



Wingmen **Annual Environment** **Footprint Report** **Emissions 2024**

wingmen
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Content

Wingmen's Environmental Progress in 2024	PAGE 2
Statement by our CEO	PAGE 3
2024 - Actions and results	PAGE 4
Scope 1, 2 and 3	
2024 - Actions and results	PAGE 6
Offices: Energy Efficiency and Smart Solutions	
2024 - Actions and results	PAGE 7
Transport – Car Travel	
2024 - Actions and results	PAGE 8
Transport – Air Travel	
Emissions - total by area	PAGE 9
Electricity, heating, waste and transport	
Data input - challenges	
Emissions - total by area	PAGE 10
Office emissions: Waste, electricity and district heating	
Emissions by scope	PAGE 12
Executive Summary	PAGE 13

Figures

- FIGURE 1:** Emissions per FTE – ton CO₂e per half year (page 4)
- FIGURE 2:** Video meeting hours (page 6)
- FIGURE 3:** Company and private cars total emission CO₂e Ton (page 7)
- FIGURE 4:** Total kilometers – company and private cars (page 7)
- FIGURE 5:** Emissions from flights – CO₂e Ton (page 8)
- FIGURE 6:** Area of emission (page 9)
- FIGURE 7:** Electricity ton CO₂e/quarter (page 10)
- FIGURE 8:** Emissions by scope (page 12)

Wingmen's Environmental Progress in 2024

Wingmen's focused efforts on environmental sustainability have shown very positive results throughout 2024. Several initiatives launched in 2023 have had a significant impact, contributing to a reduction in emissions during 2024.

The initial actions primarily targeted scope 1 and scope 2 emissions, with a smaller portion affecting scope 3. Our next major step is to prepare for the collection of data across as many scope 3 categories as possible. This will enable us to gain a more comprehensive understanding of our total environmental impact and take informed steps to reduce emissions in these areas.

Key focus areas for measurement in 2024 continued to be emissions related to office operations and transportation.

As a company primarily engaged in consulting services and the resale of Cisco products, Wingmen does not have its own production activities that directly contribute to emissions. Instead, our environmental footprint is closely linked to our suppliers — an area that will receive increased attention going forward.

This report includes:

Scope 1 – All relevant areas covered

Scope 2 – All relevant areas covered

Scope 3 – Limited coverage

Environmental responsibility remains a key priority for Wingmen's management team, who are committed to setting ambitious goals and driving progress toward a more sustainable future.

Statement by our CEO

I am pleased to present our second annual report highlighting the results of Wingmen's environmental initiatives aimed at reducing emissions. Our initial focus on Scope 1 and 2 has clearly delivered positive outcomes, motivating us to continue our efforts toward minimizing our environmental footprint and achieving our net-zero target by 2040.

While work on Scope 1 and 2 will transition into a more ongoing and embedded process, our attention is now shifting toward Scope 3. This area presents new challenges, as it requires the development of new routines to collect data from external suppliers and partners, calculate emissions from a wide range of sources and materials, and consolidate the data into consistent and comparable figures.

Wingmen is not standing still. We are committed to moving forward — both internally, in collaboration with our employees, and externally, together with our suppliers and customers — on this important journey to reduce emissions across as many areas as possible.

With a few key suppliers and a broad network of smaller partners, it is crucial to identify all potential areas for improvement. To support this, we aim to establish a well-defined, digital system that minimizes manual handling and ensures efficient, reliable data collection and reporting.



2024 – Actions and results

The positive results from two years of focused work on reducing emissions are now clearly reflected in our figures. When tracking emissions per full-time employee (FTE) in six-month intervals, we see a consistent downward trend. In 2023, emissions per FTE were 2.41 tons CO₂e. In 2024, this figure dropped to 1.90 tons CO₂e.

We are pleased to see clear evidence that our initial actions have delivered measurable results. Further initiatives are already underway to continue driving down emissions. Emissions per headcount have been reduced by 28% in the areas included during the first two years of our environmental program.

