

Wingmen Annual Environment Footprint Report Emissions 2025

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Wingmen's Environmental Progress in 2025

Environmental activities related to Scope 1 and 2 are now part of our daily operations and have moved from implementation to execution. As Wingmen is primarily a consulting company that resells Cisco equipment, which is shipped directly from the vendor to customers, we have been able to optimize the major areas within Scope 1 and 2.

The impact of the initiatives we have introduced will continue over time. For example, the transition to electric company cars will continue until all company cars are electric. The same applies to private cars used for business purposes, where a transition to electric vehicles also has a positive impact on our emissions.

This report covers:

- Scope 1 – all relevant areas are covered
- Scope 2 – all relevant areas are covered
- Scope 3 – limited coverage

Environmental responsibility remains an important priority for Wingmen's management team, and we will continue to work towards reducing our emissions internally.

Statement by Our CEO

Wingmen embarked on a long-term and meaningful sustainability journey a few years ago. As with all our commitments, we approach it with dedication and the ambition to be second to none.

In just three years, we have reduced our emissions per FTE by more than 60% in the areas where we can make the greatest impact. This has primarily been achieved through improvements in our own transportation, the use of green electricity, and a focused approach to reducing energy consumption in our offices.

The management decisions made three years ago have now delivered results that I am proud to present in this report. These achievements reflect our culture and our commitment to acting responsibly.

We will continue our journey and develop new initiatives that actively engage both our key suppliers and our customers.

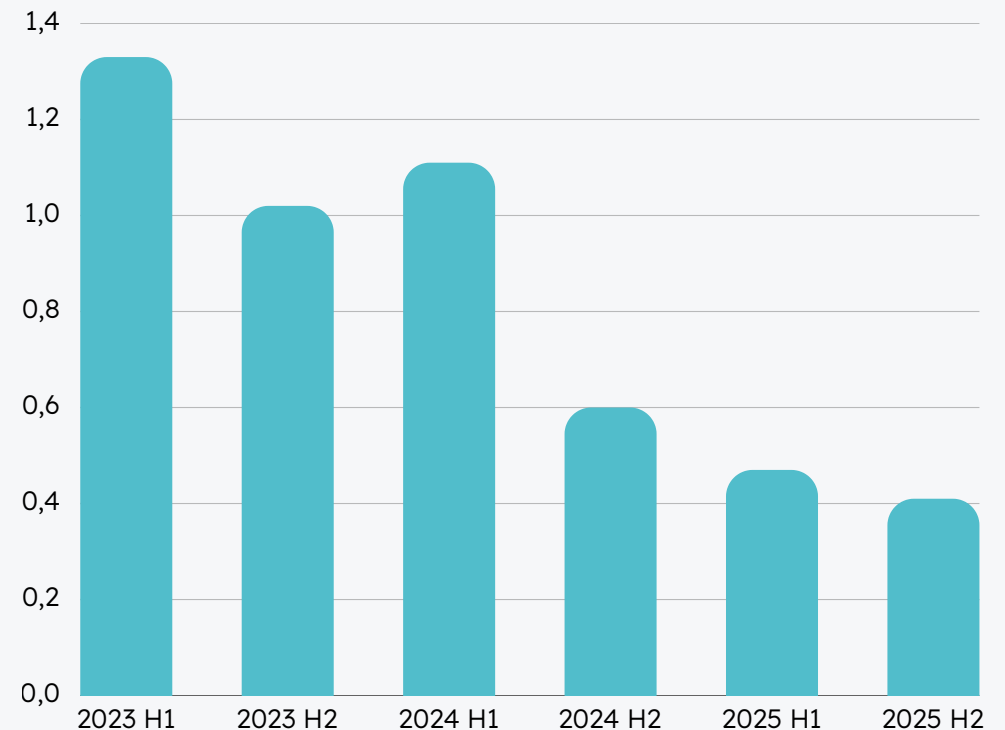


2025 – Making Sustainability Routine

Like many activities at Wingmen, we strive to automate processes in order to free up time and resources for development and optimisation. This approach also applies to our sustainability efforts. Through the implementation of policies, processes and practical changes, sustainability has become an integral part of our everyday operations. Today, it is embedded in our employees' routines. It is no longer something that requires reminders, but a natural part of how we work and think.

