SOFTWIRE TECHNOLOGY LIMITED

Carbon Reduction Plan

Year 2025 emissions data

Prepared by: *Brogan Black*

Based on data: January – December 2025, measured via Greenly

Published: June 2026

Approved by: Tom Steer, Commercial Director

1. Our Commitment

Softwire Technology Limited is committed to measuring, reducing, and eliminating its carbon footprint.

Softwire commits to achieving Net Zero emissions by **2040**. We have adopted science-based targets aligned to a 1.5°C pathway, and we publish this plan annually to hold ourselves publicly accountable.

2. About Softwire

Softwire Technology Limited is a software development and technology consultancy headquartered in London, with offices in Cambridge, Manchester, and Bucharest. In 2025, we employed approximately 403 people and generated around £42 million in annual revenue.

Our primary environmental impact comes through our operations: the energy we consume, the technology we purchase, the way our people travel and commute, and the suppliers we engage. As a technology company, we also recognise that our client work - building data platforms, replacing paper processes, helping organisations use infrastructure more efficiently, may ultimately contribute more to reducing carbon than our own operational footprint, though this plan covers our operations only.

3. Our 2025 Emissions Profile

Our total greenhouse gas emissions for the year ending December 2025 were **1,360 tCO_2e**. This is an 2.3% increase on the prior year and an intensity of 3.4 tCO_2e per employee. Softwire holds a Silver Climate Strategy Rating from Greenly (top 15% of companies measured).

Scope breakdown

Scope	Description	2025 tCO_2e	2024 tCO_2e (published)	vs 2024	% of total
Scope 1	Direct emissions (fuel, refrigerant leaks)	106	17	+524%	8%
Scope 2	Purchased electricity and heat	82	7.3	+1,023%	6%
Scope 3	Indirect (supply chain, travel, digital, food)	1,172	1,306	−10%	86%
Total		1,360	1,330	+2%	100%

*The 2025 report uses a location-based approach to Scope 2 accounting; the 2024 report used a market-based approach. Under market-based accounting, Softwire's green electricity tariffs in the UK reduced Scope 2 to near-zero (2024). The location-based approach uses grid average emission factors regardless of tariff, producing a higher but more conservative figure.

In 2025, Greenly's measurement identified 96 tCO_2e of direct GHG emissions, a category not previously captured in our reporting. This relates to a refrigerant top-up of 58.08kg of R134A to the air conditioning installation at our Bucharest office in July 2025. The Bucharest office is leased and the cooling system is managed by the building landlord. We do not currently have confirmation of whether the underlying leak was repaired at the time of the top-up. We will be engaging the landlord to establish this, and to put in place a process for refrigerant usage to be logged and reported to us annually.

Emissions by category

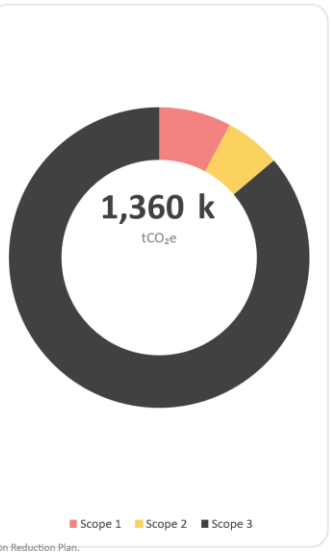
Category	2025 tCO_2e	% of total
Energy (buildings, heating, electricity)	249	18%
Digital (Cloud, SaaS, licences, devices)	245	18%
Services purchases (cleaning, maintenance)	221	16%
Travel & commute	185	14%
Food & drinks	169	12%
Assets (IT equipment, furniture)	94	7%
Other	197	14%

DATA GAP: Only 38% of emissions are based on physical activity data (e.g. actual kWh metered). The remaining 62% are estimated from financial spend data, which introduces material uncertainty particularly for digital and services categories.

A commitment to improving physical data coverage is included in Section 7.