The initial focus areas in Wingmen's environmental policy have been those where we have direct influence — specifically:

Scope 1: Direct emissions, primarily from company vehicles

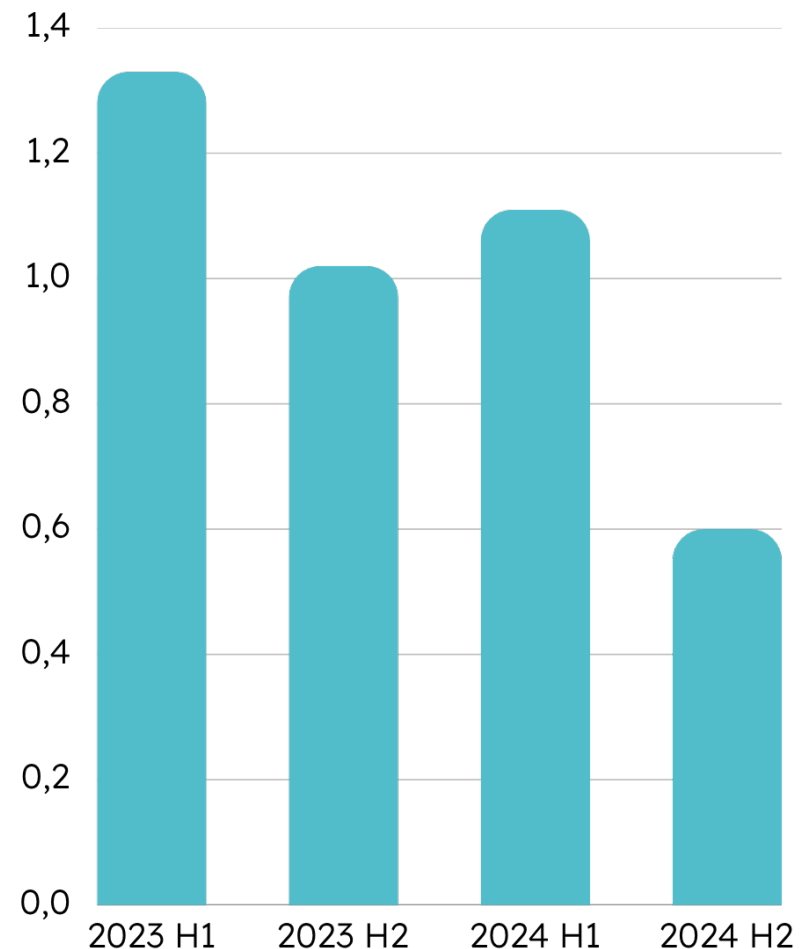
Scope 2: Indirect emissions from purchased electricity and heating

Our next focus area is to expand the coverage of Scope 3 emissions (indirect emissions from the value chain).

Based on the areas currently included, transportation by car and air travel remain the largest sources of emissions. To broaden the scope of future reporting, we need access to more comprehensive and reliable data sources.

As a result, Wingmen is currently evaluating which tools and systems can best support these new activities — enabling us to collect, process, and report Scope 3 data in a structured and consistent way.

Emissions per FTE – ton CO₂e per half year



Through targeted initiatives like electric vehicles and energy efficiency, we have a 28% reduction in emissions across our environmental program.



2024 – Actions and results

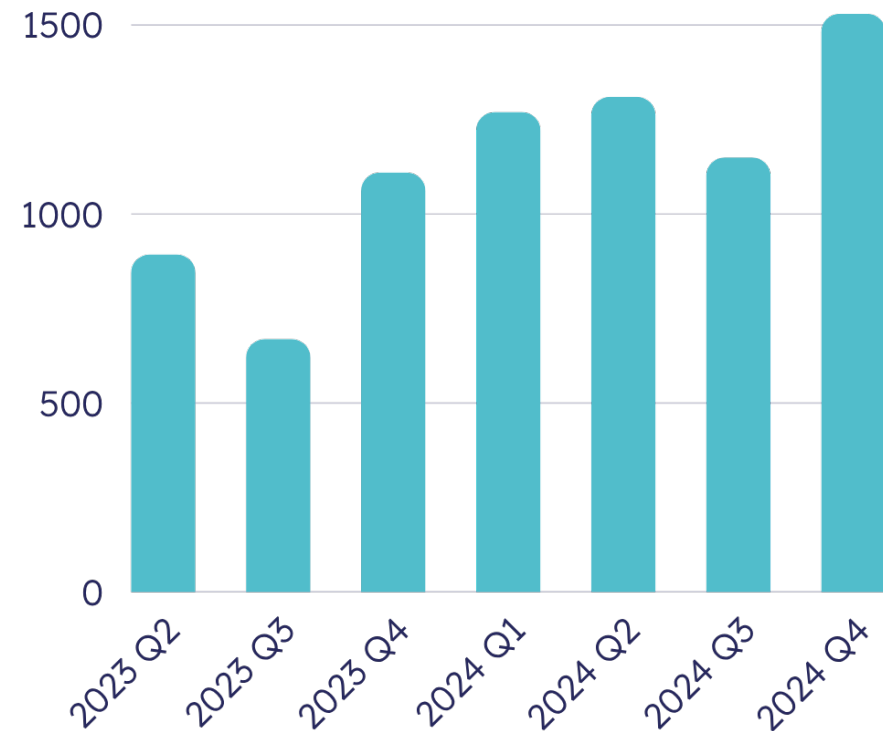
Offices: Energy Efficiency and Smart Solutions

