



CORPORATE SOCIAL RESPONSIBILITY REPORT 2023

OUR SUSTAINABILITY JOURNEY

As Muehlhan Wind Service embarks on its sustainability journey, we are proud to present this year's sustainability report, aligning with the upcoming Corporate Reporting Standard Directive (CRSD). Our commitment to sustainability is an integral part of our vision to become:

"A truly preferred installation and service partner to the wind industry".

We recognize our responsibility to address the environmental and social challenges posed by our operations. To begin our journey, we have chosen a phased approach, focusing on primary data and emissions that we have had and will have direct control over during 2023 and 2024. This approach will allow us to gain valuable experience, laying the groundwork for a comprehensive sustainability report for the next reporting year.

WHY COMMIT TO THE CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CRSD)?

We acknowledge the role standardized reporting plays in driving sustainability efforts for businesses. By aligning with the CRSD, we ensure transparency, comparability, and credibility in our own reporting. This commitment helps us communicate our progress effectively to stakeholders, investors, and the wider public. Moreover, adhering to the CRSD allows us to benchmark our performance against industry peers, facilitating insights and opportunities for future improvement.





WHAT YOU WILL FIND IN THIS REPORT

At Muehlhan Wind Service, our overarching objective is to reduce the carbon dioxide (CO₂) emissions and circularity impact resulting from our services and activities. As part of that, we have set a goal to achieve reductions in CO₂ emissions by 2030, compared to our baseline year in 2021.

This reduction target encompasses both Scope 1 and Scope 2 emissions, as calculated according to the internationally recognized Greenhouse Gases (GHG). We acknowledge that the majority of our total emissions fall under Scope 3, encompassing all other indirect emissions from activities such as purchasing goods and services. Though not fully covered in this report, we are aware of the significance of Scope 3 emissions and commit to their inclusion in our future reports.

Recognizing the importance of waste management and its impact on emissions, in this report, we will also provide insights into our waste management practices and their associated carbon footprint. Similarly, we have chosen to include water consumption in this report due to its relevance to our sustainability efforts, although it technically belongs to Scope 3.

Environmental Performance

We are dedicated to actively reducing our CO₂ emissions as part of our sustainability journey. While we are aware that we are still learning, we are ready to keep making strides towards a more sustainable future. Our ongoing efforts involve comprehensive tracking and monitoring of our greenhouse gas emissions.

By measuring and analyzing emissions from our direct operations – Scope 1 – and those indirectly associated with purchased energy – Scope 2 – we can actively work towards minimizing our environmental impact.

How emissions are calculated using the GHG Protocol

By employing the GHG Protocol, we gain a comprehensive understanding of our emissions landscape, enabling us to make informed decisions, implement targeted emission reduction initiatives, and ultimately work towards achieving our ambitious 2030 goal of reducing CO₂ emissions by 50%



SCOPE 1

Emissions encompass direct sources of greenhouse gas emissions resulting from our operations. This includes emissions from our own vehicle fleet and energy production activities. We meticulously measure and record these emissions to ensure accurate monitoring and effective emission reduction strategies.



SCOPE 2

Emissions encompass indirect greenhouse gas emissions generated from the purchased electricity and energy used within our buildings. We track our energy consumption data and calculate the associated emissions following the GHG Protocol guidelines.



Our scope 1 emissions at a glance



Our Scope 1 emissions primarily stem from two key sources: transportation and energy production

In 2021, our total Scope 1 emissions amounted to 2,075 tonnes CO₂-eqv., with transportation accounting for the entirety of these emissions. However, in 2022, our direct emissions increased to 3,259 tonnes CO₂-eqv., reflecting a rise in transportation-related emissions as a result of a relatively higher increase in business operations.

Similarly, from 2021 to 2022, our annual Scope 1 energy consumption (MWh) increased from 8,195 to 12,886 MWh. Our commitment to transparent reporting ensures that we remain aware of our emissions performance and progress over time, allowing us to implement targeted strategies to achieve our sustainability goals.

Our Scope 2 emissions primarily originate from indirect sources, predominantly related to the energy we purchase for our buildings

By breaking down emissions from electricity and district heating, both at specific locations and for general applications, we gain valuable insights into the environmental impact of our indirect operations. In 2021, our total Scope 2 emissions stood at 18,5 tonnes CO₂-eqv., with the largest portion attributable to electricity consumption (11,3 tonnes CO₂-eqv.).

