# ESG REPORT 2025

MarLog group

MARLOG

marlog.no

# TABLE OF CONTENTS


04 Leadership Message

05 Embedding ESG in Business

06 General Information

07 Key ESG Data

08 Business Model and Sustainability-Related Initiatives (C1)

09 Practices, Policies and Future Initiatives (B2/C2)

11 Environment B3-B7

12 Energy Consumption & Greenhouse Gas Emissions

13 Scope 1 and 2 Emissions

14 Water


This is MarLog's first voluntary ESG report for the financial year 2025.

It follows the structure of VSME standard (Voluntary Sustainability Reporting Standard for Small and Medium Enterprises)

Visit our webpage
www. marlog.no/en

MarLog AS

14 Biodiversity

14 Circular Economy

15 Waste Management

16 Actions to Reduce Our Footprint

17 Social (B8–B10)

18 Workforce

19 Own Workforce

20 Health and Safety

20 Workers in Value Chain

20 Human Rights

20 Fair Compensation and Freedom of Association

23 Community Engagement

24 UN Sustainability Goals

21 Governance (B11 / C8–9)

22 Business Conduct

22 Gender Diversity in the Governance Body

26 Data Foundation & Accounting Principles

# Leadership Message

ESG Report 2025

I am very proud to publish MarLog's first ever sustainability report.

This is a major milestone in our work towards running our companies in accordance with our core values Bold, Responsible and Trustworthy.

In this report you will find details about the sustainability initiatives we have set in action the last year, in addition to reflections about the challenges we are facing.

Working with the VSME reporting standard and the double materiality analysis we have made a framework for our sustainability reporting for years to come, in addition to this also giving us a solid framework for considering new initiatives and results.

Being a group of companies that has both a degree of logistics activity as well as production of our products in the Far East, we recognise that related to some subjects we have major and important challenges that need to be faced and solved.

Even though we are only an SME company we stand firm in our ambition to solve our challenges in the best way possible, and be one of the market leaders working with environmental, social and governance issues.

Personally, I am also firm in my belief that this is the only way to secure a company that will last over generations.

This being our first ever published sustainability report, and 2025 being the first year we have worked with sustainability in a structured and measurable manner, we also have to be honest and say that we have a long way to go until we are where we want to be.

However, I would like to express my thanks to everyone who has supported us to be able to publish this report. A big thanks goes especially to Kongstein Denmark A/S and Cristiana Cardoso. I am looking forward to continuing this exciting and important work. If you have any questions or concerns regarding this report or our sustainability work, please feel free to reach out to me.

**Nikolai Bakker**

Chief Executive Officer

# Embedding ESG in Business

Working with ESG we see our core values in the following sense:

**Bold** – we want to utilise our market position to push our competitors, clients and partners in what we see as the right direction.

**Responsible** – we realise that we are a part of the challenges that our society is facing. By making decisions that focus not only on our financial bottom line, but rather our triple bottom line, we are confident that our actions will move the world in a slightly better direction.

**Trustworthy** – we recognise that our decisions and actions are not worth a lot if we are not able to be transparent about both what we do, and the challenges we are facing.

# General Information

## BASIS FOR PREPARATION

This is MarLog's first voluntary ESG report for the financial year 2025 and follows the structure of VSME standard (Voluntary Sustainability Reporting Standard for Small and Medium Enterprises), which is based on the EU's ESRS framework in a simplified format designed for small and medium-sized enterprises.

Prepared on a consolidated basis, this report encompasses activities and data from MarLog AS and our associated subsidiary MarLog Fenders A/S (Kanalen 1, 6700 Esbjerg).

The report covers Environmental (E), Social (S) and Governance (G) aspects and is structured based on the basic module supplemented with selected disclosures from the comprehensive module.

The purpose of this report is to show where we stand on ESG today and outlines our ESG path forward.

MarLog does not hold any quality or sustainability specific certificates by the end of 2025, but are expecting to achieve both ISO 9001 and 14001 within the next two years. We do however hold a Norwegian Guarantee of Origin certificate proving the purchase of renewable energy and our efforts to reduce scope 2 greenhouse gas emissions.

MarLog has provided shore-based logistics and service support to ships and offshore operations in the North Sea for 28 years. We operate at all major bases in Norway, with our main office located in Dusavik, Stavanger.

Through our daughter company MarLog Fenders, we also handle sales, rental, and servicing of fixed and floating ship fenders. Our fender operations in Stavanger and Denmark serve the international market.

