



**MacArtney Group**

**ESG Report**

**2022-2023**



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**About this report**

Welcome to MacArtney Group’s first annual ESG report, which covers the fiscal year from October 2022 to September 2023.

The report covers ESG activities across Group functions, but the Danish operations are the main facilities for environmental (E) data in this report.

The Group comprises MacArtney Underwater Technology, MacArtney Offshore Wind Solutions and MacArtney Hydraulics.

The report describes MacArtney Group’s work with ESG and social responsibility and covers the requirements for §99 ab on non-financial accounting.

For questions, please contact the ESG Department.



**MacArtney**  
UNDERWATER TECHNOLOGY

*MacArtney Underwater Technology is a global supplier of advanced solutions covering surface to seafloor applications in Marine and Offshore, Ocean Science and Naval industries, including customised solutions.*

**MacArtney**  
OFFSHORE WIND SOLUTIONS

*Building on more than four decades of experience, MacArtney Offshore Wind Solutions develops, manufactures, and delivers reliable and complete system solutions for renewable energy and offshore markets.*

**MacArtney**  
HYDRAULICS

*Over the past five decades, MacArtney Hydraulics has developed and manufactured standard and highly specialised hydraulic cylinders of excellent quality for the industrial and offshore markets.*





# Introduction

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# Letter from the CEO

Looking towards a strong future connecting responsible and reliable solutions

Welcome to MacArtney Group's first ESG report, which is built around our 2028 ESG strategy "Connecting responsible and reliable solutions". This strategy sets the direction for our ESG efforts in the coming years towards our 50th anniversary in 2028.

Being a responsible business and an engaged part of our local communities has always been a clear part of the MacArtney DNA. As a family-owned company, we are founded on strong values and a "do the right thing always" attitude in our way of doing business. In this report and in our new ESG strategy, we set a benchmark and take the next step towards a more structured and strategic approach to ESG and sustainability. With this benchmark, we want to dive deeper and forge an even stronger connection in the future between responsible and reliable solutions at MacArtney.

## Looking towards a strong future

MacArtney's vision is to develop and deliver innovative and reliable technology to customers worldwide. Following our 2025 company strategy to decrease complexity and increase focus on our existing markets, we see promising possibilities for our business model across all geographies and business segments.

In 2021, we expanded our business area to also include offshore wind solutions for the renewable energy sector. Here we seek to be an active partner supporting the green energy transition. This has been a natural step for us, and we look forward to supporting our customers in the deepest oceans and atop the highest offshore wind farms.

## Engaging in life below water

In our new ESG strategy, we put Sustainable Development Goal (SDG) No. 14 – Life below Water in the forefront of our strategic and purpose-driven efforts. Our products and solutions have a pivotal role to play within the future endeavours in the fields of ocean research and science, protection of critical infrastructure below water and safety at sea, and we want to further strengthen our commitment and dedication to these complex and societal important issues by developing our products and business in a more sustainable way.

Following this positive direction for MacArtney, being a trusted all-around supplier of high-tech equipment to the maritime sector, we want to clearly set the frame for our work and visions within ESG and sustainability. This year, we appointed a dedicated Group ESG Lead and joined the UN Global Compact. In addition to this, we have also become a Climate Partner with Esbjerg Municipality,





## Introduction

where our HQ resides. Through the partnership, we work towards being CO<sub>2</sub> neutral in Scope 1 and 2 by 2030 the latest, setting a clear goal for our environmental work.

The ESG report outlines MacArtney's structured efforts and sets a baseline for the years to come. It is my hope that our customers, suppliers, employees and other interested parties will be informed and inspired about our way of connecting sustainability, responsibility and business.



Niels Peter Christiansen,  
CEO



### INDUSTRY: OCEAN SCIENCE

For many years, MacArtney has been recognised by our customers and by the leading manufacturers of oceanographic instruments and sensors as a systems integrator supplying turnkey solutions to operators and developers within the science community, environmental authorities, and companies providing monitoring and consultancy services, as well as research institutions.

MacArtney holds a strong background and track record in manufacturing and distributing connectivity and infrastructure products. Our underwater connectors and cables and a diverse range of underwater telemetry systems, winches, and launch and recovery systems (LARS), combined with our engineering competencies, enable us to provide tailor-made systems to accommodate advanced customer specifications for any project.