We are aware that fluctuations will occur and may cause temporary spikes in the trendline. However, many of the initiatives we have introduced have a continuous and lasting impact.

Emissions per FTE – Ton CO2e per Half Year



2025 – Next Steps on Our Journey

Moving into the Next Phase

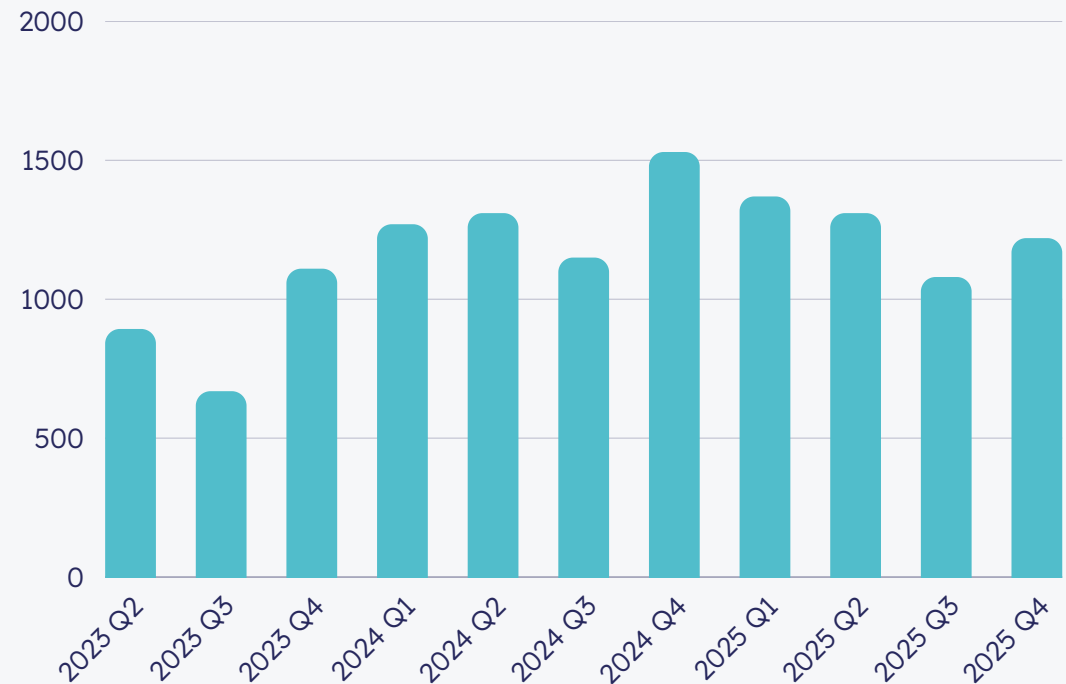
The first phase of implementing an environmental policy at Wingmen has produced very good results in the areas where we have direct control.

The next phase of our environmental journey is to look at the areas outside the company itself - Scope 3 - where a significant contribution comes from our suppliers, particularly Category 1. Category 1 includes products (network equipment) sold, and services used.

In 2026, we will prepare the processes needed to collect data from all relevant Scope 3 categories that are not already included in our emissions data. The aim is to collect this data and include it in the emissions report for 2027.

At the same time, we will continue the initiatives already underway to move towards more sustainable and greener solutions. This includes the transition to an all-electric company car fleet and promoting the use of video meetings where appropriate.

Video Meeting Hours



Wingmen takes small steps every day. The impact is clear when we monitor the results of our sustainability efforts: a reduction of 60% in emissions per FTE in just three years. And we continue to take new steps every day.

2025 – A New Normal with Big Impact

A New Normal on the Road

The decisions made three years ago are now showing a substantial impact. In 2023, Wingmen introduced an environmental policy which, among other initiatives, included a transition to electric company cars and encouraging employees to do the same. Electric charging stations were installed at our offices at the same time. By the middle of 2024, emissions from car transport began to decline, and this trend has continued since then.