In Norway we have seven full-time employees. MarLog Fenders in Denmark currently operates with one consultant, with the plan to transition to a full-time position in 2026.

COMPANY INFORMATION

Company legal form:
**Private limited company (Ltd)**

NACE-code:
**52.22.0 - Service activities incidental to water transportation**

**46.64.00 - Wholesale of other machinery and equipment**

Size of the balance sheet:
**968 255 EUR**

Number of employees:
**8**

COMPANY ADDRESS

**MarLog AS**

Finnestadgeilen 9,
Dusavik Base NO-4029 Stavanger
(lat: 58.996078, long: 5.664600)

**MarLog Fenders A/S**

Kanalen 1
DK- 6700 Esbjerg
(lat: 55.462241, long: 8.448122)

# KEY ESG Data

## MarLog & MarLog Fenders 2025

| Metrics | Value | Unit |
|---|---|---|
| **ENVIRONMENT** | | |
| Total energy consumption | 69,70 | MWH |
| Renewable energy share | 95% | |
| Total GHG emissions – Scope 1+2 (location-based) | 1.80 | $TCO_2EQ$ |
| Total GHG emissions – Scope 1+2 (market-based) | 0.94 | $TCO_2EQ$ |
| Total water withdrawal | 2.02 | $M^3$ |
| Total waste generated | 3.035 | KG |
| Waste diverted to recycling / reuse | 1.003 | KG |
| **SOCIAL** | | |
| Total number of employees | 8 | FTE |
| Employee turnover rate | 0% | |
| Recordable work-related accidents | 0 | |
| Work-related fatalities | 0 | |
| All employees at or above minimum wage | YES | |
| **GOVERNANCE** | | |
| Convictions for anti-corruption / anti-bribery | 0 | |
| Gender diversity ratio – governance body | 0.2 | FEMALE |
| Confirmed human rights incidents | 0 | |

# Business model and sustainability-related initiatives

C1

MarLog Group consists of two companies operating in the maritime sector. MarLog AS provides shore-based logistics and ship agency services to vessels and offshore operations across all major bases in Norway.

Through our daughter company MarLog Fenders, we handle sales, rental, and servicing of fixed and floating ship fenders, serving customers across Norway and the European market from our operations in Stavanger and Esbjerg, Denmark.

Our business model creates value by keeping maritime operations running efficiently and safely. For our fender operations, we go further by offering repair and refurbishment services that extend the lifespan of equipment already in use. To us, sustainability is not separate from how we operate. It is embedded in the services we provide.

Our key stakeholders include our employees, customers in the maritime and offshore industries, fender suppliers, logistics partners, and the local communities where we operate. Sustainability considerations are relevant across all these groups. Our customers increasingly expect responsible sourcing and transparent reporting. Our suppliers are subject to our Code of Ethics and due diligence requirements. Our employees are central to how we deliver on our commitments. And the communities around us, particularly the coastal environment we depend on, remind us that our work has consequences beyond the bottom line.

Our most significant sustainability impacts occur at two points in our value chain. Upstream, the sourcing of rubber for ship fenders carries risks related to deforestation and responsible land use, which is why EUDR compliance is a key priority for 2026. Downstream, we have limited visibility into where fender materials end up after their service life, and we are working to improve guidance to customers on responsible end-of-life disposal. Within our own operations, transport and energy use represent our primary direct environmental impacts.

# Practices, policies and future initiatives for transitioning towards a more sustainable economy

B2
C2

In 2025, MarLog underwent an ownership transition and embarked on a new strategic direction. A key part of this strategy is a structured focus on ESG work. To support this, we engaged Kongstein Denmark A/S to help us develop our ESG strategy and framework for transparent ESG reporting.

Our ESG strategy focuses on areas where we have the greatest influence: our environmental footprint, employee well-being across our own organization and supply chain, and ethical business conduct.

We have not developed separate policies for topics such as pollution, water and marine resources, and consumers and end users, as these are not considered material to our business model.

ESG implementation is owned by management. Our CEO chairs the ESG group and takes an active role in embedding our ESG strategy across the organization. Although our structured ESG work began in 2025, MarLog already has several practices and policies in place that support a more sustainable economy.

Our strategy is built around five objectives, developed from the material topics that matter most to our business, our stakeholders, and our long-term impact.

