



Wingmen Annual Environment Footprint Report Emissions 2023

wingmen
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The start on our environmental journey

Wingmen is happy to present its first annual emissions report, marking a significant milestone in our evolution as an environmentally conscious company. In 2023, we made substantial progress towards our environmental goals.

We launched our inaugural environmental policy, set a company-wide goal to reduce emissions by 2.5% per full-time employee annually, and committed to achieving net-zero emissions by 2040. Key initial efforts focused on reducing emissions from:

- Offices
- Transportation

In 2023, we also began the process of attaining environmental leadership certification. Following an audit at the end of the year, we received ISO 14001 certification on February 1, 2024.

Environmental consciousness at Wingmen encompasses reducing CO2 emissions, enhancing recycling efforts, and extending product lifespans. Additionally, we plan to set higher environmental standards for our suppliers.

This report includes:

- Background and starting point
- Initial initiatives
- Emissions overview

We are dedicated to continuously learning, adapting, and improving our sustainable practices to meet our environmental goals.

Statement by our CEO

The initial year of our journey towards net-zero emissions has been marked by numerous activities and positive outcomes. Several initiatives have been launched that will significantly impact our long-term emissions in the years to come.

Both management and the company have dedicated considerable time and effort to various areas, demonstrating our commitment to environmental responsibility and stewardship. Management has actively involved employees, striving to engage them in our ongoing efforts to reduce our environmental impact both as a company and as individuals.

A significant milestone was achieved when Wingmen accomplished the ISO 14001 certification following the initial audit in November 2023. Management remains dedicated to the long-term commitment of environmental stewardship—we are part of the environment, we use and enjoy it, and we are committed to caring for it.



2023 – background and new initiatives

During 2023, we established our emissions data collection process. Due to the nascent stage of this initiative, emissions measurement is currently limited to a few areas. In many respects, 2023 will serve as the baseline year for future annual emissions reports.

As this was our initial year dedicated to enhancing environmental awareness, we do not have complete year-round measurements for certain areas. This is partly because Wingmen is new to this process and because many partners, suppliers, and office owners currently lack comprehensive data reporting mechanisms. We anticipate improvements in this area and are committed to finding solutions for measuring a broader range of environmental impacts.

Throughout 2023, we implemented several new policies and procedures and initiated efforts to develop robust data measurement and collection solutions. This will be an ongoing process as we identify additional areas to monitor.

Our first year of measuring environmental emissions includes two main indicators, with a third, smaller indicator focused on recycling.

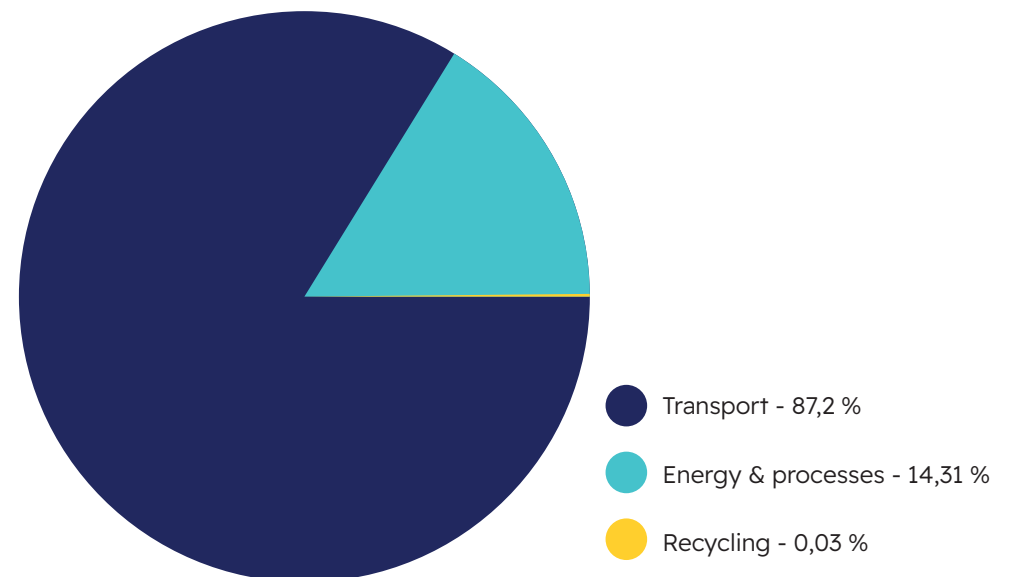


Figure 1: Split between emissions 2023



**Throughout 2023,
we implemented several
new policies and procedures
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OFFICES - BACKGROUND

With two main offices in Søborg and Århus, where many employees work daily, our offices are essential but also contribute to emissions. Wingmen practices a free seating policy and operates in rented buildings with shared facilities.