BREAKDOWN BY SCOPE — 2025 vs 2024 (published CRP figures)

	Scope 1	Scope 2	Scope 3
Absolute tCO_2e	106 +524%	82 +1,023%	1,172 −10%
Employee tCO_2e / employee	0.3 +403%	0.2 +806%	2.9 −28%
Revenue tCO_2e / M£	2.5 +464%	2.0 +916%	27.9 −19%
Number of employees tCO_2e / FTE	0.3 +403%	0.2 +806%	2.9 −28%
£ tCO_2e / GBP	< 0.1	< 0.1	< 0.1



Results subject to the correct categorisation and validation of expenses of Softwire Technology Limited. Year-on-year comparisons are against 2024 figures as published in the 2025 Carbon Reduction Plan.

4. Our Emissions Trajectory

Baseline year (2022)

Our baseline year is 2022. The figures below represent Softwire's total greenhouse gas emissions for the calendar year January to December 2022, measured by a previous supplier. The 2022 baseline covers the period following Softwire's return to normal operations after the COVID-19 pandemic, and reflects a full year of hybrid working with offices in London, Cambridge, and Manchester.

Scope	Description	Baseline (2022) tCO_2e	% of total
Scope 1	Direct emissions (fuel combustion)	0	0%
Scope 2	Purchased electricity and heat	31	4%
Scope 3	Indirect (supply chain, travel, digital, food)	781	96%
Total		812	100%

NOTE: The 2022 baseline was measured by a different supplier with a different methodology. Following the switch to Greenly in 2025, this figure may not be directly comparable to current measurements

Trajectory since baseline

Our total emissions have increased significantly since our 2022 baseline, driven by company growth, changes in how we work, and the adoption of new technology categories.

Year	Total tCO_2e	Scope 1	Scope 2	Scope 3	Methodology
2022 (baseline)	812	0	31	781	Supercritical
2024	1,330	17	7	1,306	Greenly
2025	1,360	106	82	1,172	Greenly

The key drivers of change since our 2022 baseline have been:

- Company growth: headcount and revenue have grown substantially since 2022
- Digital and AI adoption: Cloud, SaaS and software licence use increased significantly in 2024–25
- London office fit-out: capital spend on furniture, IT equipment and fixtures for the new London office drove the Assets category up 196% (94 tCO_2e)
- The switch to Greenly in 2024 introduced broader emission category coverage, including fugitive emissions (refrigerant leaks). The Bucharest refrigerant top-up (96 tCO_2e) appeared for the first time in 2025 data

The 2025 emissions rose 2.3% year-on-year (Greenly basis) but intensity per employee improved from approximately 4.7 tCO_2e (2022) to 3.4 tCO_2e.

5. Our Targets

Our science-based targets

Target	Scope	Baseline year	Deadline	Status
50% absolute reduction in Scope 1 + 2 emissions	Scope 1+2	2022	2030	Confirmed
90% absolute reduction in all emissions	All scopes	2022	2040	Confirmed
Net Zero	All scopes	N/A	2040	Confirmed

These targets are measured against our 2022 baseline of 812 tCO_2e (Supercritical methodology). Progress will be tracked annually.

Emissions intensity target

To monitor progress as our headcount grows, we track two intensity metrics in Greenly: emissions per FTE and emissions per £ revenue. These are tracked from 2025 onwards on a consistent Greenly basis. Note: the 2025 Carbon Reduction Plan referenced

'billable person year' as the intensity unit - from 2025 we are using FTE headcount (403 FTE) as this is simpler, auditable, and consistent with Greenly's reporting.

Metric	2022 (baseline)	2024	2025	Target (2040)
tCO_2e per FTE	~4.7	~4.1	3.5 (403 FTE)	−98%
tCO_2e per £M revenue	N/A	N/A	33.5 (£41.8M revenue)	−98%

Formal commitments

Softwire intends to submit targets to SBTi under V2.0 rather than the current V1.3, and will complete a formal submission once the new standard is finalised.

6. Reduction Actions

6.0 Measures already in place

The following measures have been implemented since our 2024 report and remain in effect. They are not tracked as open actions but form the foundation of our emissions management approach.

