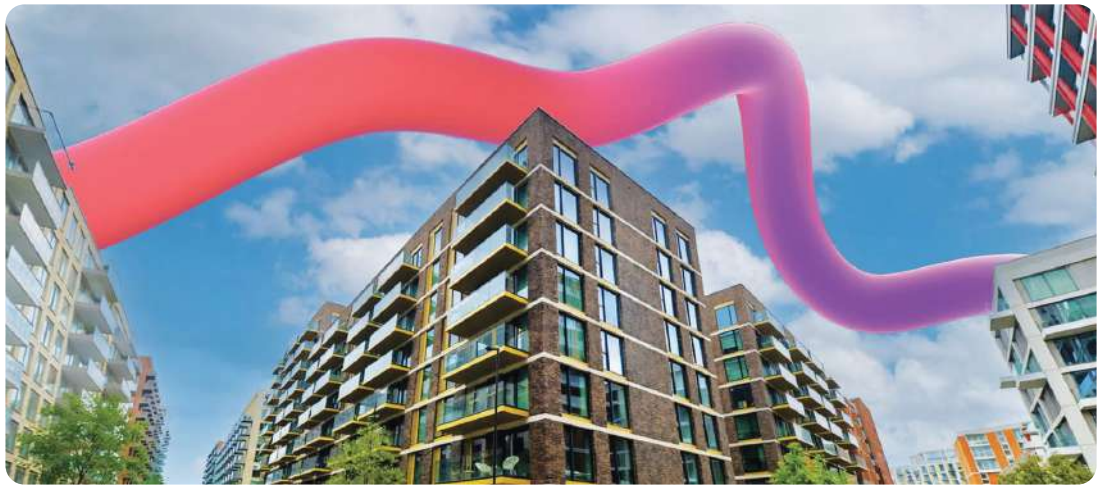
Empowering Sustainable Living: Royal Wharf

Working with Ballymore, Roam delivered a fully funded residential charging network across six locations at Royal Wharf in East London, bringing charging to residents' homes.

The challenge
Residents in apartments needed convenient charging across several buildings and parking areas. The solution had to suit existing electrical supplies and longer parking times, while avoiding upfront investment for the client.

The solution and rollout
Roam funded the agreed infrastructure and installed 216 x AC sockets, using the building supply available at each location. The rollout went live in phases during Summer 2025, starting at Cutter House before expanding across the estate.

Fully funded. Fully managed.
Roam covers the upfront cost of the agreed installation and manages monitoring, maintenance, software, resident billing and 24/7 driver support. Residents pay for the energy they use, without the property team having to divide charging costs manually.







How it works

1. **Plan around the estate**
   Assess each building and parking area, working with existing electrical supplies.
2. **Fund and install**
   Roam funds the infrastructure and installs 216 x AC sockets across six locations.
3. **Phased switch-on**
   Rollout went live in phases during Summer 2025, starting at Cutter House.
4. **Manage and support**
   Ongoing monitoring, maintenance, resident billing and 24/7 driver support from the Roam team.

EARLY RESULTS | FROM SUMMER INSTALLATION TO 31 DECEMBER 2025

110,000
kWh delivered

385,000
estimated EV miles supported

~110 tonnes
potential tailpipe CO_2e avoided*

*Gross petrol/diesel tailpipe comparison, assuming equivalent EV miles replace average-car travel. 110,000 kWh × 3.5 miles/kWh × 1.609344 km/mile × 0.1771 kg CO_2e/km = 110 tonnes CO_2e. Excludes charging electricity and lifecycle emissions; not a net carbon saving.

Looking After Our People: Wellbeing & Inclusion

As a growing business in a fast-moving sector, our success depends on looking after, developing and retaining our people.

Wellbeing & inclusion:

- **Real Living Wage**
  Accredited Real Living Wage employer.
- **Flexible working**
  Flexible working and regular team connection days to support work-life balance and and team cohesion.
- **Mental health**
  Mental health first aiders in place, alongside our Employee Assistance Programme.
- **ISO 45001**
  Our health and safety management system is externally certified.
- **L&D allowance**
  We invest in every employee's growth with an annual learning and development allowance.
- **Apprenticeships**
  We create apprenticeship opportunities, delivered through established external providers.
- **Give Back Days**
  Three paid days a year for every employee to give back to causes they care about.





Looking After Our People: Roam's Culture

Our culture is shaped by the people who work here. We want Roam to be a place where colleagues feel comfortable asking questions, sharing ideas and learning from one another. Meghan and Maddie share what that means in their day-to-day roles.



"One of the things I enjoy most about working at Roam is seeing a project go from an agreement I've worked on to chargers being used by drivers. You get to work with people across the business, and there's always someone happy to help or talk something through. That makes a real difference to the day-to-day, and it's rewarding to see what we've achieved together."

Meghan Senior Paralegal



"What I enjoy most about Roam is the people. Everyone is approachable, and there's always someone happy to help or share what they know. In customer support, that makes a big difference. It helps me feel confident supporting our drivers and making charging easy for them, especially when they're trying it for the first time."

Maddie Customer Support Executive

Supporting the next generation

Roam supports apprentices with opportunities to gain a recognised qualification while learning on the job. Working alongside experienced colleagues, apprentices take on meaningful responsibilities and build the skills and confidence to progress in their careers.

Meet David Timms, Marketing Apprentice

Level 3 Multi-Channel Marketer · Estio · 18 months · Passed October 2025
David completed his 18-month apprenticeship through Estio in October 2025, combining his studies with a hands-on role in Roam's marketing department.

During his apprenticeship, David travelled across the country to create content at newly operational charging sites, capturing the people and places behind Roam's growing network. His work included coverage of David Lloyd site launches and driver support tutorials to help people charge with confidence.

David took responsibility for Roam's social media content calendar, managing the planning and production of content for our channels. He also helped run marketing campaigns through Google Ads and social media, gaining experience across both content creation and paid advertising.

A valued member of the marketing team, David made a contribution to how Roam communicates with clients and drivers while developing his own skills. His successful completion reflects the work he put into both his qualification and his role.



Supporting Our Communities

In 2025, our team supported a number of causes close to their hearts, including:

- Volunteering for Crawley Wellbeing & The Alzheimer's Society
- Raising money for Red Nose Day
- Organising a Macmillan Coffee Morning

We believe in being a force for good in society as well as the environment.



Roam volunteering for Crawley Wellbeing & The Alzheimer's Society, running a session of Bowls

Managing Our Business Responsibly

Two groups, one purpose:

Employee-led ESG Group

Monthly, staff-led meeting

Runs our grassroots ESG activity; community, volunteering, wellbeing, and internal awareness campaigns. Ideas come from across the business.

Activities:

- Hands-on volunteering with our charity partners
- Fundraising drives for causes we believe in
- Days built around team wellbeing and connection
- Encouraging supplier engagement through our Code of Conduct
- Keeping ESG front of mind across the business all year

ESG Committee

Quarterly, with Board representation

Owns strategy, targets, reporting and disclosures. Chaired by the CEO, with board and investor representation.

Activities:

- Steering our science-based targets and Carbon Reduction Plan
- Owning sustainability KPIs and how we report them
- Safeguarding our certifications and compliance

Employee-led ESG Group



ESG Committee



James Randall
CEO, Director*



Madeleine Idun
Programme & Governance Manager



Sarah Lane
Non-Executive Director*
Denham Capital



Sabine Chalopin
Sustainability Advisor
Pillar 3

*Board Member



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Find out more

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