Since a significant portion of our work is conducted on customer premises, we rent office space to accommodate about 80% of our employees at any given time. Our offices are strategically located in areas with good infrastructure, making them easily accessible by both public transport and car, which helps reduce emissions.

Additionally, our offices feature modern lighting systems that automatically turn on and off when people enter or leave a room, further reducing energy consumption.

TRANSPORTATION BACKGROUND

Several aspects of transportation impact our emissions. One major source is employee travel to meetings and customer sites, using either company or private cars (with transport costs covered by the company and included in the emissions report).

A significant part of Wingmen's business involves technical consultants working at customer premises, necessitating regular travel. As part of the international company Springboard Networks, and with our main partner being the US-based Cisco, air travel is also essential for maintaining and growing our network.

Whenever travel is necessary, we evaluate cost, travel time, and environmental impact to choose the most sustainable mode of transport. Both land and air transport are key areas of focus, and we have taken steps in 2023 to reduce CO2 emissions in both.

OTHER AREAS - BACKGROUND

Emissions from sources such as waste and electronics currently hold lesser significance compared to major sectors, yet they remain crucial for circular economy impacts. At this nascent stage, our measurement scope is limited. It's crucial for Wingmen to adopt consistent, validated data collection methods for future years when emissions are quantified.

As tools for assessing emissions and climate impacts become more accessible, Wingmen can progressively expand the coverage of our emission reports to encompass additional sectors.

OFFICES - INITIATIVES

ELECTRICITY

The Wingmen offices in Søborg and Aarhus are situated in leased spaces that have been recently renovated to include environmentally friendly features such as LED lighting and motion sensors. In 2023, we made significant equipment upgrades to support company growth and phase out outdated, high-electricity-consuming items.

Since 2022, our Aarhus office has been powered by green electricity, and as of March 2024, the Copenhagen office has also transitioned to green electricity. These initiatives mark a proactive step in reducing our CO2 emissions.



Figure 2: Wingmen certificates for use of green electricity

Since 2022, our Aarhus office has been powered by green electricity, and as of March 2024, the Copenhagen office has also transitioned to green electricity.

OFFICE HEATING

Both our offices utilize remote heating, with annual consumption readings conducted by the heating supplier. To district mindful heating prac-

tices, we regularly advise adjusting thermostat settings when windows are opened.

It's important to note that Wingmen has no control over the heating source or supply type, as this decision rests solely with the office owners.

WASTE - SORTING - RECYCLING

In 2023, we reinforced our environmental commitment by introducing waste sorting at both our Copenhagen and Aarhus offices. We initiated a pilot project at our Copenhagen office in mid-2023 and plan to extend this practice to our Aarhus office by mid-2024.

Our chosen office cleaning company is ISO14001 certified, ensuring that waste is sorted into appropriate categories and placed in designated containers outside the office buildings. We monitor waste quantities to track progress and record data in "Klimakompasset."

TRANSPORT BY CAR - INITIATIVES

Being on-site with our customers is essential for delivering Wingmen's services effectively. We prioritize finding the optimal balance between in-person and online meetings, ensuring we utilize the most suitable tool for each task. Despite the advantages of meeting in person, which remains the preferred option for many types of engagements.

ELECTRIC CAR POLICY

To kickstart our environmental commitment, Wingmen has initiated a plan to transition all company cars to electric vehicles. Effective January 1, 2024, all newly acquired company cars will be electric, and we will

cease renewing leases on non-electric vehicles. We aim to achieve a fully electric fleet by the end of 2027.