Reducing our environmental footprint is a core priority. We are mapping our CO2 baseline across energy use, transport, and operations, with a target to complete this by Q1 2026. In our Norwegian office we use 100% renewable electricity through Norwegian Guarantee of Origin certificates,  and are working to transition all fuel-powered vehicles to electric alternatives over time.

Protecting natural ecosystems is particularly relevant given our fender operations. We are working to ensure full compliance with the EU Deforestation Regulation (EUDR) by June 2026, requiring documentation from suppliers that rubber used in fenders is legally sourced and deforestation-free.

Responsible use of resources is reflected in our ship fender repair and refurbishment services, which extend product lifespan and reduce the need for new materials. We also work with suppliers to minimize plastic and non-recyclable packaging.

Our workforce is central to how we operate. We are developing training and career development plans for all employees, with a target to complete this by summer 2026. We also plan to conduct yearly employee satisfaction surveys starting from 2026.

Ethical and sustainable business conduct covers how we manage our value chain. We have already established a code of conduct, compliance manual and employee handbook.

In 2026, we will communicate the Supplier Code of Conduct to all active suppliers, establish a grievance mechanism in line with the Norwegian Transparency Act, and work toward ISO 9001, 14001, and 45001 certifications.

Our sustainability work is ongoing and will be structured through a dedicated ESG project with measurable KPIs. We will report on our progress in future cycles, and continue to work on our ESG strategy to be able to complete an ESG report yearly.

# Environment B3-B7

Our environmental work in 2025 is about establishing an honest starting point.

We've begun mapping our energy consumption, initiated our first carbon footprint calculation, and started tracking waste.

We also recognise that our supply chain and the products we handle carry environmental implications beyond our own operations. The sections below cover what we've measured, what we're doing about it, and where we still have work to do.

# Energy consumption & greenhouse gas emissions

An important goal in our ESG work for 2025 is to calculate our first carbon footprint, and use it as a baseline for future improvements.

The majority of our energy consumption comes from electricity, which we use to heat our warehouse and office building, power our operations, and charge our company car.

Employees can also use our charging stations at market rate.

Our fuel consumption is limited to forklifts in the warehouse, though we have plans to transition to electric forklifts in the future.

Our total energy consumption in 2025 was 71,01 MWh. The 66,41 MWh consumed in Norway holds certificates of origin that guarantee the energy comes from renewable sources.

## Transitioning to electric vehicles

Transport is one of our largest sources of direct CO2 emissions (Scope 1 and 2).

In 2025, we replaced our company car with an electric vehicle and installed three new charging stations for employees.

Our goal is to transition all fuel-powered vehicles to electric alternatives.

For forklifts and other equipment, we'll align replacements with their natural service life.

**Total energy consumption (MWh) for MarLog group**

| | Renewable | Non-renewable | Total (MWh) |
|---|---|---|---|
| Electricity | 66,73 | 0,04 | 66,77 |
| Fuels | | 3,28 | 3,28 |
| District heating | 0,77 | 0,19 | 0,96 |
| **Total (MWh)** | **67,50** | **3,51** | **71,01** |

**71 MWH**

Energy consumption in 2025
for MarLog & MarLog Fenders

# Scope 1 and 2 emissions

MarLog has decided to focus this first ESG report on Scope 1 and 2 emissions.

We want to establish a solid foundation with accurate data on what we directly control before expanding further.

Scope 3 emissions, which cover transport, supplier activities, and purchased goods, require reliable data from external partners, which is still challenging for us.

We'll reassess Scope 3 reporting in the future as our data capabilities and supplier relationships develop.

$CO_2$

**GHG intensity**
**0.6 $tCO_2eq$ / EUR**

| Greenhouse gas emissions (tonnes of CO2eq) | Total (Denmark+Norway) |
|---|---|
| Scope 1 $CO_2eq$ emissions | 0,88 |
| Scope 2 $CO_2eq$ emissions (location-based) | 0,92 |
| Scope 2 $CO_2eq$ emissions (market-based) | 0,06 |
| Total $CO_2eq$ emissions Scopes 1 + 2 (location-based) | 1,80 |
| Total $CO_2eq$ emissions Scopes 1 + 2 (Market-based) | 0,94 |
| GHG intensity (location-based) | 0,0000006 |

## Water

Our water consumption is limited and comes from everyday use in the office building and warehouse facilities. We do not have any production processes or activities that require large amounts of water, and our water consumption is assessed as low.