# About MacArtney Group

Description of operation, purpose, values, and group structure

## MacArtney Group at a glance

MacArtney is a privately owned company founded in 1978 in Esbjerg, Denmark. MacArtney manufactures high quality products, fully integrated systems and innovative custom solutions, from design to installation, supported by training, service and local workshops.

MacArtney delivers solutions to different sectors connected to the maritime sector – marine & offshore, ocean science, naval, renewable and energy.

Group headquarters are situated in Esbjerg (DK). The MacArtney Group includes operations in Bur and Klinkby (DK), Aberdeen (UK), Stavanger (NO), Gothenburg (SE), Aix-en-Provence (FR), Bologna (IT), Rotterdam (NL), Kiel and Bremen (DE), Houston (US), Dartmouth (CA), Perth (AU), Singapore (SG) and Ningbo (CN).



## Our business model

MacArtney manufactures high-quality products, fully integrated systems, and innovative custom solutions from design to installation. We support our products and solutions with training, service, and local workshops. MacArtney owns the full value chain from development and engineering to project management, manufacturing and aftersales. Our areas of expertise include connectivity, launch and recovery, and data acquisition for energy companies, ocean science institutes, the naval industry, and solutions for marine renewables and energy.

The products and solutions are sold through MacArtney A/S and operations, as well as through a worldwide network of distributors. We have MacArtney A/S operations in the US, Canada, the UK, Norway, Sweden, France, the Netherlands, Germany, Italy, Australia, Singapore and China.

MacArtney is ISO 9001 certified. Furthermore, MacArtney HQs and MacArtney Offshore Wind Solutions are ISO 45001 certified. The measures in the management system are expanded to include the areas of Environment, Climate, Health, Safety, Social aspects and Human rights. We have methods in place to ensure development and follow-up on action plans, so we can monitor our progress towards strategic intentions and specific goals.





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# ESG strategy and approach

## Strategic focus areas and ESG efforts towards 2028

In 2023, we started developing MacArtney's first ESG strategy "Connecting Responsible and Reliable Solutions", encompassing four strategic key areas within Environment, Social and Governance.

Along with our overall focus on responsible business conduct, our ESG strategy is aligned with our double materiality assessment for the EU Corporate Sustainability Reporting Directive (CSRD) and our commitment to the Sustainable Development Goals.

### Responsible production and consumption

MacArtney has an environmental footprint in our daily operations and production at our facilities around the world. This includes sourcing and purchasing of materials and products, waste generation, electricity consumption, food waste, recycling and much more.

Here, we are working on responsible purchasing and sourcing, optimizing our use of energy, recycling and recirculating our waste and resources, innovating our products and solutions and implementing take-back systems of our products.



### Carbon accounting and reduction

MacArtney acknowledges climate challenges as one of the biggest challenges that we face today, and we want to do our part as a company and reduce our carbon emissions and inspire our employees to do the same. Therefore, we are in the process of mapping our Scope 1 and 2 emissions and setting reduction targets in line with the Paris Agreement. We have also taken the first steps in developing a Scope 3 baseline.



### Supporting life below water

MacArtney specializes in deep sea operations where we want to connect oceans of knowledge. We believe that our products and solutions have a pivotal role to play in the responsible development of our industry. Therefore, we want to engage in partnerships with customers and institutions that supports and strengthens life below water through research, ocean science and much more.



### Social and corporate responsibility

Being a family-owned business, MacArtney has always had a strong set of values. We have a "do the right thing" attitude when conducting our business and we want our employees to feel safe, included and respected. This also includes our value chain, where we are working with a supplier Code of Conduct that states our expectations in line with UN Global Compact towards our suppliers within human rights, labour rights, environmental issues and anti-corruption and bribery.







# UN 17

## The framework for our ESG actions **Sustainable Development GOALS**

The 17 Sustainable Development Goals (SDG) were developed by the United Nations in 2015 to outline the most urgent global challenges towards 2030. The SDGs also work as a powerful communication tool to spread awareness and report on actions for both the private and public sectors.

The SDGs provide the framework for how MacArtney Group works with ESG and is hence being used as a tool towards employees, customers, suppliers, and partners when communicating about ESG.