Company cars - type of fuel

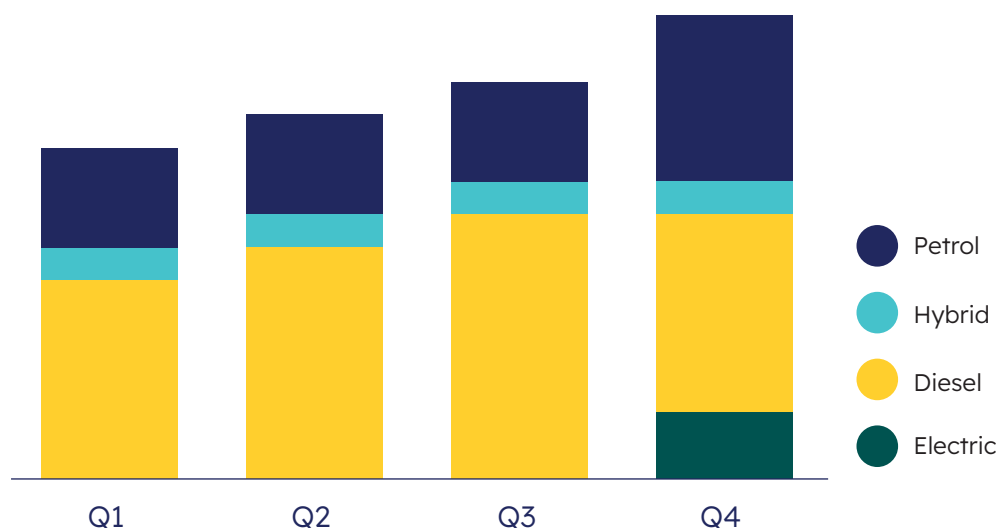


Figure 3: By end 2023 15,4% of the company cars are electric.

Moreover, to facilitate the transition to electric company cars and support employees interested in switching their personal vehicles to electric, we have actively advocated for the installation of charging stations near our Søborg office building. These stations were successfully installed in May 2024. Additionally, charging stations are already available near our office in Aarhus.

TO DRIVE OR NOT TO DRIVE

While Wingmen remains committed to fostering an environmentally conscious driving culture, we also prioritize promoting awareness of alternatives through our advanced video conferencing facilities.

We encourage our employees to make environmentally friendly choices, leveraging our electric company car policy as inspiration to adopt electric vehicles in their personal lives.

In 2023, we invested in upgrading our video meeting equipment and optimizing both office locations to better accommodate the growing demand for online meetings among our employees. This enhancement not only improves our capability to conduct online meetings with clients but also strengthens internal communication between our two office locations and employees working remotely or on-site at customer locations.

We encourage our employees to make environmentally friendly choices, leveraging our electric company car policy as inspiration to adopt electric vehicles in their personal lives. We further support their environmental efforts through our remote-work policy and our strategic office locations near robust public transport options.

TRANSPORT BY FLIGHT - INITIATIVES

Being owned by an international investor, having a very important sister

company in Holland with who many new activities are starting up, and the main supplier originating in USA, transport by flight is necessary for many people. As a result, the impact of flight is a main contributor to the emission.

SUSTAINABLE AVIATION FUEL AND SUPPORTING NET-ZERO GOALS

In 2023, management took further environmental responsibility by introducing a new company travel policy for 2024, which places greater emphasis on environmental considerations for our air travel. This policy has a dual focus.

Firstly, we aim to increase the utilization of Sustainable Aviation Fuel (SAF) in our air travel. Our target is to commence using SAF in 2024, contingent upon support from travel agencies and airlines, and the availability of necessary data. While the adoption of SAF is still emerging, we are committed to endorsing innovative solutions to climate challenges. Consequently, we are developing guidelines to promote awareness among employees and ensure SAF is prioritized whenever feasible.

Wingmen has partnered with a travel agency to facilitate the implementation of this policy. The agency provides Wingmen with data directly used to calculate emissions from company flights.





**We monitor waste quantities
to track progress and record
data in "Klimakompasset"**

Emissions – total and by area

Based on the data available for the year 2023, total emissions amounted to 250.97 tCO₂e (market-based), divided between the two main measured and calculated areas.

AREA OF EMISSIONS	TON CO ₂ e
Office	
Electricity (Market-based)	39,22
Electricity (Location-based)	15,35
District heating (only Søborg)	4,21
Waste - recycling	0,07
Transport	
Business travel	211,68
Total (Market based)	250,97
Total (Per employee)	2,41

Figure 4: 2023 total emissions

According to the GHG Protocol, emissions considered out of scope amount to - 0.78 tons of CO₂e.

OFFICE – EMISSIONS

We measure three distinct areas related to our offices:

- Electricity
- Heating
- Waste

Above are detailed accumulations of the total emissions.

OFFICE ELECTRICITY

Emission figures can be found in the table above under "Emissions – total by area." One of our two main offices utilized electricity with green certificates throughout 2023. By 2024, both offices will transition to using green electricity exclusively.