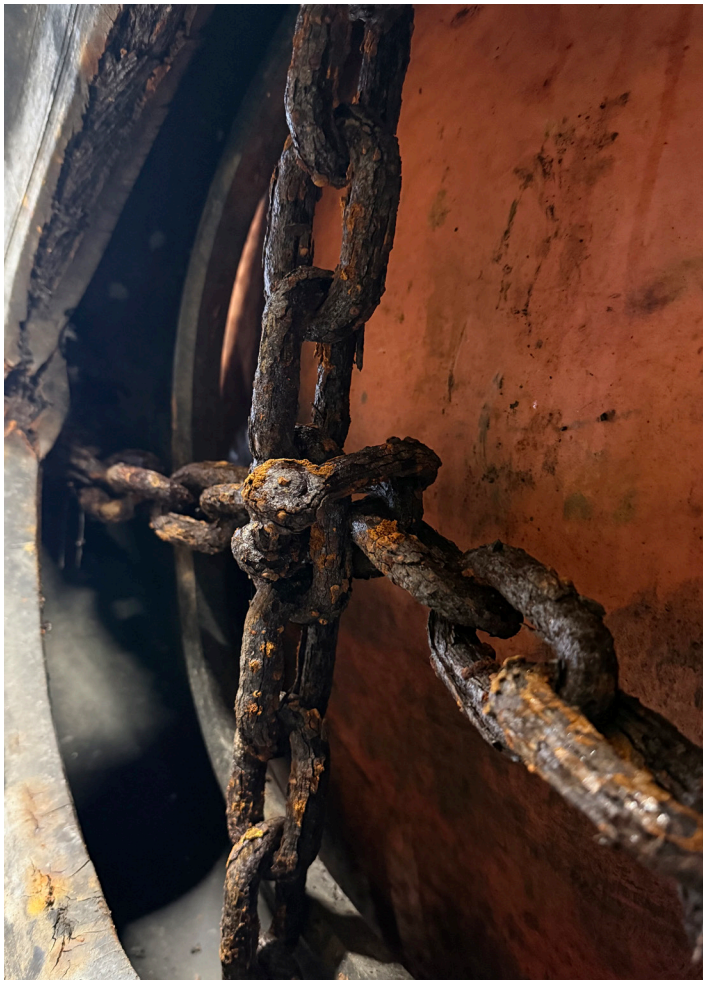
In 2025 we withdrew a total of  2,02 m3 of water.

**Water Withdrawal in 2025**
**2.02m3**

## Biodiversity

None of our locations are situated in or near biodiversity-sensitive areas, and our operations do not directly impact natural environments. However, biodiversity remains relevant to us through our supply chain.

The sourcing of plastic packaging and rubber products carries environmental implications we need to consider. We're working with our suppliers to minimize unnecessary plastics in packaging and have started the work to ensure our rubber sourcing complies with EUDR requirements by 2026.



## Circular Economy

We want to see more equipment in use for as long as possible. An important part of our business model is therefore to offer ship fender repair and refurbishment services.

By restoring damaged fenders, our customers can extend their equipment's lifespan rather than replacing it. This keeps fenders in service longer, reduces waste, and is more cost-effective than buying new.

# Waste Management

## Our waste

We sort all our waste into six categories: plastic, general waste, food waste, paper and cardboard, batteries and paint and glue.

The majority of our waste comes from our operations and is sorted as general waste, with additional waste from our daily office activities. In 2025, we generated 4091 kg of waste, of which 980 kg was recycled.

Our goal is to work strategically to reduce the waste we produce. We're using our 2025 figures as a baseline to develop an action plan for further reductions.

## Our customers' waste

As ship agents, we coordinate waste management for our customers and arrange waste disposal for vessels when required.

Our customers sort their waste themselves, including hazardous materials according to established rules and procedures.

MarLog ensures the waste is collected by certified waste management companies. We're not reporting on waste managed on behalf of our customers at this point, but we recognize this as an area for future development.

## Ship fenders

The fenders we deliver have a lifespan of 10 to 15 years. We offer maintenance and repair services to help our customers extend that lifespan.

However, we don't have full visibility into where fender materials end up after disposal. We provide our customers with guidance on responsible disposal when repair is no longer possible.

# Actions to reduce our footprint

## Waste Reduction & Recycling

We're already working with our suppliers to minimize plastic packaging on incoming deliveries, which directly reduces the amount of plastic waste we generate.