Additionally, emissions from district heating locations contributed 6,9 tonnes CO₂-eqv. in the same year. Other minor contributors included district heating (0,1 tonnes CO₂-eqv.) and specific heat fuel (0,2 tonnes CO₂-eqv.). These figures underwent an increase in 2022, with total Scope 2 emissions reaching 29,5 tonnes CO₂-eqv.

Going forward, we continue to closely monitor our Scope 2 emissions, aiming to implement energy-efficient practices and procure renewable energy sources as part of our efforts to reduce our carbon footprint.

Our scope 2 emissions at a glance



Waste Management

The importance of waste management in sustainability efforts

The importance of waste management cannot be overstated in our journey towards sustainability. Responsible waste management not only helps us minimize our environmental impact but also reduces our consumption of finite resources and mitigates potential pollution.

Measurement and reporting of waste-related CO₂ impact

We place significant emphasis on effective waste management practices. In 2021, our total Scope 3 emissions related to waste amounted to 9.2 tonnes CO₂-eqv., increasing slightly to 10.5 tonnes CO₂-eqv. in 2022. To minimise our waste-related impact, we have implemented comprehensive waste management programmes across our operations. These initiatives focus on waste reduction, recycling, and responsible disposal. By adhering to best practices and environmentally conscious waste management methods, we strive to mitigate our waste-related Scope 3 emissions.

Responsible disposal

Recycling

Waste Reduction



3Rs: Reduce, Reuse and Recycle

We're committed to reducing waste, promoting reuse, and encouraging recycling in our operations. In 2023, we implemented targeted actions across our facilities aligned with the principles of the 3 Rs Initiative.

3Rs actions across our facilities

- Change computer settings to energy saving mode and make sure to turn off any equipment not being used
- Use 100% recycled copy paper to reduce paper waste
- Continue to reuse cardboard boxes
- Use 100% recycled paper towels where necessary
- Use eco-friendly cleaning products
- Set up schedule on thermostat for after working hours and weekends to avoid overuse
- Switch to reusable cups instead of paper cups
- Replace paper plates with reusable plates
- Shred paper and reuse for packing supplies
- Turn lights off in rooms that are not being used (by doing this, it can reduce expenses by 10-40%)
- Change to LED bulbs



Ongoing initiatives and actions

V-Spoilers

Reduction of aerodynamic fuel and CO₂ emissions

Implementing V-spoilers reduces our CO₂ emissions and saves fuel and electricity with regards to van and car use.

A test implementation on V-spoilers showed 11% fuel and cost savings, indicating the potential to save linear CO₂, equal to many tons a year.

Further advantages offered by V-spoilers include increased stability of vans when in motion, thereby improving traffic safety.

Hybrid generators

Reduce emissions and idling periods

Our implementation of hybrid generators enables us to use solar panels and reduce compressors running while idle.

Hybrid generators offer several advantages, including notable CO₂ emissions reductions; up to 80% reduction in diesel consumption; up to 80% less engine service; a large reduction in soot and particle emissions; and much more.

STENA Waste Management

Prioritizing our waste footprint

The purpose of STENA Waste Management initiative is to uncover potential for reducing the amount of waste by identify the fractions and quantities that can be reused or recycled or that may need to be sorted differently.

Define efforts to reduce, re-use, and recycle

Results from the analysis lead to the following recommended incentives:

The overall recommendation is to:

- 1) Decide what the service vans can and must sort
- 2) Prepare sorting instructions
- 3) Place containers so they can maintain flow when the service vans arrive at the Fredericia site.

Active GPS

Tracking driving patterns, speed, accidents, and fuel consumption

We tested Mapon on all new vans and leased cars in February this year, Mapon is a GPS active tracking device system that can monitor CO₂ emissions, mileage, driving behaviour, fuel consumption, vehicle handover, damage reports for vans, and negative fuel

This provides a better overview and improved warehouse management efficiency in terms of enhanced sustainable operations.

