

Streamlined Energy & Carbon Reporting

This section has been prepared in accordance with our regulatory obligation to report GHG emissions pursuant to the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 which implement the government's policy on Streamlined Energy and Carbon Reporting ('SECR').

This is our third year of reporting under the SECR requirements. The reporting period is the same as the Company's financial year, 1 January to 31 December 2023.

Organisation Boundary and Scope of Emissions

We have reported on all emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2018. These sources fall within the Company's consolidated financial statements.

An operational control approach has been used to define our organisational boundary. This is the basis for determining the Scope 1, 2 and 3 emissions for which the Company is responsible.

All carbon dioxide emissions and energy consumption figures relate to emissions in the United Kingdom. The Company does not have any operations in offshore areas.

Methodology

The following methodology was applied in the preparation and presentation of this data:

- The calculation of the energy consumed for the following categories:
 - Combustion of fuel (not applicable to the Company);
 - Operation of its facilities;
 - Purchase of electricity, heat, steam or cooling by the Company for its own use.
- Selection and application of appropriate emission factors ('DEFRA 2023') to the Company's activities to calculate GHG emissions in line with the Greenhouse Gas Protocol published by the World Business Council for Sustainable Development and the World Resources Institute ('WBCSD/WRI GHG Protocol');
- Scope 2 emissions reporting methods - application of location-based and market-based emission factors to the electricity supplies;
- Inclusion of all the applicable Kyoto gases, expressed in carbon dioxide equivalents, or CO₂ e;
- Presentation of gross emissions, as the Company does not purchase carbon credits (or equivalents).

Absolute Emissions

The total Scope 2 GHG emissions from the Company's operations in the year ending 31 December 2023 were as follows:

- 9.91 tonnes of CO₂ equivalent (tCO₂e) when using a 'location-based' emission factor methodology for Scope 2 emissions;
- 0.00 tonnes of CO₂ equivalent (tCO₂e) when using a 'market-based' emission factor methodology for Scope 2 emissions.

The Scope 2 emissions reported above include purchased electricity, which covers the energy used for heating its facilities.

Note that no Scope 1 emissions were generated by PensionBee, so these are not included in this report. Scope 3 emissions are also not included because quoted companies are not required to report on any Scope 3 categories. For a breakdown of our Scope 3 financed emissions, please refer to the TCFD report.

Intensity Ratio

As well as reporting the absolute emissions, the Company's GHG emissions are reported below using the metric of tonnes of CO2 equivalent per million pounds of Revenue. This was selected as the most appropriate metric due to its relevance and importance to the Company's investors.

The intensity metric is as follows:

- 0.42 CO₂e per million pounds revenue using the location-based method;
- 0.00 CO₂e per million pounds revenue using the market-based method.

Target and Baselines

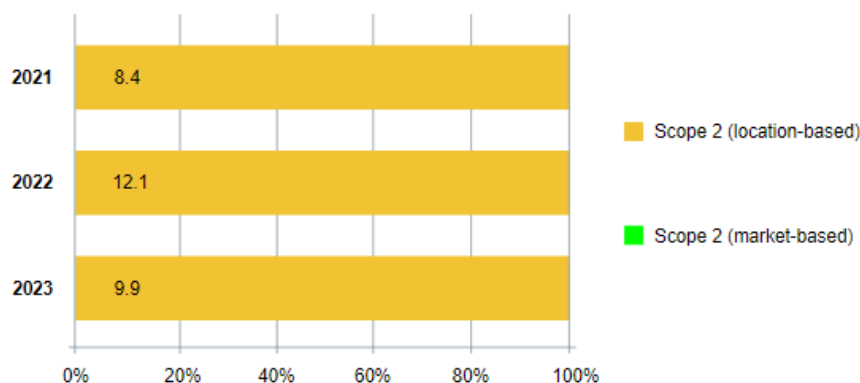
Our objective is to maintain or reduce our GHG emissions per £m revenue each year and we will report each year whether we have been successful in this regard. Our absolute emissions in 2023 have seen a decrease of 17.8% using the location-based method for Scope 2 emissions. Absolute emissions using the market-based method have remained consistent at 0.00.

