Carbon Reduction Plan

Stark Software International Limited

Publication date: 29th July 2025

Commitment to achieving Net Zero

Stark Software International Limited, as a part of Stark Group, is committed to achieving Net Zero emissions by 2025 (Scope 1+2) and 2030 (Scope 3). Working towards these commitments, in the Reporting Year of 2025 Stark Software International Limited recorded a 79% drop in Scope 1 Emissions from 11.74 to 2.51 (tCO2e, relative to RY 2024). Stark Software in RY 2025 also recorded a 27% drop in Scope 2 Emissions from 47.09 to 34.35 (tCO2e, relative to RY 2024). Appropriate Net Zero targets will be set separately for inorganic growth (acquisitions) post-2019.

Baseline Emissions Footprint for Stark Group

Baseline Year: 2019 **Stark Group (including Stark Software International Limited)**	
Additional Details relating to the Baseline Emissions calculations.	
The baseline includes Scope 1 & 2 emissions for Stark's operations as of 2022. Scope 3 emissions (business travel in employee-owned/rented vehicles) were not included in the baseline but are now reported. Recent acquisitions, as part of our inorganic growth, have been integrated into current reporting but were not part of the original baseline.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**255.6**
Scope 2	**95.0**
Scope 3 (Included Sources)	**N/A**
Total Emissions	**350.6**

Current Emissions Reporting for Stark Group

Reporting Year: 2025 (1st June 2024 to 31st May 2025) Stark Group (including Stark Software International Limited)	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**420.58**
Scope 2	**92.32**
Scope 3 (Included Sources)	**55.00**
Total Emissions	**567.89**

Emissions Reduction Targets

Emissions Reduction Targets

Net Zero for Scope 1 & 2 by 2025 (2019 baseline operations) for SSIL only, was achieved with a 55% reduction in emissions compared to 2019 baseline year, the complete removal of Scope 1 emissions in the first quarter of 2025 and the procurement of electricity (Scope 2) fully from REGO backed contracts.

Through continued electrification of its fleet, the adoption of self-generation technology where feasible and sustained improvements in efficiency, Stark Groups aims to reduce its emissions intensity ratio by 5% year on year.

Carbon Reduction Projects - Completed Initiatives to Date

- Solar and Battery at Sentinel House: Stark installed solar panels across the full capacity of the main office roof, alongside battery storage for capturing excess generation, supporting Stark's long-term Net Zero ambitions. The impact of this initiative will be assessed over the coming year, as 12 months of data are required for accurate evaluation.
- Cloud-Based Server Migrations: A migration from on-site servers to cloud infrastructure has been done as an effort to reduce emissions across Stark's main offices. Impact has been estimated by comparing weekend baseload energy usage before and after the move, with projected annual reductions of approximately 3.5 tonnes of CO_2e.
- Office Refurbishment: The refurbishment of Stark's Horley offices aimed to modernise facilities and improve energy performance. Gas systems were removed and replaced with energy-efficient electric heating, while all windows were upgraded, significantly improving insulation and reducing emissions.

- Fleet Electrification Impact: Electrification efforts continue to focus on reducing Scope 1 emissions. EVs now represent 42.5% of the fleet. While emissions from electric vehicles increased by 54%, this reflects greater EV usage. The additional 13.6 tonnes of CO_2e from the extra 257,000 EV miles is significantly lower than the 70.2 tonnes of CO_2e that would have been produced had these miles been covered by diesel vehicles.
- Efforts to Reduce Non-EV Mileage: To manage increased service demand without a spike in emissions, Stark implemented route optimisation and job efficiency measures. Although the diesel fleet size doubled, overall diesel mileage remained consistent, effectively halving the average mileage per diesel vehicle.

Future Carbon Reduction Initiatives

- Expansion of Solar & Battery Storage to additional sites.
- Home EV Chargers for Engineers – Improving EV adoption for long-distance travel.
- Integration of Stark Connect into Net Zero Plan – Transitioning acquired fleet to low-carbon alternatives.
- Further Fleet Electrification – Targeting higher EV adoption as technology improves.

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].
- 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[3].

[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

- This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of the Stark Software International Limited:

Alex Warren

Alex Warren (Jul 31, 2025 09:43:50 GMT+1)

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31/07/2025

…Date:… ……………………