ELECTRICITY CONSUMPTION	KWh
Office	
Lystrup (Market-based)	10,509
Søborg (Location-based)	66,255

OFFICE HEATING EMISSION

Data concerning office heating is obtained directly from the building owners. In 2023, we only received heating emissions data from the Søborg building owner, which amounted to 4.21 tons of CO₂e from district heating. Unfortunately, we were unable to obtain data from the owners of the Lystrup office.

OFFICE WASTE, SORTING, RECYCLING, EMISSIONS

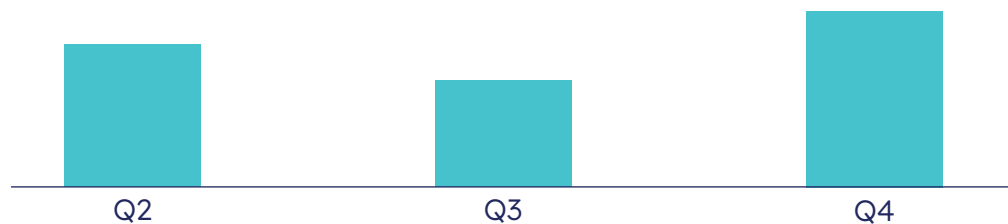
During the second half of 2023, the Søborg office implemented waste sorting and conducted weigh-ins for disposal, with measurements included in the total emission report. Recycling paper, cardboard, plastic, and aluminum results in a "negative" contribution, which falls outside the scope of emissions. The minimal residual waste contributes 0.07 tons of CO₂e.

Data regarding waste from the Lystrup office was not measured in 2023.

VIDEO MEETINGS

To reduce the amount of driving, we've invested in new video equipment. All meeting rooms in Søborg and Lystrup now feature Cisco Webex Video conferencing equipment, enabling all employees to participate in video meetings from home.

Hours of use of Webex Videomeetings (2023)



We measure the use of video meetings to track our progress. While it's challenging to quantify whether video meetings directly replace physical ones, we observe that many internal meetings are conducted via video, leading to reduced transport needs.

COMPANY CARS - EMISSIONS

Given that many of our company cars are non-electric, the emissions figures naturally reflect this reality. The impact of our new company car policy is evident in the Q4 2023 figures, which include the initial use of electric company cars. This marks the beginning of a trend that will expand in the future.

Company cars - km per type

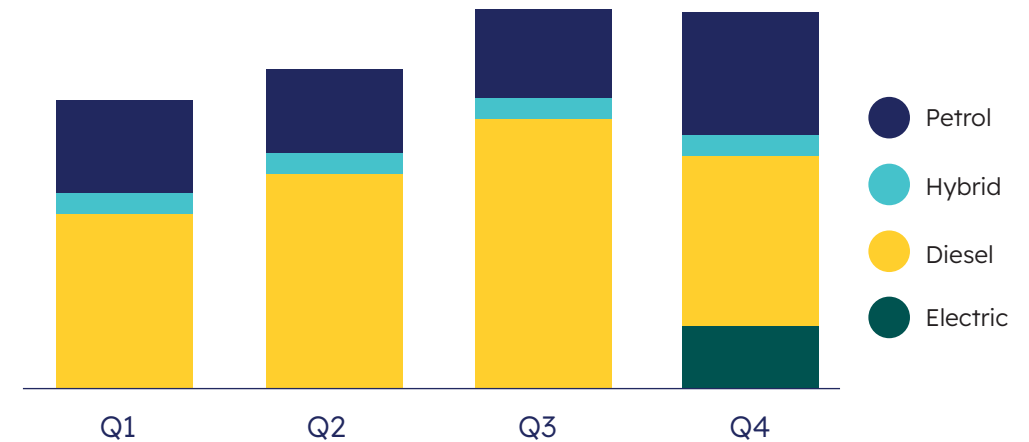


Figure 5: Total km driven by company cars

As our workforce grows in the coming years, the number of company cars and private cars, will influencing total emissions. However, the increased adoption of electric cars will help reduce emissions per kilometer traveled.