Measure	Category	Status
Installing more motion sensors to switch off lights in unused areas	Offices	In Place
Filtered water taps installed — freely available bottled water removed	Offices	In place
Supporting employees switching to no-fly travel	Travel	In place
Meat-free Mondays — canteen serves only vegetarian and vegan options on Mondays	Food	In place
Improve pre-event dietary preference collection to reduce food waste while increasing plant-based options — avoid defaulting to 70% plant-based without demand data	Food	In Place

The table below sets out our committed actions by focus area, with estimated impacts where quantifiable.

6.1 Scope 1 — Direct Emissions

In 2025, 96 tCO_2e of Scope 1 emissions arose from a refrigerant top-up at the Bucharest office (58.08kg of R134A, July 2025). The source has been identified. The actions below focus on confirming whether the leak was repaired and preventing recurrence.

Action	Est. impact	Owner	Timeline	Status
Contact Bucharest landlord to confirm whether the R134A leak was repaired in July 2025 or is ongoing	Up to −96 tCO_2e if resolved	Rom Office Management	Q3 2026	Not started
Request landlord logs all future refrigerant top-ups and shares data with Softwire annually	Prevents undetected recurrence	Rom Office Management	Q3 2026	Not started
If leak unrepaired: escalate to landlord and include HVAC repair as a requirement in any lease renewal	Up to −96 tCO_2e	Rom Office Management	Q4 2026	Not started

6.2 Scope 2 – Energy

London and Cambridge offices are on green electricity tariffs. Under the location-based methodology used in the 2025 report, Scope 2 is 82 tCO_2e - the tariff reduces actual grid consumption emissions but does not zero them out under this approach. Remaining Scope 2 emissions are concentrated in offices not on renewable tariffs, primarily Bucharest and Manchester.

Action	Est. impact	Owner	Timeline	Status
Switch Manchester office to renewable electricity tariff	2–5 tCO_2e reduction	Ops/Facilities	2026	Investigated – not possible at the moment but we will reinvestigate in the future
Engage Bucharest landlord on renewable electricity options	10–15 tCO_2e reduction	Ops/Facilities	2026–27	Investigated – not currently available via landlord/supplier. Energy supplier does not hold a Guarantee of Origin certificate from ANRE.
Sublet unused London office space	Reduces energy per occupant; ~–10–20 tCO_2e est.	Ops	2026	In progress

6.3 Scope 3 – Digital Services

Digital emissions (Cloud, SaaS, licences, devices) are 18% of our total and grew significantly in 2025 – Cloud and SaaS alone increased 70% (+91 tCO_2e). This is structurally linked to business growth and AI adoption, and will not reverse without active intervention.

Action	Est. impact	Owner	Timeline	Status
Audit cloud infrastructure for right-sizing: idle instances, over-provisioned resources	−20 to −40 tCO_2e potential	Helpdesk	2026	Not started
Establish AI usage guidelines with energy/carbon awareness as a factor	Measurement baseline	Helpdesk /Ops	2026	Not started
Request emissions data from primary cloud provider (AWS / Azure / GCP)	Improves data quality	Helpdesk	2026	Not started
Audit top 5 SaaS vendors for sustainability; prefer green alternatives at renewal	Hard to quantify	Helpdesk	2026–27	Not started
Provide training on how to use AI efficiently and sustainably	Limits growth in Cloud/SaaS emissions as AI tool usage scales across the business.	Ops	Q4 2026	Planned

6.4 Scope 3 – Purchased Services

Services purchases represent 16% of total emissions. They fell 26% in 2025 largely because maintenance and cleaning spend fell. Our leverage here is concentrated at contract renewal points.