In 2023, we mapped our work within the SDGs to assess where we have direct and indirect impacts. Our operations directly impact the four following goals, and we have chosen to focus our efforts on them. The goals are linked to actions in our ESG strategy.



### **Decent work and economic growth**

The wellbeing and safety of our employees is one of the most important areas of our business. We care for people and want to offer all our employees safe and healthy working conditions and remain an attractive workplace.



### **Responsible consumption and production**

With engineering, development, production and refurbishment facilities worldwide, we are working to ensure responsible production and consumption. This goes for both our daily operations and procurement and throughout our product lines and supply chain.



### **Climate action**

Decarbonisation and mitigating climate change to meet the Paris Agreement in 2030 is one of the most important challenges of today. We want to take responsibility as an international company by measuring and reducing our greenhouse gas emissions.



### **Life below water**

As a company operating in the maritime sector, we have a responsibility to ensure environmentally sound oceans. Our products impact different sectors at sea, and we aim to partner with companies and organisations supporting life in the ocean.



The double materiality assessment showed that the following topics are material and, therefore, significant priorities for MacArtney in relation to ESG:

**Climate change**

**Marine Ecosystems**

**Resource consumption**

**Health and safety**

**Working conditions and human rights**

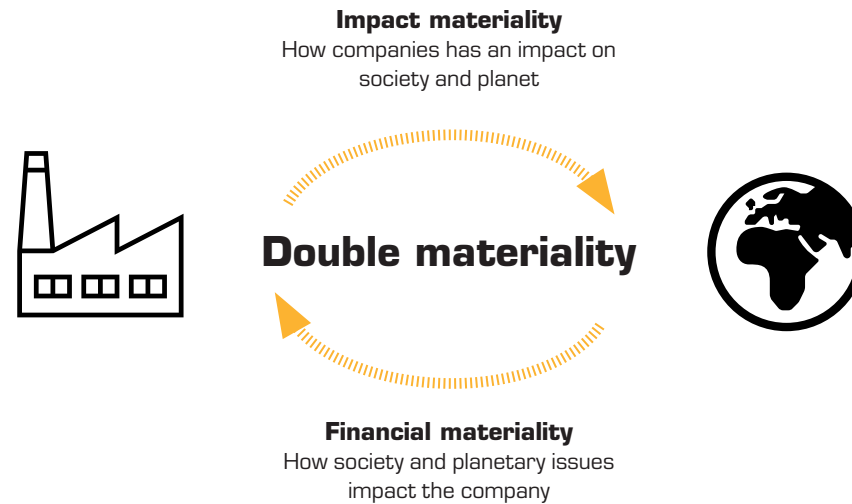
**Data and cyber security**

**Business ethics and anti-corruption**

# Double materiality and risk assessment

During the fall of 2023, we conducted a double materiality assessment with help from an external consultancy firm. The double materiality assessment lays the foundation for our upcoming reporting on the EU Corporate Sustainability Reporting Directive (CSRD), which is expected to become effective for MacArtney Group in the fiscal year 2025-26. By conducting the double materiality assessment, we have positioned ourselves sensibly in the process of building the extensive foundation of data that CSRD will require us to report on.

The results and findings from the double materiality assessment are linked to the MacArtney Group's ESG Strategy. This ensures a clear focus on our strategic ESG work in the coming years, so that we are working with ESG topics that have been found material for our business and which create the most value for our customers, suppliers, employees and other stakeholders.





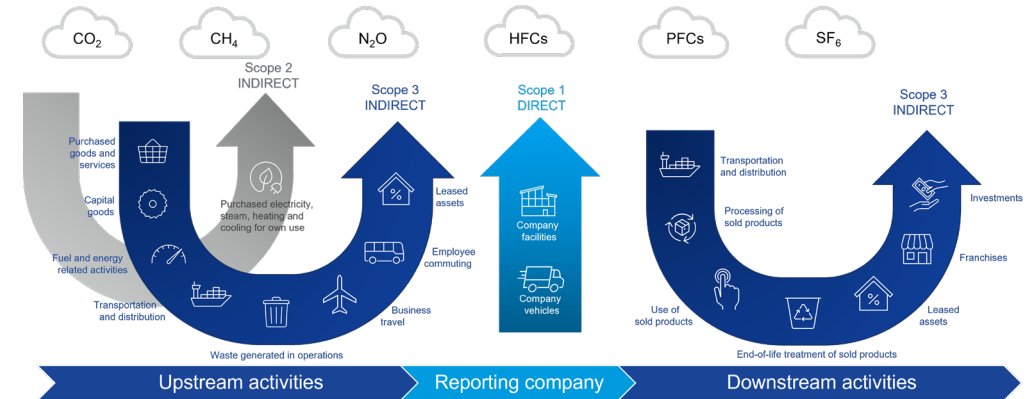
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# Our environmental impact