From petrol and diesel to electric

The transition from petrol and diesel cars to electric vehicles, for both company and private cars, has had a significant positive impact on emissions. More than 55% of the kilometres driven in private cars in 2025 were driven in electric vehicles.

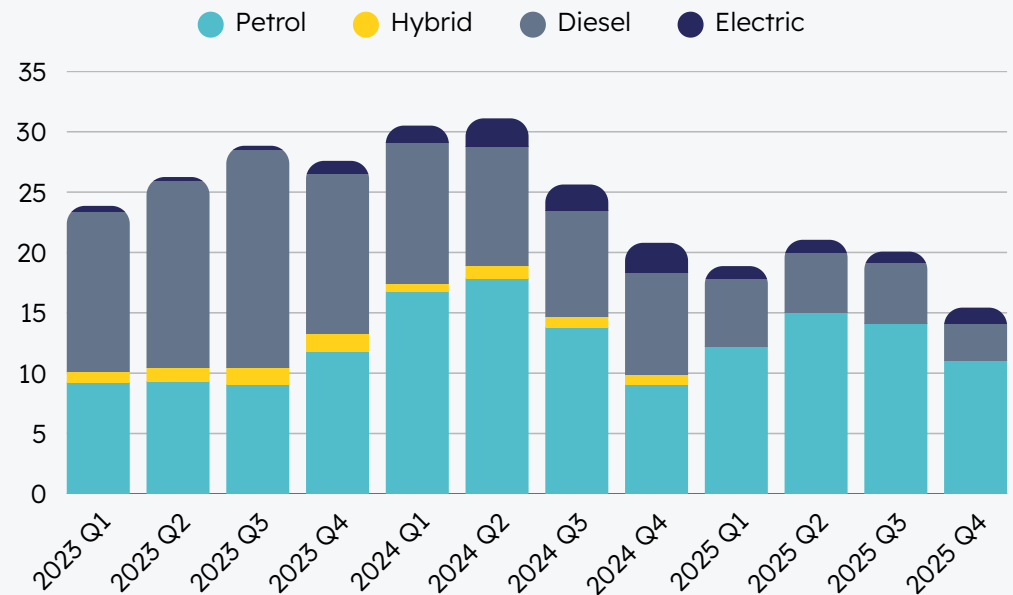
More kilometres, lower emissions

At the same time, the number of kilometres driven increased by 24% from 2023 to 2025, while emissions from car transport decreased by 27.5%.

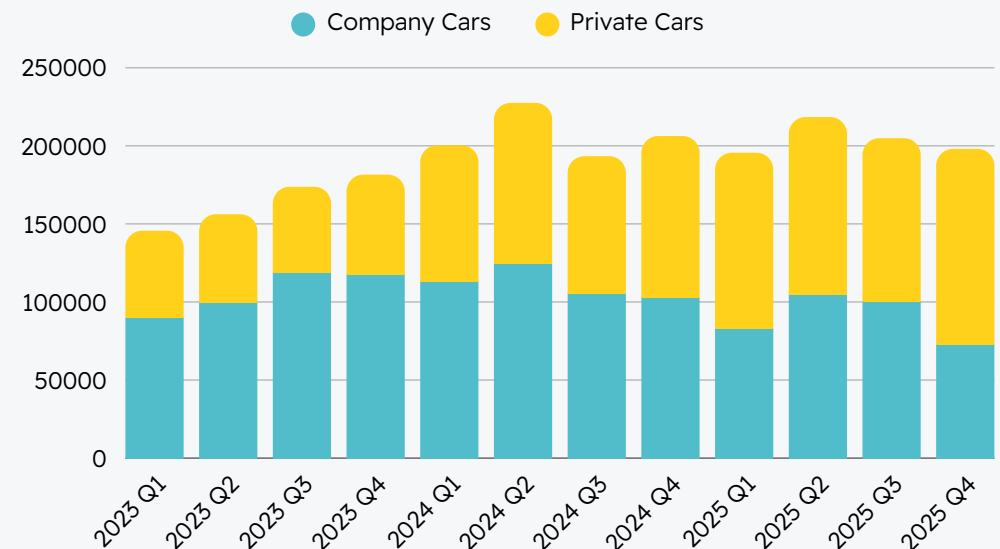
This shows the impact of the shift towards electric vehicles: despite driving more kilometres, we have significantly reduced emissions from car transport. The transition to electric cars has been an effective way of reducing our emissions, and we will continue this approach as we work towards our long-term goals.

