

MAK-SYSTEM Carbon Reduction Plan

July 2025

MAK-SYSTEM is committed to achieve Net Zero by 2050.

Baseline Emissions Footprint

Baseline Year: 2023	
Global Emissions	Total (tCO ₂ e)
Scope 1	10
Scope 2	45
Scope 3	1,741
TOTAL	1,796
Notes:	
It is for the year 1st January 2023 to 31st December 2023 (Calendar Year 2023). 2023 was the first year in which MAK-SYSTEM reported Carbon Emissions. The inventory has been prepared by Anthesis for MAK-SYSTEM, in accordance with the Greenhouse Gas Protocol. The Carbon Emissions are for MAK-SYSTEM's global business and locations. To provide a rigorous and complete GHG inventory, MAK-SYSTEM Group defines both organisational and operational boundary conditions consistent with the GHG Protocol. The Emissions Inventory has been determined via 90% actual data and 10% estimated data. Sub scope categories may not equal the scope totals due to rounding.	

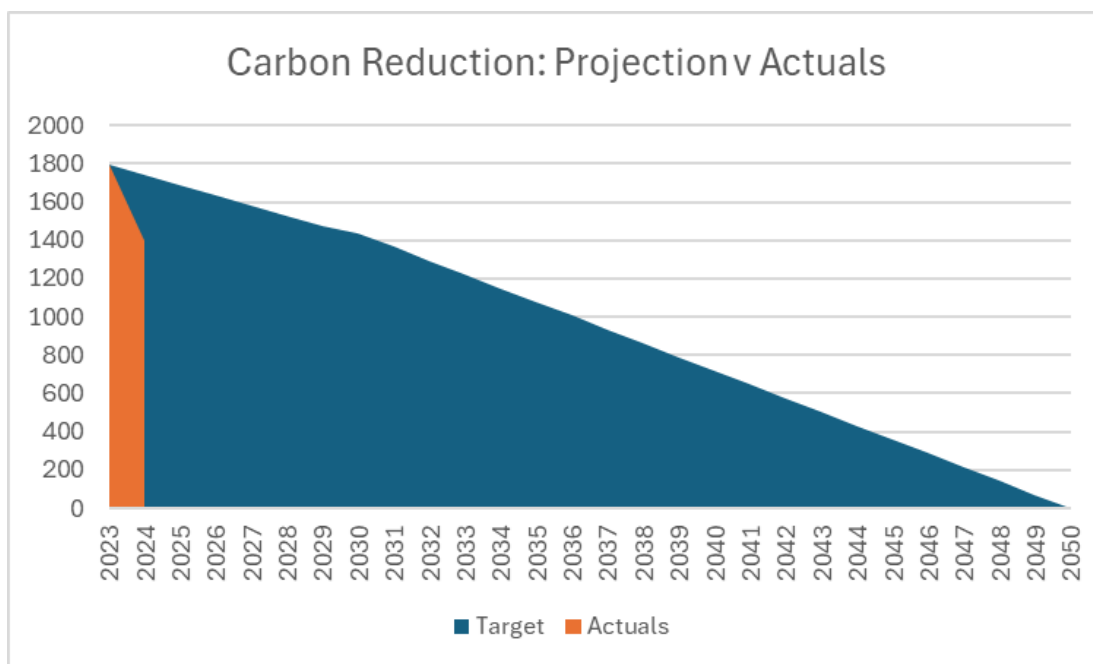
Current Emissions Reporting

Reporting Year: 2024	
Global Emissions	Total (tCO2e)
Scope 1	11
Scope 2	44
Scope 3	1,339
TOTAL	1,394
Notes:	
It is for the year 1st January 2024 to 31st December 2024 (Calendar Year 2024). The inventory has been prepared by Anthesis for MAK-SYSTEM, in accordance with the Greenhouse Gas Protocol. The Carbon Emissions are for MAK-SYSTEM’s global business and locations. To provide a rigorous and complete GHG inventory, MAK-SYSTEM Group defines both organisational and operational boundary conditions consistent with the GHG Protocol. The Emissions Inventory has been determined via 90% actual data and 10% estimated data Work from home emissions is not included but equal to 83 tCO2e. Sub scope categories may not equal the Scope totals due to rounding.	

Carbon Reduction Targets

To achieve our commitment to achieving Net Zero, we have adopted the following carbon reduction targets:

- 20% by 2030
- 60% by 2040
- Achieve net zero by 2050.



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 402 tCO₂e, a 22% reduction against the 2023 baseline and the measures will be in effect when performing the contract.

MAK-SYSTEM's emissions decreased by 22% from 2023 to 2024, reducing from 1,796 tCO₂e to 1,384 tCO₂e. Scope 1 emissions rose by 11%, whereas Scope 2 and Scope 3 emissions declined by 24% and 25%, respectively. PG&S had the largest reduction with a 26% decrease.

MAK-SYSTEM's primary Carbon Reduction Project in 2024, was to conduct a detailed and independent Carbon Footprint. We engaged Anthesis to do this, using their RouteZero tool. We set up internal responsibilities and processes for annualised collection of carbon related data to allow us to set a baseline and position ourselves for annualised third-party measurement of our global Carbon Footprint.

In addition, we saw the benefits of two other several carbon reduction projects:

1) Solar Panels to generate Electricity in North Macedonia Office

North Macedonia hosts MAK-SYSTEM's largest office with 54% of employees. In 2023, this office representing 73% of our office square footage and accounted for 66% of our 2023 electricity generated.

In 2024, we installed 260 380W monocrystalline solar panels on the roof of the North Macedonia office. These panels become operational in mid- April 2024, directly generating electricity for the office.

The outcome of this carbon reduction project was that electricity used by the North Macedonian office saw a significant reduction in the electricity purchased and generated by the North Macedonian grid. MAK-SYSTEM moved into the office in May 2023 and for 7 months from May until December 2023, used 52 mWh purchased/generated from the North Macedonian grid. For full year 2024, the amount purchased/used was 46mWh. On an annualised basis, this is a reduction of 49%. During this period, MAK-SYSTEM consumed 29.9 mWh of electricity produced from the solar panels.

2) Green Energy and a Smaller Footprint for our London Office

In late 2023, MAK-SYSTEM London office moved into new premises, powered by 100% renewable energy. Our new premises, managed by the FORA group, uses green energy. FORA publish annual data on their carbon footprint, and this is certified by PlanetMark. Our continuation of a Hybrid Working Policy also led us to re-evaluate and reduce the size of our London office.

Year 1 & 2 Carbon Reduction Projects

Year 1: 2024 Action Plan	
Measuring	• Conduct emissions baseline • Establish processes for accurate data collection • Purchase a tool to allow more accurate data reporting • Identify data to allow for UK Carbon Reporting
Reducing	• Install Solar Panels to Skopje Office • Optimise AWS internal environments
Removing	n/a
Offsetting	n/a

Year 2: 2025 Action Plan	
Measuring	• Complete Emissions Measurement for 2024 • Conduct Employee Commuting Survey for more accurate employee commuting data
Reducing	• Set targets & policy to reduce business travel emissions • Evaluate opportunities to reduce office energy • See reductions in carbon emissions from office energy usage from introduction of solar panels in North Macedonia • Identify ways to reduce employee commuting emissions
Removing	• Identify opportunities to remove carbon from our operations
Offsetting	• Evaluate use of RECs to offset carbon produced

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.

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.

This Carbon Reduction Plan has been reviewed and signed off by the MAK-SYSTEM Board of Directors in July 2025.

Frank Jaubert
Chief Executive Officer



Laurent Senard
Board Member

