



SUSTAINABILITY PROGRESS REPORT 2024



Introduction

Mindwire Systems Ltd. remains committed to achieving net-zero emissions by 2050. This 2024 Progress Report reviews our annual greenhouse gas (GHG) performance and tracks changes across Scope 2 and Scope 3 emissions.

To align with the GHG Protocol, electricity and natural gas previously reported under Scope 2 in 2023 are now classified under Scope 3 Category 8, Upstream Leased Assets, reflecting that all office space is leased and utility accounts are not directly managed by Mindwire. The data remains fully comparable to the 2023 baseline while now appearing in the appropriate category, improving the transparency and accuracy of our inventory.

We continue to review our data annually to ensure transparency and to identify opportunities for operational efficiency and emissions reduction. While results may vary year to year due to factors outside our direct control, this report highlights our ongoing efforts, areas of progress, and our continued commitment to advancing sustainability across our organization.

Annual Sustainability Comparison

Scope 1	Scope 2	Scope 3
		

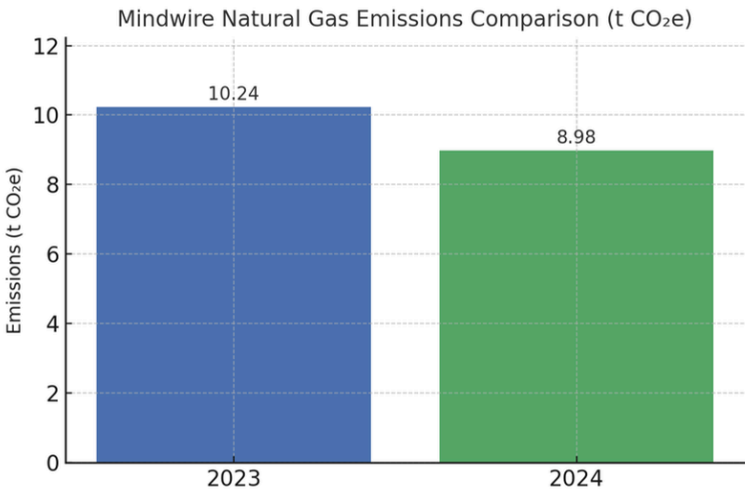
For 2024, Mindwire Systems Ltd. builds on the 2023 greenhouse gas (GHG) baseline, focusing exclusively on Scope 3 emissions, as the company has no Scope 1 or Scope 2 emissions. Electricity and natural gas previously reported under Scope 2 have been reclassified to Scope 3 – Category 8, Upstream Leased Assets, reflecting leased office arrangements. This report also introduces Scope 3 Category 7, Employee Commuting, capturing emissions from staff travel to and from work. These updates provide a more accurate and transparent view of our indirect emissions while maintaining comparability with the 2023 baseline and setting new baselines to review for continued improvement.

SCOPE 3

	GAS BASELINES
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The table below provides a year-over-year comparison of Mindwire’s natural gas emissions. Company gas usage decreased in 2024, and updated emission factors have been applied. All building information remains unchanged from 2023.

Year	Company Gas Usage (m ³)	Emission Factor (kg CO ₂ e/m ³)	Emissions (kg CO ₂ e)	Emissions (t CO ₂ e)
2023	5,418.59	1.891	10,244.58	10.24
2024	4,672.44	1.922	8,975.76	8.98



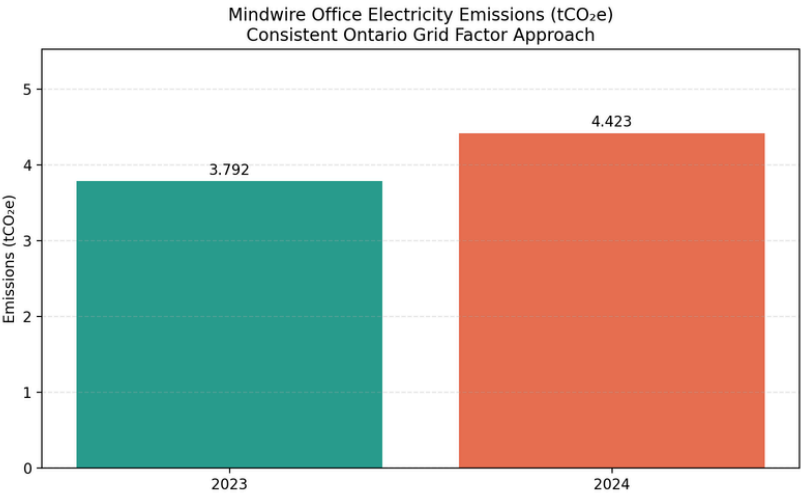
In 2024, our Scope 3 emissions from natural gas fell by 12% compared to the previous year, largely due to reduced consumption. This improvement reflects the impact of milder winter conditions, enhancements in building efficiency, and optimized operational practices, underscoring our ongoing focus on energy-conscious operations based on our strategies and actions identified below.