Initiatives launched during the first two years have led to the full implementation of green electricity in our offices in Lystrup and Søborg, along with smart lighting systems that activate only when rooms are in use. While electricity consumption showed a gradual increase throughout 2023, this trend reversed in 2024, with a noticeable decline. Switching to green electricity has resulted in a 95% reduction in emissions from electricity use.

To further reduce the need for travel, we have expanded our use of videoconferencing solutions. Additional systems have been implemented, enabling more meetings with customers and colleagues to be held virtually. Usage data for Cisco Webex shows a 38% increase in meeting hours from Q4 2023 to Q4 2024.

Waste recycling has become a standard practice and is now fully integrated into our daily office routines.

Video meeting hours



2024 – Actions and results

Transport – Car Travel

Transportation by car and air remains one of the largest sources of emissions for Wingmen.

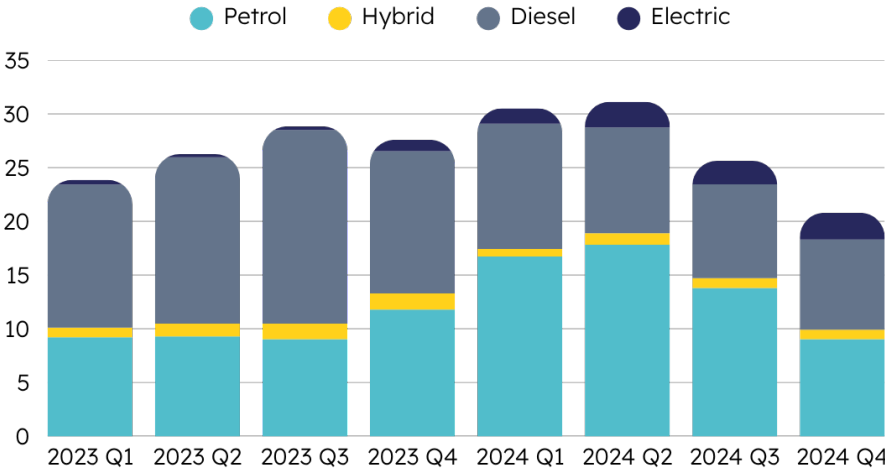
Several initiatives have been implemented to reduce emissions from car travel:

- All new company cars in 2024 are electric
- Charging stations are available at both office locations for use by both private and company vehicles
- Carpooling is encouraged, and shared bus transport is arranged for company events