## Energy Initiatives

Energy consumed in Norway holds certificates of origin that guarantee the energy comes from renewable sources.

## Climate & Carbon Management

In 2025, we replaced our company car with an electric vehicle and installed three new charging stations for employees.

## TOTAL WASTE PER YEAR

| | |
|---|---|
| 364<br>Total Food Waste (kg) | 364<br>Food Waste recycled (kg) |
| 2281<br>Total Residual Waste (kg) | 226<br>Residual Waste Recycled (kg) |
| 247<br>Total Plastic Waste (kg) | 247<br>Plastic Waste Recycled (kg) |
| 143<br>Total Paper and Cardboard Waste (kg) | 143<br>Paper and Cardboard Waste Recycled (kg) |

## HAZARDOUS WASTE

| | |
|---|---|
| 71<br>Paint & Glue -NS7051, EWC080111 (kg) | 0<br>Paint & Glue -NS7051, EWC080111 recycled (kg) |
| 5<br>Batteries - NS7092, EWC160601 (kg) | 0<br>Batteries - NS7092, EWC160601 recycled (kg) |

# Social

B8-B10
C8-C7

People are the key to our success: our own employees, the workers in our supply chain, and the communities we are part of.

This section covers how we look after our own workforce, how we work with suppliers to promote decent conditions along our value chain, and how we engage with the communities around us.

Our approach is grounded in Norwegian labour law and applicable regulations, and we are committed to continuous improvement across all areas of social responsibility.

# Workforce

MarLog is a small, tight-knit team. Across our Norwegian and Danish operations, we employ eight people on permanent contracts. Seven are based in Stavanger, Norway, and one in Esbjerg, Denmark.

The size of our team means short lines of communication, clear accountability, and a culture where everyone's contribution is visible.

We actively work to foster wellbeing, collaboration, and a strong sense of community.

Our workplace is shaped by open communication, quick decision-making, and a genuine commitment to making work enjoyable.

Throughout the year, we gather for social events ranging from concerts and summer parties to the Christmas dinner.

80000

**Total number of hours worked by all employees during the reporting year**

Male:5 Female:2

**Average number of annual training hours per employee**

**75%**
men

**25%**
women

## Own Workforce

At MarLog, we want our employees to thrive at work. Happy, healthy employees create a better work environment and support our business.

This is why we implemented several new measures in 2025 to promote health and well-being.

All employees receive subsidized gym memberships and two hours of paid time per week to exercise.

We also provide health insurance and yearly health checks for all employees.

Our goal is to keep sick absence below 2%.

Facilitating for exercise is an important measure to achieve this goal, because healthier, more active people are sick less often.

We're working toward ISO 45001 certification to formalize our commitment to occupational health and safety across the organization, aiming to be certified by the end of 2026.

We will also conduct an employee satisfaction survey during 2026 and continue with yearly surveys going forward.

## Training and Development

Training and development is an important investment to secure our team's growth.

Each year, we conduct development discussions with every employee to identify skill needs and growth opportunities.

During 2026, we will establish individual development plans for all employees. These plans identify skill needs, growth opportunities, and training aligned with each person's role and our business needs.

All employees at MarLog are encouraged to take relevant courses and education that strengthen both individual capabilities and our organizational capacity.

### Focus Areas 2026

- Keep sick absence below 2%
- Working toward ISO 45001 certification
- Individual development plans for all employees
- Annual development discussions with every employee
- Annual employee satisfaction surveys

2%

We aim to keep our sick absence below 2 %

## Health and Safety

We maintain a safe and healthy working environment in compliance with mandatory safety standards applicable for our industry.

All employees report work-related incidents through our incident reporting system, which we track and analyze for continuous improvement.

In 2025, we implemented a new QHSE system to strengthen our routines, documentation, and incident reporting processes.

Over the past five years, we've recorded zero work-related incidents.

## Fair Compensation and Freedom of Association

All employees receive compensation equal to or above the legal minimum wage.

While none of our employees are currently covered by collective bargaining agreements, we fully respect every employee's right to join a trade union and engage in collective bargaining under Norwegian and Danish law.

## Workers in value chain

We care about the people behind our supply chain. MarLog works with our suppliers to promote decent working conditions for their employees.

We actively raise this issue with our critical suppliers and conduct annual visits to assess working conditions firsthand.

Our most recent visit to critical suppliers in China took place in December 2025.