The change to electric cars has been a very good decision to drive our emissions down. We continue this approach in order to meet our long time goal.

Total Emission CO2e Ton - Company and Private Cars



Total Kilometers - Company and Private Cars



2025 – Air and Train Transport

Transport – Air Travel

The trend from 2024, which showed a significant reduction in emissions from air travel, continued during 2025.

The purchase of Sustainable Aviation Fuel (SAF) for national and EU trips was introduced, contributing to a reduction in emissions from air travel each quarter.

Other business factors have also contributed to the reduction in travel. As a result, we recognise that this may not be a permanent trend.

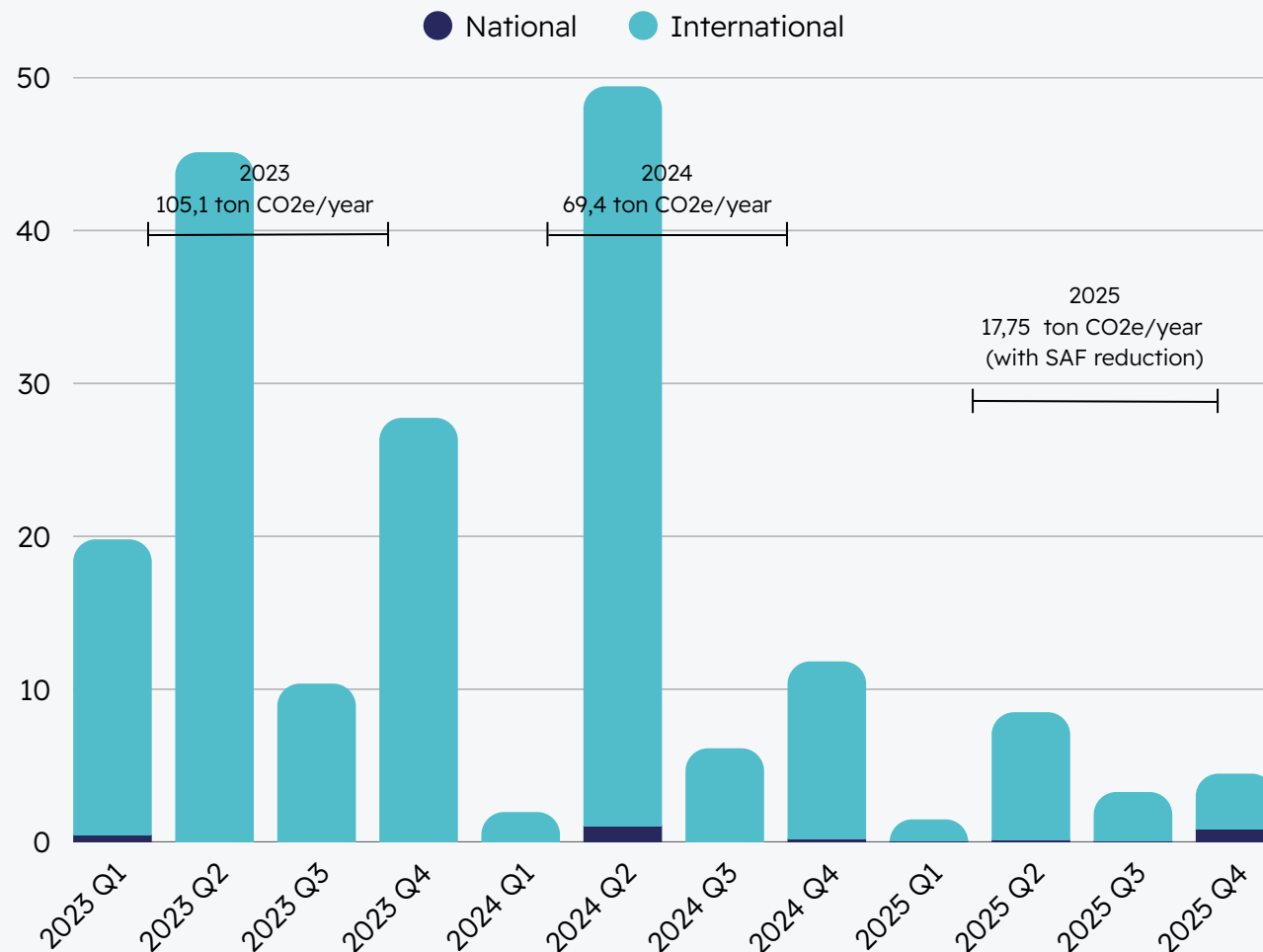
Nevertheless, air travel remains an area of focus due to its significant impact on our overall emissions.