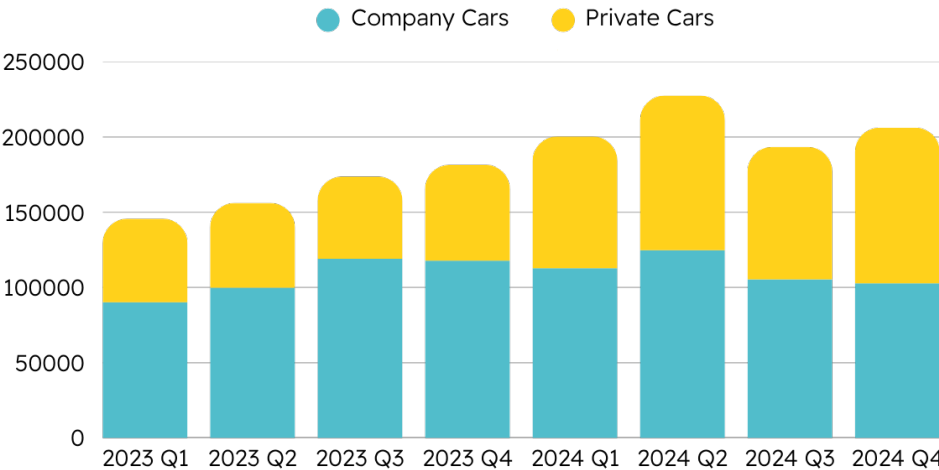
The combination of transitioning to a fully electric company car fleet and the fact that many employees have also switched to electric vehicles has had a clear positive impact. Emissions from car travel have decreased more than the total number of kilometers driven, demonstrating the effectiveness of these initiatives.

We actively encourage our employees to make environmentally conscious decisions – both at work and in their personal lives. Our electric company car policy serves as a strong example, inspiring many to consider switching to electric vehicles privately as well.

Company and private cars total emission CO2e Ton



Total kilometers – company and private cars



2024 – Actions and results

Transport – Air Travel

To raise awareness of the environmental impact of air travel, motivation has been a key driver in reducing the total number of kilometers flown. Additionally, several projects that required frequent face-to-face meetings concluded at the end of 2023, contributing to a 34% reduction in flight-related emissions from 2023 to 2024.

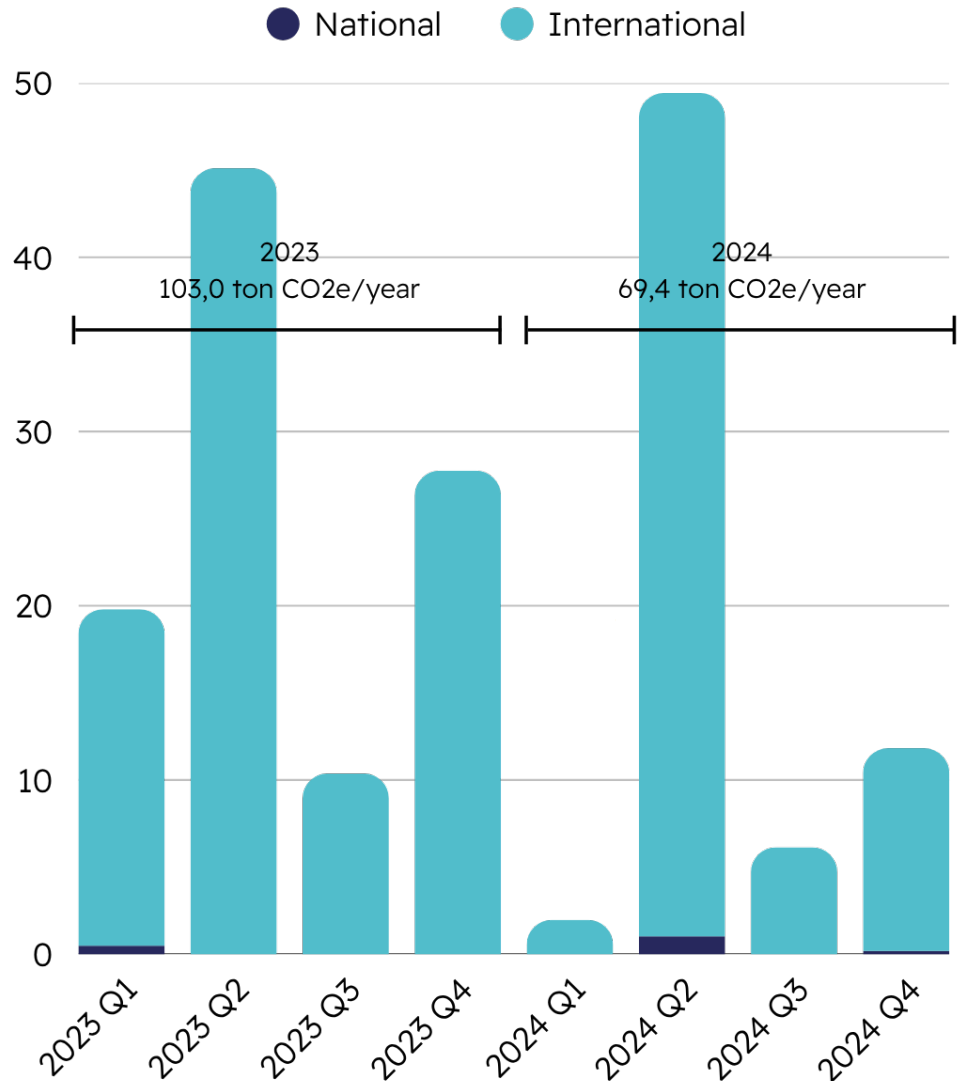
The use of Sustainable Aviation Fuel (SAF) remains an emerging opportunity. However, implementation was not possible in 2024 due to limited availability. Airlines currently face challenges in securing sufficient SAF supplies, and the varying levels of SAF used by different carriers complicate administration for both travel agencies and Wingmen.