From 2025, we've initiated a project to systematise our due diligence work, with the goal of publishing annual due diligence reports starting in 2026.

## Human Rights

We maintain a Code of Ethics that addresses all topics required under the VSME standard: Child labour, Forced labour, Human trafficking, Discrimination and Safety.

In addition it covers: Anti-corruption and fair competition, Confidentiality & privacy and Drugs & alcohol.

Our most critical suppliers have all signed the code of ethics, and we aim to have all existing and new suppliers sign the document from 2026 onwards.

Our fender suppliers must meet specific safety and environmental criteria, and we work with ISO 45001-certified partners.

There have been no confirmed incidents of severe human rights violations in our operations or supply chain.

## Community Engagement

MarLog is rooted in the local maritime community in Stavanger. Our team comes from the region we operate in, and we believe in giving something back to the place that shapes us.

We're an active part of the local business community and support both local enterprises and voluntary organizations.

We sponsor local sports clubs and the Young Ship Society, an initiative developing the next generation of maritime talent.

We sponsor POL Idrettslag and the important work they do to provide an inclusive football arena for everyone in the local community.

We also provide financial support to In the Same Boat, an organization that sails the Norwegian coast collecting beach litter.

Their work combines volunteers, modern tools, and experienced crew to tackle coastal waste at scale.

Beyond cleanup operations, they build environmental awareness in local communities and advocate for waste management on the political agenda.

Supporting people, communities, and the sea we depend on is not just good practice. It's who we are.

Since 2017 In the Same Boat has removed 1800 tonnes of plastic pollution from the Norwegian coastline

# GOVERNANCE B11-C9

Good governance at MarLog is not a formal exercise. It is built into how we work every day. Our organisation is lean and flat, with short lines of communication and clear accountability at every level. Decisions are made close to the people they affect, and we expect everyone in our team to take ownership of their responsibilities.

We run our business on the basis of trust: with our customers, our suppliers, and each other. In an industry where safety and reliability are non-negotiable, we believe that honest, transparent relationships are not just good practice. They are a prerequisite for doing the job well.

## Business Conduct

Doing business the right way matters to us. We operate under established governance frameworks including a code of conduct, compliance manual, and employee handbook. These documents cover anti-corruption and bribery prohibition, GDPR compliance, and data protection standards.

To us governance is not a box to tick off, it is how we build trust with our customers, suppliers, and each other.

Our code of conduct is not published online at this point, but we provide a copy to anyone requesting it.

We have had no convictions or fines for corruption or bribery during the reporting period, nor anytime before.

## Gender diversity ratio in the governance body

Across the boards of directors of MarLog and MarLog Fenders, there are six members in total, of whom one is a woman and five are men, representing a gender diversity ratio of 0.2.

We recognise that gender balance in our governance bodies is an area for improvement, and we will take this into account as board composition evolves going forward.

## UN sustainability goals

The UN Sustainable Development Goals provide a global framework for addressing the most pressing social, environmental, and economic challenges of our time.

As a maritime logistics company, several of these goals are directly relevant to how we operate and what we aspire to improve.

Based on our double materiality analysis, we have identified five SDGs where MarLog's activities have the most meaningful connection, either through impact, risk, or opportunity.

### SDG 8 Decent Work and Economic Growth

Sustainable economic growth means little if the people behind it are not treated fairly. For us, decent work is a condition we actively work to uphold across our value chain.

Several of our products are manufactured outside Europe, in regions where labour standards can vary significantly.

We work closely with key suppliers and carry out regular follow-up to ensure that the people involved in our supply chain have fair wages, safe working conditions, access to grievance mechanisms, and freedom of association.

We encourage open dialogue on these issues and aim to contribute to improvement on terms that respect local contexts and communities.

### SDG 12 Responsible Consumption and Production

Our rental and refurbishment model for ship fenders is a concrete expression of responsible production in practice.

By extending product lifespans through maintenance and repair, we reduce the need for new material inputs and limit waste. We aim for responsible sourcing of goods and work to ensure that as much as possible is reused or recycled across the product lifecycle.

Tracking and documenting this impact is something we are strengthening going forward.

### SDG 13 Climate Action

Transport and logistics generate emissions, and we are no exception.

Our most significant direct climate impact comes from road freight. Reducing our climate footprint is an ongoing priority, and we work systematically to map and reduce emissions across our operations, including through gradual electrification of our vehicle fleet.