ELECTRICITY

The table below compares Mindwire’s electricity-related emissions for 2023 and 2024 using a consistent methodology based on Ontario’s grid emission factor. While emissions increased in 2024, this change was largely driven by factors beyond our direct control, specifically, higher overall building energy consumption and a slight increase in Ontario’s grid carbon intensity due to greater reliance on natural gas generation.

<i>Year</i>	<i>Building Consumption (kWh)</i>	<i>Mindwire Consumption (kWh)</i>	<i>Factor (kg CO₂e/kWh)</i>	<i>Emissions (tCO₂e)</i>
2023	916,714	51,948.36	0.0730	3.792
2024	1,057,657	59,935.32	0.0738	4.423



Our electricity-related emissions increased in 2024 compared to 2023 primarily due to factors beyond our direct control: higher overall building energy consumption and a slight rise in Ontario’s grid carbon intensity. Despite these external influences, Mindwire remains committed to reducing its environmental impact and continues to work toward achieving our long-term goal of net-zero emissions.



LAPTOPS

In 2024, there were no new laptop purchases or disposals. In alignment with GHG Protocol guidance, only the annual usage-phase emissions of our existing IT equipment are reported for this period. The 21 laptops in service generated 76.65 kg CO₂e (0.077 tCO₂e) from electricity use in 2024. All production, transportation, and end-of-life emissions were captured in the 2023 baseline year and therefore are not repeated to avoid double counting. We continue to monitor equipment lifecycles and remain committed to responsible procurement, extended device use, and future end-of-life recycling initiatives to reduce emissions over time.

<i>Year</i>	<i>Item</i>	<i>Activity / Quantity</i>	<i>Emissions (kg CO₂e)</i>	<i>Emissions (MTCO₂e)</i>
2024	Laptops (usage only)	21 laptops × 3.65 kg CO ₂ e/yr	76.65	0.077



EMPLOYEE COMMUNITING

In 2024, Mindwire Systems Ltd. developed a baseline for employee commuting emissions to better understand our Scope 3 impact. Using employee home postal codes and assuming two trips per week to our corporate office, we estimated a total commuting distance of 80,121.53 km. This distance corresponds to approximately 15.23 metric tonnes of CO₂ equivalent (MTCO₂e). Establishing this baseline allows us to identify opportunities to reduce emissions through initiatives such as promoting remote work, encouraging carpooling, supporting active transportation options, and exploring incentives for low- or zero-emission commuting. Future efforts will focus on collecting more precise commuting data, including travel modes and frequency, to refine our calculations and target emissions reduction opportunities more effectively.

<i>YEAR</i>	<i>Activity</i>	<i>Assumptions / Calculation</i>	<i>Distance (km)</i>	<i>Emissions (MTCO₂e)</i>
2024	Employee commuting	21 employees × 2 trips/week × ~X km/trip (based on postal codes)	80,121.53	15.23

PROGRESS TOWARD INTERIM SCOPE 3 TARGETS

In our preliminary 2023 GHG report, Mindwire Systems Ltd. established a Scope 3 baseline and set near-term reduction goals of 5% annually for all categories included in the baseline, targeting a cumulative 25% reduction by 2030. For 2024, our reporting shows measurable progress toward these targets. Natural gas emissions decreased from 10.24 tCO₂e to 8.98 tCO₂e, and laptop-related emissions remained stable at 0.077 tCO₂e. Electricity emissions increased from 3.792 tCO₂e to 4.423

tCO₂e due to changes in Ontario’s grid emission factor, which are outside of our operational control. Overall, baseline-category emissions decreased by approximately 4.5% compared to 2023, demonstrating meaningful progress toward our interim goals.

Newly reported emissions including employee commuting (15.23 tCO₂e) were added to strengthen inventory completeness but do not form part of the 2023 baseline reduction calculation.