Another challenge is the lack of consistent and reliable emissions data from airlines and travel providers.

As a result, Wingmen plans to begin using SAF in 2025, as part of our continued commitment to reducing emissions from business travel.

We encourage our employees to make environmentally friendly choices by making full use of our Cisco Webex video conferencing systems, which are installed in every meeting room. This enables seamless virtual collaboration and helps reduce the need for travel.

Emissions from flights – CO₂e Ton



Emissions – total and by area

Based on the available data for 2024, total emissions amounted to 213,76 tCO₂e (market-based). These emissions are distributed across the two primary areas that have been measured and calculated in detail.

Area of emission		Ton CO ₂ e
Office		
Electricity (Market based)		16,67
Electricity (Location based)		13,38
District heating		9,07
Waste – recycling		0,26
Transport		
Business travel		175,1
Total (Market based)		213,76
Total (per employee – FTE)		1,90

According to the CHG Protocol, emissions considered out of scope amount to 3,52 ton CO₂e.

Data input - challenges

Collecting data from suppliers remains a challenge, as many do not have dedicated resources or standardized processes in place for environmental reporting.

Similarly, airlines differ in their approaches to the use of Sustainable Aviation Fuel (SAF), which Wingmen plans to use in 2025. Limited availability of SAF and inconsistent practices across airlines make it difficult to ensure transparency and comparability – both for travel agencies and for Wingmen's own reporting.

Electricity consumption		KWh
Office		
Lystrup (market based)		13,174
Søborg (75% market based)		96,767