## SDG 14 Life Below Water

Without the ocean, there would be no MarLog. Our entire business is built on maritime value creation, which means protecting marine environments is not optional; it is foundational.

Our most direct contribution is ensuring our products do not end up as marine litter.

We achieve this by delivering fenders with long service lives and low breakage rates, and by following our customers closely to support maintenance.

We are conscious of our impact when operating in coastal and marine environments, and we actively support coastal clean-up efforts, including through our sponsorship of the In the Same Boat initiative.

## SDG 16 Peace, Justice and Strong Institutions

Ethical business conduct is the backbone of long-term trust. MarLog operates with a Code of Conduct that sets clear expectations for behaviour across the organisation and toward external parties.

We voluntarily apply the principles of the Norwegian Transparency Act, despite not being legally required to do so, as part of our commitment to due diligence and transparency in our supply chain.

We believe that openness about our challenges, not just our achievements, is what makes sustainability reporting meaningful.

# Data Foundation & Accounting Principles

Locations and Reporting Period

This report covers the period 1 January 2025 to 31 December 2025 and includes operations in both Norway and Denmark.

## ENVIRONMENT

### Energy consumption

**Fuels**
The use of fuel in a form of diesel from the forklift used in our operations. The data from the fuel consumption comes from invoices and comes in liters. The conversion from liters to MWh follows the formula given in the VSME standard paragraph 89 and uses IPCC default values for diesel density (0.84 kg/L) and net calorific value (43 TJ/Gg).

Energy (MWh) = (Litres of diesel × Density (kg/L)) ÷ 1000 × Net Calorific Value (TJ/Gg) × 277.78 ÷ 1000

**Electricity**
Electricity data for the Norwegian office is based directly on invoices from the electricity supplier, ensuring accurate consumption figures.

No direct electricity and district heating data was available for the Danish office, so consumption was estimated using benchmarks from Bygningsstyrelsen. According to national benchmarks, Danish office buildings typically consume approximately 0.12 MWh/m² of district heating and 0.045 MWh/m² of electricity per year. For an 8 m² office, this corresponds to 0.96 MWh of district heating per year and 0.36 MWh of electricity per year
Sources: https://bygst.dk/facility-management/energi/energistyring-af-elforbrug and https://bygst.dk/facility-management/energi/energistyring-af-varmeforbrug

Total energy consumption is calculated as the sum of electricity use, heat consumption, and any fuel use for both locations.

### CO2eq calculations

The company's climate account has been prepared in accordance with the principles of the Greenhouse Gas Protocol and is measured in tons of $CO_2$ equivalents ($CO_2e$). The account covers direct and indirect emissions divided into Scope 1 and 2. The total $CO_2e$ emissions are calculated as the sum of emissions from Scope 1 and Scope 2. The carbon footprint report was prepared using the Danish Business Authority's calculation tool, Klimakompasset.

**Scope 1 – Direct greenhouse gas emissions**

Scope 1 covers the direct emissions that MarLog has control over. This includes the forklift running on diesel. Data for Scope 1 is sourced from our financial system. Calculated using 2024 emission factors and reported in metric tonnes per year.

**Scope 2 – Indirect emissions**

Scope 2 emissions are indirect emissions resulting from the purchase of energy such as electricity and district heating.
Scope 2 emissions are reported using both the location-based and market-based methods, as required by the GHG Protocol scope 2 Guidance.

•The Danish office uses grid electricity without GOs, so its emissions are calculated using the location-based factor, which also applies to the market-based method.

•The Norwegian office purchases electricity with Guarantees of Origin (GO) certificate from renewable hydropower, giving a market-based emission factor of 0 g $CO_2e$/kWh, while the location-based method uses the Norwegian grid average.

The company's total Scope 2 emissions are therefore presented as (1) a location-based total, and (2) a market-based total combining both offices.

Scope 3 is not included in this calculation.

## SOCIAL

All social data was collected through the company's internal software systems, HR records, and management discussions. The information was verified by cross-checking employee data, health and safety records, and training documentation to ensure accuracy and consistency.

## GOVERNANCE

All governance data in this report was collected directly from MarLog's management team. Information on convictions and fines (B11) and sector revenues (C8) was confirmed through internal discussions and financial records, while the gender diversity ratio (C9) was verified from board and internal documentation.

**MARLOG AS**

**ESG Report** 2025

www.marlog.no