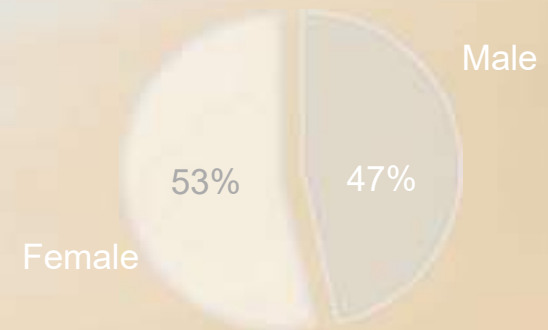


Social Performance

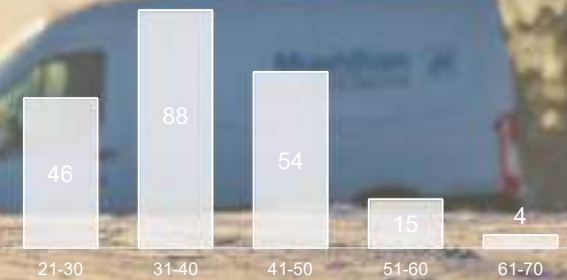
Our greatest strength lies in our people. They are the heart and soul of our company, embodying a unique and special combination of a can-do mindset, competencies, and reliability. This exceptional blend allows us to differentiate ourselves from the competition and excel in delivering outstanding projects. As a close-knit Muehlhan family, we take immense pride in prioritising safety and quality work. Contributing to greener energy solutions while fostering a positive and enjoyable work environment.

Employee demographics

Employees based on gender:



Employee based on age:



We believe that incorporating diverse perspectives and experiences into our teams strengthens the quality of our output and enriches our organisational culture. Currently, we have a talented workforce comprising 207 individuals, with 111 female employees and 96 male employees. As we continue to grow and evolve, we remain committed to listening to, investing in, and supporting our teams, ensuring they have opportunities to relax and bond with family, friends, and colleagues outside of work.

Employee development initiatives

Employee career development program

We will ensure that our employees are adequately trained in all aspects of their work. We have several examples of both office staff and technicians growing their career and taking sidesteps into other functions whether in commercial, HSEQ, operational, site functions or elsewhere.

Employee satisfaction and well-being programs

Employee satisfaction and well-being

Our employee satisfaction survey is conducted biannually, and the insights gathered guide our focus on improvement areas. With each survey iteration, we've observed a consistent increase in our satisfaction scores. The survey is conducted every 6 months.

Our "Above and Beyond" awards take place every two months, allowing employees to nominate their peers who exemplify our core values.

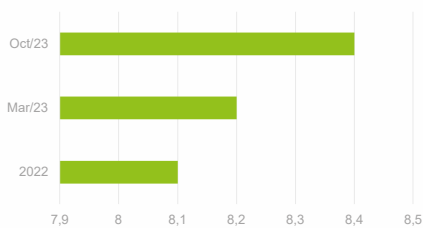
We provide comprehensive mental health support for our employees in their personal lives. Additionally, our commitment extends to training managers to recognise common signs of poor mental health in their team members, ensuring robust support for everyone.



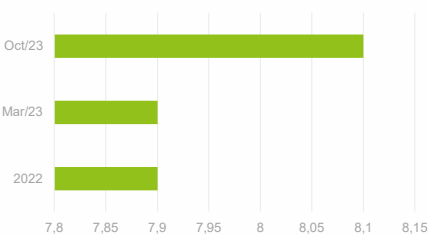
Employees satisfaction and well-being results

Employee development

All in all, I am satisfied with my job

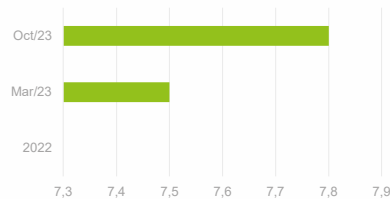


How likely is it that you would stay with Muehlhan Wind Service if you were offered a similar...

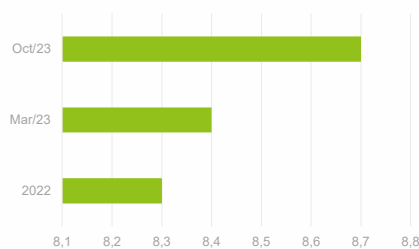


Work environment and well-being

Muehlhan Wind Service provides enough support for my mental wellbeing

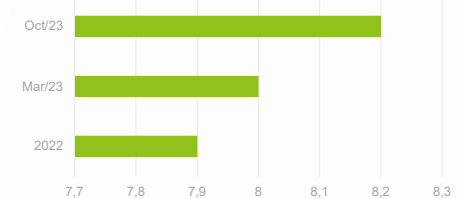


I have mutually supportive relationships with people at work

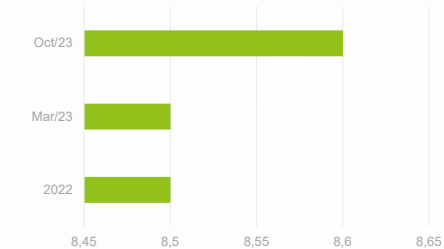


Our organisation

Employee health and wellbeing is a priority at Muehlhan Wind Service



People from all backgrounds are treated equal at Muehlhan Wind Service





Our health and safety policies

Health, Safety, Environment, and Quality (HSE&Q) are core components of our business practices. As part of our efforts, we hold certifications for ISO 9001, ISO 14001, ISO 45001, DS 2320 and VCA** to ensure compliance with internationally recognized standards.