TOTAL EMISSIONS OVERVIEW 2024

Scope 3 – Category 8 Leased Natural Gas	Activity (m ³) 4,672.43	Emission Factor (MTCO ₂ e/L) 0.001921 <small>ECCC 2024</small>	Emissions (MTCO ₂ e) 8.98
Scope 3 – Category 8 Leased Electricity	Activity (kWh) 59,969.53	Emission Factor (CO ₂ e/kWh) 0.0738 <small>TAF 2024</small>	Emissions (MTCO ₂ e) 4.42
Scope 3 – Category 2 Capital Goods	Activity (units) 21 Units	Emission Factor (kgCO ₂ e/unit) 0.00365	Emissions (MTCO ₂ e) 0.077
Scope 3 – Category 7 Employee Commuting	Activity (km) 80,121.53	Emission Factor (kgCO ₂ e/km) 0.190140057 <small>Based on US EPA 2024</small>	Emissions (MTCO ₂ e) 15.23
TOTAL EMISSIONS (MTCO ₂ e)			28.70

In 2024, Mindwire’s total emissions were 28.70 tCO₂e. Reductions in natural gas consumption (–12%) contributed to overall lower emissions in baseline categories, while electricity-related emissions

increased due to updated provincial grid emission factors. Laptop emissions remained stable, and Scope 3 reporting was expanded to include employee commuting, improving transparency and completeness of our inventory.

CARBON OFFSET STRATEGY

Carbon Offset Strategy

To manage residual emissions that cannot yet be eliminated, Mindwire applies a responsible offset strategy using high-quality, third-party verified credits. For 2024, we purchased **8.00 tCO₂e** of offsets through [Carbonzero](#), representing 25% of total 2024 emissions. These offsets will support the following project:

- ***Great Bear Forest Carbon Project***

Verification of Offset Certificate:



Great Bear Forest Carbon Project

Mindwire is proud to support the Great Bear Forest Carbon Project, a leading Indigenous-led conservation initiative developed by the Coastal First Nations in partnership with the Government of British Columbia. The project protects carbon-dense coastal old-growth forests within the Great Bear Rainforest, increasing long-term carbon sequestration while supporting ecosystem-based management practices. Revenues from credit sales directly benefit First Nations communities, supporting stewardship roles, environmental monitoring, and community development initiatives.

Offset Roadmap

Mindwire has established a phased offset roadmap aligned with our reduction strategy:

- **2024:** 25% of annual emissions
- **2025:** 35–50%
- **2026:** 50–75%
- **2027+:** Remaining unavoidable emissions, with offset needs decreasing as operational reductions continue

CORPORATE GOVERNANCE

Mindwire Systems Ltd. integrates net-zero planning and emissions-reduction accountability into its corporate governance framework. As an ISO 9001:2015 certified organization, environmental performance, risk management, and continuous improvement are embedded within our operational management systems. The Leadership Team reviews emissions data and sustainability priorities as

part of its ongoing management oversight, incorporating progress updates into strategic planning cycles, operational discussions, and decision-making processes on an as-needed basis.

As a subsidiary of [Digitide](#), Mindwire aligns its Canadian operations with global sustainability strategies while maintaining local accountability for emissions measurement, reporting, and reduction actions. This governance structure ensures that net-zero objectives remain integrated into corporate planning, resource allocation, and performance monitoring, supporting transparency, responsible stewardship, and consistent progress toward our 2050 net-zero target.

CANADIAN COMMITMENT

In 2024, Mindwire continued to advance its commitment to net-zero emissions across its Canadian operations. Building on the baselines established in 2023, we consistently measured and reported emissions across all relevant Scope 3 categories, including new sources such as employee commuting. While certain factors such as annual changes to provincial electricity emission factors are outside of our direct control, we remain focused on improving operational efficiency, extending the useful life of assets, and making informed procurement decisions to reduce our environmental footprint wherever possible.

NET ZERO TARGET & FORWARD STRATEGY

Mindwire's net-zero target applies to all relevant emissions sources included in our GHG inventory for Canadian operations. In 2024, consistent with updated regulatory guidance, Scope 2 emissions from electricity and gas consumption within our leased premises were reclassified into Scope 3. Our Scope 3 inventory now represents the full range of operational and upstream impacts under our influence.

Residual emissions are addressed through the purchase of verified carbon offset credits, while our long-term strategy prioritizes direct reductions wherever possible. We continue to review our operations and supply chain to identify new areas for improvement, supporting steady progress toward our 2050 net-zero commitment.

CONCLUSION

In 2024, Mindwire completed its first full progress assessment against the 2023 baseline, reinforcing our commitment to transparency and accountability. We remain focused on reducing our operational emissions, supporting high-quality Canadian offset projects, and advancing toward our 2050 net-zero objective through responsible governance and continuous improvement.

Contact

Net Zero is a sustained collaborative effort. Feel free to reach out to us at HR@mindwire.ca

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