Transport – Train

During 2025, Wingmen entered into an agreement with DSB, making it easier for employees to use trains for business travel.

The agreement is expected primarily to encourage employees to shift from car travel to train travel. Emissions from train travel are reduced by more than 90% per kilometre compared with car travel.

Emissions from Flights – CO₂e Ton



Emissions – Total and by Area

Based on the available data for 2025, total emissions amounted to 104.3 tonnes of CO₂e (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)		3,39
Electricity (Location based)		9,04
District heating		7,48
Waste – recycling		0,02
Transport		
Business travel		93,44
Total (Market based)		104,3
Total (per employee – FTE)		0,88

According to the GHG Protocol, emissions considered out of scope amount to 25.67 tonnes of CO₂e.

Data Collection

The process of collecting data from various sources has improved. However, some areas, such as air travel, require our own calculation model due to the purchase of SAF. The use of SAF, its efficiency and its availability require adjustments to our internal calculations.

Electricity

During 2025, all electricity used by Wingmen was covered by green electricity certificates from our suppliers.

Electricity Consumption		KWh
Office		
Lystrup (market based)		14.300
Søborg (market based)		102.785

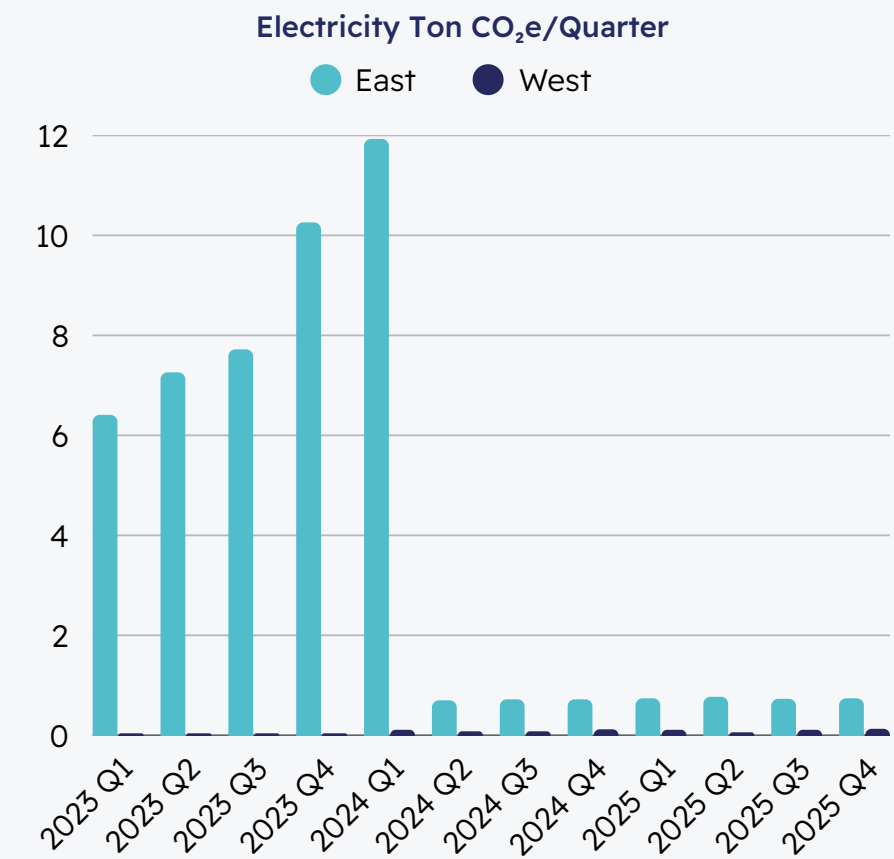
Emissions – Total and by Area

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, sent for recycling. These practices are well integrated into our daily routines and contribute to reducing our overall environmental impact.

Office: Electricity and District Heating

In 2025, emissions from electricity were reduced significantly again, as we used only green electricity.

The environmental policy introduced in 2023 continues to show a substantial positive effect on our environmental impact.

Consumption: KWh - Emissions: tCO ₂ e		
Electricity	Consumption	Emissions
2023	76.764	35,01
2024	109.941	14,46
2025	117.085	3,39

During 2025, data from both rented offices was fully included for electricity and district heating, providing a complete picture of the relevant Scope 2 emissions. As Wingmen rents office space from different landlords, we cannot directly decide which type of heating is used in the buildings, nor can we directly influence the energy rating of the buildings. The office in Odense consists of rented desks in a shared office space. Data from this location is not included.

Sustainability is also a way to attract employees and customers, as an increasing number of people consider environmental responsibility when choosing an employer or supplier.