Action	Est. impact	Owner	Timeline	Status
Embed sustainability criteria in procurement process for contracts over £50k	Long-term, indirect	Legal	2026	Started - supplier Code of Conduct has been updated but that procurement-specific sustainability scoring criteria are still to be developed.
Review existing and potential suppliers with the goal of auditing,	Improves data quality; long-term	Ops	2026–27	Not Started

Action	Est. impact	Owner	Timeline	Status
managing and reducing supply chain emissions in line with science-based targets				
Switch to eco-friendly cleaning products and toilet paper throughout all offices	Marginal direct; cultural signal	Facilities	2026	Investigated – not currently possible
Improve our advertisement targeting	Emissions reduction is directly proportional to the reduction in the number of impressions of each campaign	Marketing	2026	Planned

6.5 Scope 3 – Travel & Commute

Business air travel fell by 64 tCO_2e (÷2.1) in 2025 – the single largest year-on-year improvement across all categories. Two factors drove this: the Prague company holiday generates roughly 40% less flying emissions per person than Croatia, and 55 employees chose train over plane for at least one leg, avoiding 88 flights and approximately 36 tCO_2e. Employee commuting rose by 26 tCO_2e, partially offsetting the gains. Together, travel and commute represent 14% of total emissions. For 2026, the company holiday moves to a UK-based festival, eliminating associated air travel for UK employees entirely. Beyond 2026, the format of the annual event remains a material lever: a return to overseas travel could add 50–100 tCO_2e in a single year.

Action	Est. impact	Owner	Timeline	Status
Implement a 6-hour travel rule as written policy (train preferred for journeys under 6 hours)	Sustains ~−30+ tCO_2e vs pre-policy levels	People Team	2026	Not Started
Adopt a clear position on the annual company holiday format and its carbon implications	Up to −50 tCO_2e in high-travel years	Leadership	2026	Not started
Prefer direct flights where a direct option is available – avoid unnecessary stopovers	~−10% per affected journey	TBC	2026	Not started
Set economy class as the default for all business travel; business class requires director sign-off	~−3× per business class trip avoided	TBC	2026	Not started

6.6 Scope 3 – Food & Drinks

Food and drinks in our offices account for 169 tCO_2e (12% of total). While individual actions here have smaller absolute impact, they are highly visible to employees and reinforce a culture of sustainability.

Action	Est. impact	Owner	Timeline	Status
Introduce food waste tracking and reduction target in office catering	~–5 tCO_2e	Office Management	2026–27	Not started

7. Constraints and Limitations

Bucharest office – limited landlord control

Our Bucharest office is leased and appears to be our largest single building emitter, likely due to energy-intensive air conditioning in a market with a more carbon-intensive electricity grid than the UK. As a tenant with limited control over building systems, our near-term options are to request information from the landlord, explore whether a renewable electricity tariff is available in the market, and embed sustainability expectations into any future lease renewal negotiation.

Locked-in supplier contracts

The majority of our services purchase emissions are with suppliers on existing contracts. We cannot retrospectively impose sustainability requirements on contracted relationships. Our strategy is to embed sustainability criteria at the point of contract renewal, typically 2026–27 for major contracts.

Digital and cloud emissions

Our Cloud and SaaS emissions are structurally linked to business growth and AI adoption. Major cloud providers are investing heavily in renewable energy, but we do not yet have sufficient granular data on the carbon intensity of our specific usage. Improving measurement is a prerequisite for meaningful reduction in this category.

Data quality

Currently 62% of our emissions are estimated from financial spend data rather than physical activity data, introducing material uncertainty particularly in digital and services categories. Improving this is a multi-year programme.

8. Carbon Removal

Softwire is committed to eliminating its historical and current emissions through high-quality, durable carbon removal – not cheap offset credits. Our portfolio includes biochar, enhanced weathering, direct air capture, woody biomass burial, and bio-oil.

Year	Emissions (tCO_2e)	Purchased (t)	Retired to date (t)	Pending delivery (t)	Status
2021	~838	1,656	1259	397	On track
2022	812	479	206	273	On track
2023	657	1,173	814	359	On track
2024	1,330	1,325	1,325	0	Complete
2025	1,360	1,400	0	1,400	Purchased

Compliance

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[3] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[4].
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[5].
This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed: Tom Steer, Commercial Director –

Date : 23.06.2026