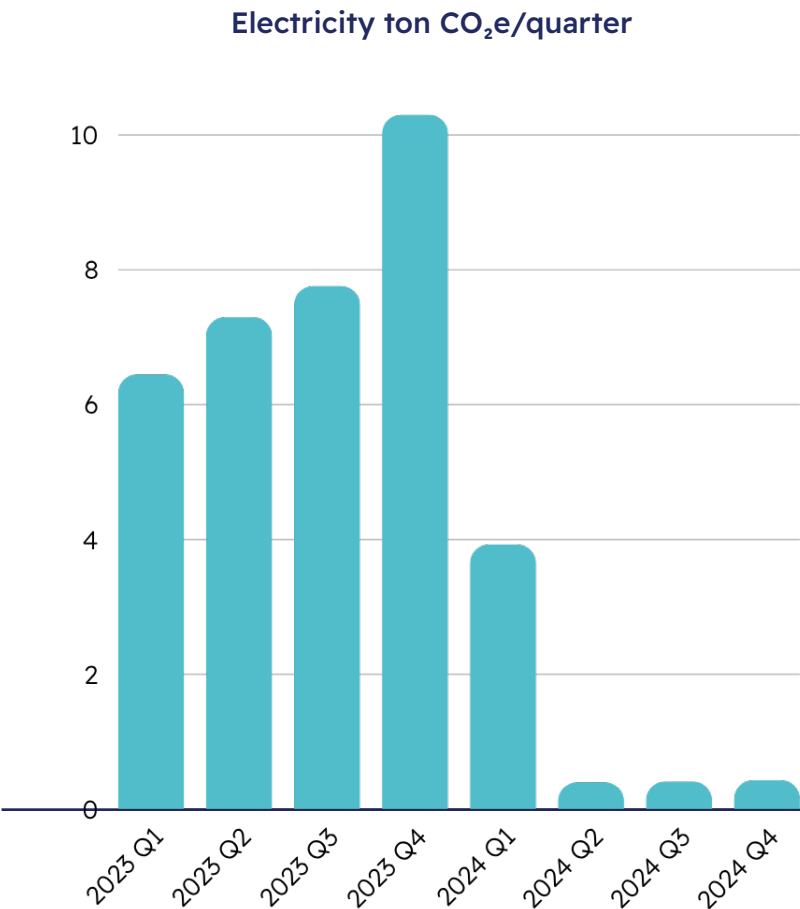
Emissions – total and by area

Office: Emissions

We measure three distinct areas related to our office operations:

- Waste
- Electricity
- Heating (district heating)

The figures presented represent the total accumulated emissions from these categories.



Office: Waste

Waste generation at Wingmen is very limited, as we operate from standard office environments and work primarily in digital formats. This results in minimal paper usage, in line with our environmental policy.

All waste is sorted into categories and, wherever possible, forwarded for recycling. These practices are well integrated into our daily routines and contribute to reducing our overall environmental impact.

Office: Electricity and District heating

The emission figures shown in the table are significantly lower than in 2023, primarily due to the transition to 100% green electricity in both office locations starting from Q2 2024.

This shift has had a substantial effect on reducing Scope 2 emissions for electricity and demonstrates the positive impact of targeted sustainability initiatives.

Consumption: KWh - Emissions: tCO ₂ e				
	2023 Consump.	2023 Emission	2024 Consump.	2024 Emission
Electricity	76.764	35,01	109.941	16,67

In 2023, it was not possible to obtain district heating data from the property owners of our two rented office locations. However, from 2024, both offices are included in the emissions report, providing a more complete picture of our scope 2 emissions.

At our third location in Odense, Wingmen rents desks in a shared office space. Due to the nature of this setup, reliable emissions data is not available, and this location is therefore not included in the emissions reporting.



We invest in environmental sustainability because it is good for business and essential for the future.

Emissions – by scope

As a consulting company focused on advising, designing, and implementing network solutions, Wingmen generates very limited emissions from its own operations.

Currently, upstream and downstream activities are only partially included in our emissions calculations – primarily related to car travel to customer sites and air travel. However, this may change in the coming years, as Wingmen has set a net-zero target for 2040 and expects continued growth. In addition, regulatory requirements are likely to evolve over the next 15 years.

Scope 3 includes a wide range of categories, and Wingmen is actively exploring how to incorporate more of these into future emissions reporting.

Scope 1	Scope 2	Scope 3	Total
45,2	30,5	138,3	213,8

Emissions: ton CO₂e

Main category	Emissions ton CO ₂ e Scope 1+2+3	Share of emissions Scope 1+2+3	Out of scope – ton CO ₂ e
Energy and processes	25,7	12,0%	0,35
Purchase	0,00	0,00%	0,00
Transport	187,75	87,8%	5,71
Waste and recycling	0,26	0,12%	-2,54
Sold products	0,00	0,00	0,00

Scope	Ton CO ₂ e	Share
Scope 1	45,20	21,1%
Scope 2	30,53	14,4%
Scope 3	138,00	64,5%

Executive Summary

Wingmen's commitment to reducing our environmental impact remains strong — and continues to grow. We have successfully implemented several initiatives that clearly demonstrate how we, together, can contribute to lowering CO₂ emissions. Seeing the tangible results of our efforts gives us confidence that we are on the right path. We remain dedicated to taking further action and exploring new opportunities — in close collaboration with our partners and suppliers — to reduce our environmental footprint even more.



COMPLETED INITIATIVES

- Cisco Webex video conferencing installed in additional meeting rooms
- 100% green electricity implemented in both Lystrup and Søborg offices
- Electric vehicle charging stations available at both locations



IN-PROGRESS INITIATIVES

- Transition to a fully electric company car fleet. By the end of 2024, 45% of company cars were electric. This number will continue to rise in 2025 and 2026, with the goal of reaching 100%.
- Introduction of SAF (Sustainable Aviation Fuel): Wingmen will begin purchasing airline tickets with SAF from Q1 2025.

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