Emissions – by Scope

After three years of working systematically with sustainability, more and more processes have been improved, and an environmental approach has become part of many activities across the organisation.

As a result, we are now talking about routines rather than only new actions to be implemented. Data collection has also become easier and more standardised, limiting the workload involved.

The numbers speak for themselves. Our first emissions report in 2023 showed emissions of 2.41 tonnes of CO₂e per FTE per year. Just three years later, the figure for 2025 is 0.88 tonnes of CO₂e per FTE per year. We are very satisfied with the results achieved through initiatives within the areas where we have the greatest influence.

But we are not stopping here. We are preparing for the next major step, which will include data from relevant categories within Scope 3.

This is one of several initiatives supporting our goal of reaching net zero by 2040 – a goal we aim to achieve in close cooperation with our customers and partners.

Scope 1	Scope 2	Scope 3	Total
22,23	4,46	77,67	104,36

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	10,89	10,44	25,29
Purchase	0	0	0
Transport	93,43	89,54	3,99
Waste and recycling	0,02	0,02	-3,62
Sold products	0	0	0

Scope	Ton CO ₂ e	Share
Scope 1	22,23	21,3%
Scope 2	4,46	4,27%
Scope 3	77,67	74,43%

Executive Summary

The emissions figures for the last three years speak for themselves. Significant reductions have been achieved in the areas where Wingmen has the greatest ability to influence and make decisions.

The move to green electricity, the transition to electric cars and a continued focus on business flights have all contributed to major reductions in emissions.

One area where Wingmen has limited influence is office heating, as district heating is determined by the landlords and the local infrastructure. As a result, this area has not shown the same level of reduction.

Ongoing Initiatives



- Continued awareness of the impact of our sustainability efforts
- Smooth and consistent processes for data collection
- Continued transition towards an all-electric company car fleet

Coming Initiatives



In 2026, new activities will include the collection of emissions data from Wingmen Security (previously Trifork Security), which Wingmen Solutions has invested in and where we have operational control. 2026 will also be the year in which we prepare for the collection of data from all relevant Scope 3 categories, enabling us to produce an emissions report covering all three scopes.

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