Our dedicated HSE&Q team handles and addresses deviations promptly to enhance safety and operational excellence. We also conduct workplace assessments through employee surveys, providing an essential tool for identifying potential health and safety risks and formulating action plans to foster a safer and healthier work environment for our teams.

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Our strong focus on health, safety, and continuous improvement allows us to deliver excellence to our customers and uphold our commitment to employee well-being.

We believe in the power of giving back

Through local charity actions and food banks, we strive to be a force for positive change, addressing pressing social issues and making a tangible impact on the lives of those in need.

Bromley Brighter Beginnings (UK)

An example is with our UK offices, where food and Christmas presents are donated to the Bromley Brighter Beginnings Christmas campaign. The aim of Bromley Brighter Beginnings is:

- To provide essential baby, child or household items to local families dealing with financial hardship
- To raise awareness about the level of poverty in the London borough of Bromley and the impact of this poverty on the lives of children and their parents
- To fund activities and supply of essential items for women and children living in domestic violence refuges
- To signpost families to other local sources of support as necessary
- To help reduce stress, anxiety and depression among the people (especially children living in less-than-ideal conditions) we are supporting
- To facilitate the recycling of baby- and child-related items



Governance dimension

We place great emphasis on business ethics, compliance, and integrity. Recognising that our behaviour as employees, managers, and the management team directly impacts the trust placed in us by our stakeholders.



Business Ethics, Compliance and Integrity

Led by a shared code of conduct

Our code of conduct serves as a guiding framework for our interactions with customers, suppliers, governments, colleagues, and all other parties we engage with. As part of our commitment to transparent and accountable business practices, we strictly adhere to all applicable laws and regulations, ensuring that no agreements are made that conflict with our code of conduct or any national laws in the countries where we operate.

Committed to promoting ethical behavior

Through our Whistleblower, Grievance, and Disciplinary Procedures, we encourage a culture of openness and responsibility, providing channels for reporting incidents, observations, or experiences that may not align with our ethical standards. Our dedication to ethical behavior extends to maintaining a safe and respectful work environment, free from bullying, harassment, or any conduct that undermines a person's dignity or creates a hostile atmosphere.

Reiteration of Muehlhan Wind Service's commitment to the UN SDGs

We proudly reaffirm our dedication to the United Nations Sustainable Development Goals (SDGs). Our core focus on SDGs 3, 8, 12, and 13 demonstrates our determination to prioritize health and well-being, decent work, responsible consumption, and climate action. We have also prioritized SDGs 5, 7, and 9, reflecting our commitment to gender equality, affordable clean energy, and industry innovation. By aligning our efforts with these global goals, we aim to create a positive impact on both society and the environment.



Our key SDGs in focus

Other SDG areas we prioritise

"At Muehlhan Wind Service, we have already embarked on our sustainability journey. We acknowledge the role standardised reporting plays in driving sustainability efforts for businesses to ensure transparency, comparability, and credibility. We are focusing our efforts based on specific Sustainable Development Goals, with a phased approach focusing on primary data and emissions that we have direct control over during 2023 and 2024. We have driven test pilot activities and larger circularity programs to make tangible and effective results. This approach has provided us with valuable experience and laid the groundwork for a more comprehensive sustainability effort in the coming years. This sustainability report and our company commitment helps us communicating our progress effectively to stakeholders, investors, and the wider public."



Kirsten Bank Christensen
Chief Operating Officer



Closing remarks

Outline of next steps and targets for the following reporting period

As we move forward on our sustainability journey, we have outlined key targets for the next reporting period. These targets include expanding our reporting to include a comprehensive assessment of Scope 3 emissions in the future, growing our waste reduction initiatives, and strengthening our health and safety practices. These commitments align with our goals of transparency and accountability, ensuring that we address all indirect emissions and strive to reduce our environmental footprint.

Closing remarks from COO (Operations, HSEQ & Sustainability) of Muehlhan Wind Service

As we conclude this inaugural CSR report, we are inspired by the dedication and passion demonstrated by our team at Muehlhan Wind Service. Our vision remains clear: to be the preferred partner for the wind industry, driving positive change and leading by example. By embracing transparency, collaboration, and accountability, we will forge a path towards a greener future. Let us continue this journey with unwavering determination, knowing that every step we take today shapes the sustainable world of tomorrow.

Muehlhan 
Wind Service