Company cars - emission, tons of CO2e

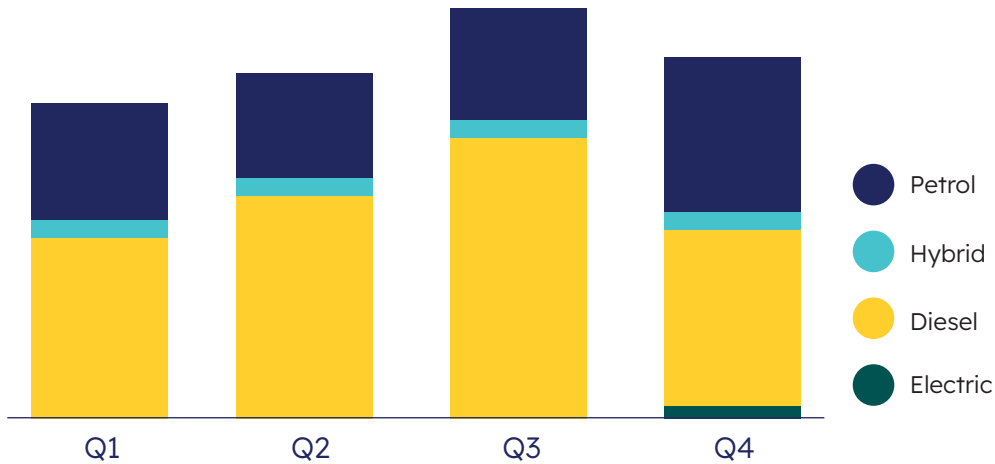


Figure 6: Graph shows the emissions based on type of "fuel"

The two graphs 5 and 6 demonstrate the reduced emissions impact in Q4. Despite a 2.0% decrease in kilometers driven in Q4 compared to Q3, CO2e emissions in Q4 were 12% lower.

PRIVATE CARS - EMISSIONS

Some employees use their own private cars and receive mileage allowances. The breakdown of fuel types used is illustrated in the graph below.

Private car - km per type

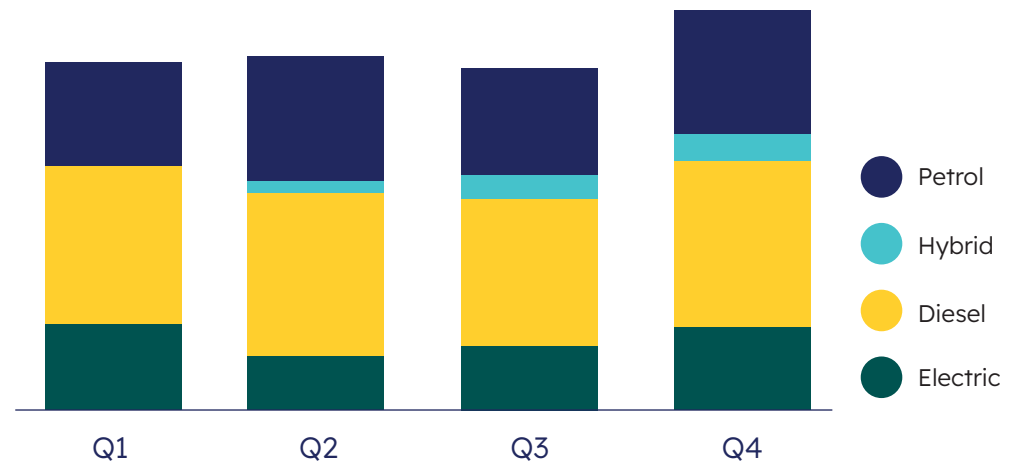


Figure 7: Total amount of km driven in private cars relative to type of fuel

TOTAL EMISSION FROM ALL CAR TRANSPORT

The total emissions from car transport amounted to 106.54 tons of CO₂e. The distribution among various fuel types is depicted in the graph below.