In 2023 we participated in the Mayor of London's Business Climate Challenge, an energy efficiency programme led by Better Bankside. Participants who committed to reducing their energy consumption by 10% in one year benefitted from an energy efficiency audit of the building by technical consultants. As part of this audit of our office unit and building on Blackfriars Road, we took forward a number of energy efficiency recommendations that resulted in an 11% decrease in our office energy usage. PensionBee was commended by the Mayor's Office as a leading London business in taking action to reduce energy consumption and carbon emissions between 2022 and 2023.

Additionally, as part of the energy audit, a number of observations were made on how to improve efficiency of the building's communally charged air conditioning and heating systems, which make up a portion of PensionBee's energy consumption. Changes to how temperature was controlled in the building's public areas resulted in a significant decrease in overall energy consumption for all tenants in 2023. These changes impacted on our overall energy usage and also contributed to the marked decrease we observed this year. This being the case, the Company's intensity ratio metric decreased from 2022 to 2023. Our GHG emissions per £m Revenue has decreased to 0.42 tCO₂e, down 0.25 tCO₂e from 0.67 tCO₂e in 2022.

Key Figures

PensionBee Group plc - Breakdown of Emissions by Scope (tCO₂e)



GHG Emissions	2021		2022		2023	
	Tonnes CO ₂ e	tCO ₂ e / £m revenue ¹	Tonnes CO ₂ e	tCO ₂ e / £m revenue ²	Tonnes CO ₂ e	tCO ₂ e / £m revenue ³
Scope 1 ⁴	-	-	-	-	-	-
Scope 2 ⁵	8.36	0.64	12.07	0.67	9.91	0.42
Scope 2 ⁶	-	-	-	-	-	-
Total GHG emissions (location-based)	8.36	0.64	12.07	0.67	9.91	0.42
Total GHG emissions (market-based)	-	-	-	-	-	-

Total Energy Use

Our Company's total energy use for FY2023 was 47,841 kWh.

	Electricity (kWh)	Total Energy Use (kWh)
2023	47,841	47,841
2022	62,407	62,407
2021	39,361	39,361
Total	149,609	149,609

Energy Efficiency Actions

In 2023 we undertook the following measures to reduce our Scope 2 emissions, including:

- Conducting an energy audit of our building and office with technical consultants, as part of the Mayor's Business Climate Challenge.
- Implementing energy efficiency measures, as recommended as part of the energy audit, in order to reduce energy consumption in our office.
- Working with the building management team to understand how to reduce energy consumption in communally charged areas, including AC units situated on the roof, on the basis of observations made by the technical consultants.
- Continuing to use 100% Renewable Energy Guarantees of Origin ('REGO') backed electricity
- Maintaining low business travel emissions, being a remote company with all meetings held virtually by default or in central London (with the exception of a small number of meetings outside of the UK).
- Continuing to be a paperless pension provider and increasing the number of digital transfers with 'paper providers'
- Setting public energy reduction targets for Scope 1 and 2 emissions from the baseline year of 2022.
- Receiving recognition as a Leading London Business taking action to reduce energy consumption and carbon emission by more than 10%, from the Mayor of London's office.

Footnote: Point 2 is broader and must take into account "the purpose" for which arrangements are made.

¹ Revenue: £13 million (2021).

² Revenue: £18 million (2022).

³ Revenue: £[23.8] million (2023).

⁴ Scope 1 being emissions from the Company's combustion of fuel and operation of facilities.

⁵ Scope 2 being electricity (from location-based calculations), heat, steam and cooling purchased for the Company's own use.

⁶ Scope 2 being electricity (from market-based calculations), heat, steam and cooling purchased for the Company's own use.