Emission in % for all cars - relative to fuel type

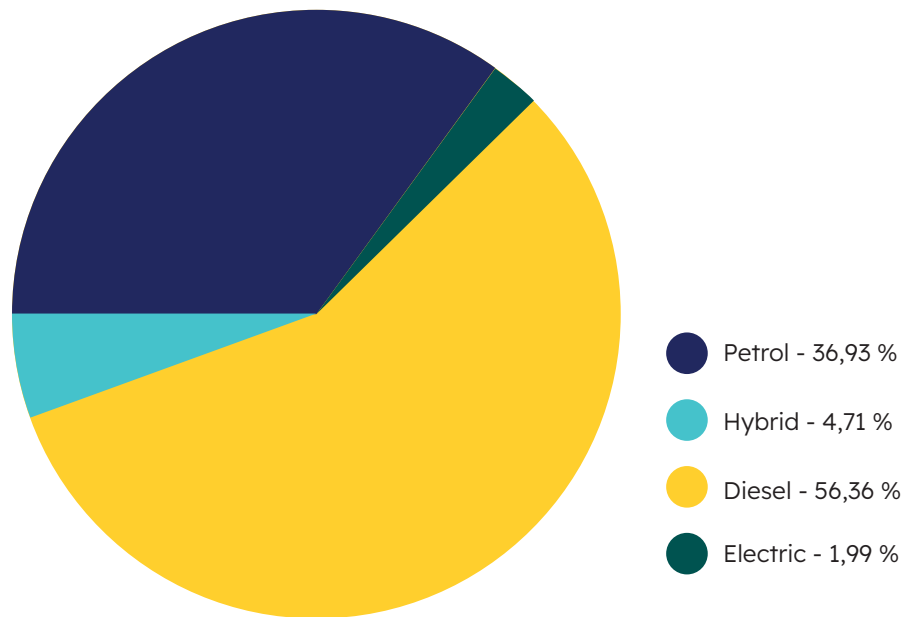


Figure 8: Split between type of fuel types in company and private cars

Figure 8 illustrates the impact of electric cars on emissions.

TRANSPORT BY FLIGHT - EMISSIONS

Flight transport has been utilized exclusively for international activities; no domestic flights have been undertaken. The total emissions from flights amounted to 105.13 tons CO₂e.

Flights ton CO₂e per quarter

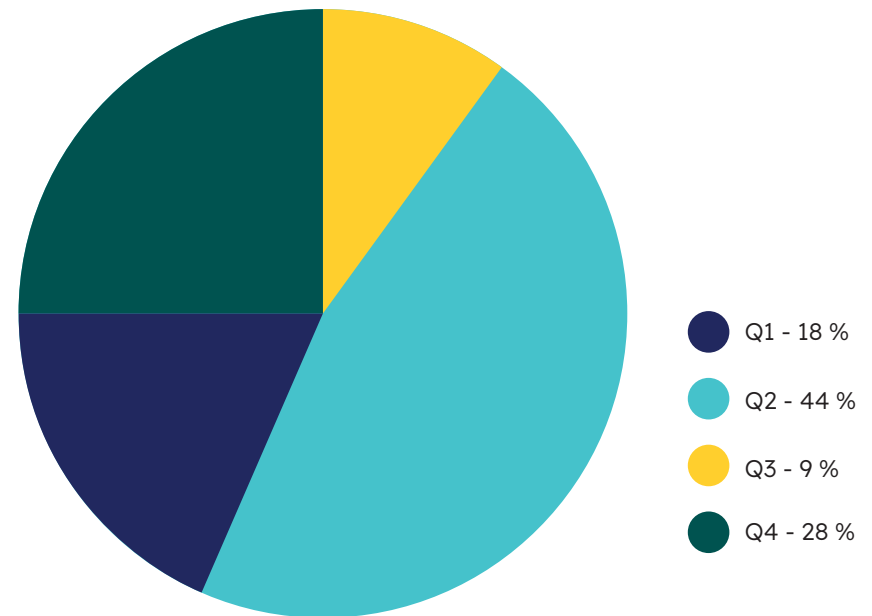


Figure 9: Emission from flights pr. quarter

Executive Summary

This report outlines the key wins and ongoing initiatives aimed at reducing the Wingmen’s environmental impact and promoting sustainability. Wingmen has successfully completed several initiatives that have enhanced operational efficiency and reduced the need for travel through improved video conferencing capabilities and a shift towards virtual communication. Additionally, research into green electricity options has positioned Wingmen to further reduce its carbon footprint.

Ongoing efforts include prioritizing environmentally conscious air travel, promoting carpooling among employees, and implementing digital signatures to reduce paper waste. These initiatives reflect Wingmen’s commitment to sustainability and continuous improvement in its environmental practices.

Looking ahead, Wingmen remains committed to driving sustainability forward. The company will continue to explore new initiatives and refine existing practices to reduce its environmental impact.



COMPLETED INITIATIVES

- Video meeting upgrades: Wingmen has improved its video conferencing setup, making it easier to have virtual meetings and reducing the need for travel.
- More internal video calls: The company has encouraged more video communication between branches, cutting down on inter-branch travel.
- Green electricity research: Wingmen has looked into switching to green electricity providers to help reduce its carbon footprint.



IN-PROGRESS INITIATIVES

- Eco-friendly travel: Wingmen is prioritizing flights with airlines that are serious about reducing carbon emissions.
- Carpool promotion: The company is working on making its carpool policy more attractive by setting up an internal platform for employees to connect.
- Digital signatures: Wingmen is rolling out a digital signature policy to cut down on paper waste and reduce the environmental impact of traditional paper processes.

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