The footprint we leave in our production and consumption



MacArtney Group design, develop and produce high quality solutions for various sectors within marine & offshore, ocean science, naval and energy. This leaves an environmental footprint in various ways. To conduct our business in a responsible way, we have mapped our biggest environmental impacts in our double materiality assessment.

The assessment showed that we have an environmental footprint when we source and use raw materials, produce our products, consume energy, generate waste and much more. To support the green transition of our industry, we have extended our environmental policy to measure our carbon emissions as well as our utilities and waste to reduce our environmental impact as a company.

Our reporting on our environmental impact is mainly focused on our Scope 1 and 2 emissions according to the Greenhouse Gas Protocol (GHG). In the coming years, we will be expanding our Scope to cover more Scope 3 categories, including logistics, sourcing, purchasing and end-of-life.

### Recycling of oil at Macartney Hydraulics

MacArtney Hydraulics has found a way to purchase reused oil for their productions, cutting the CO<sub>2</sub> emissions remarkably.

One tonne of re-refined waste oil replaces the extraction of 29 tonnes of crude oil which saves around 1.5 tonnes of CO<sub>2</sub> compared to one tonne of crude oil.

### Greener solutions at HQ warehouse

The warehouse team in Esbjerg has found a new solution to reduce the amount of plastic. By buying pockets for delivery notes in 100% paper instead of plastic, we use a renewable source of packaging. Step by step, we increase the responsible solutions across our business.

## Mapping Scope 1 and 2 emissions from our Danish operations

For the first time, we have mapped the Scope 1 and 2 CO<sub>2</sub>e emissions at our Danish operations through fuel consumption from MacArtney-controlled sources (Scope 1) and our electricity and heating (Scope 2). Our ambition is to have a full Scope 1 and 2 climate budget at Group level in next year's ESG report.

In 2023, we partnered up with Esbjerg Municipality to become a Climate Partner heading for CO<sub>2</sub> neutrality at our HQ in 2030. The partnership commits us to setting specific targets towards 2030 to reach carbon neutrality.

Total Scope 1 and 2 DK (tonnes)		
		2022-23
Scope 1	Fuel consumption from company-controlled sources	114
Scope 2	Heating and electricity	258

### Climate partner with Esbjerg Municipality

In 2023, MacArtney became a climate partner with Esbjerg Municipality, where our HQ resides. Esbjerg has a goal of becoming CO<sub>2</sub> neutral in Scope 1 and 2 in 2030, and climate partners commit to supporting this goal by aligning their company climate goals accordingly.

MacArtney's reduction plans include purchasing renewable energy and converting company cars from fossil to electric.



## Electricity consumption

MacArtney has an ambition to be powered by 100% renewable energy across Group functions in 2028.

As of now, all our facilities in DK run on renewable energy, and one of our facilities is equipped with a ground source heat pump system, which minimises the CO<sub>2</sub> emissions from heating.

We are monitoring our energy consumption across our locations and working with ongoing energy optimisation such as conversion to LED, nocturnal heating regulation, sensors, etc.

Even though we are powered by renewable energy, there are still greenhouse gas emissions due to a fraction of the energy sources being organic fragments.

Total electricity consumption DK (kWh)			
	2022-23	2021-22	2020-21
Electricity	1.304.515	1.101.473	991.475
Share of renewable energy*	100% renewable	N/A	N/A

\*Authenticity by certificates



**INDUSTRY:**  
**WIND**



As a global supplier of marine offshore applications, MacArtney Offshore Wind Solutions is committed to providing high-quality and reliable solutions for offshore wind energy projects. Often, these projects involve close co-operation with the customer to identify technical needs and expectations.

MacArtney Offshore Wind Solutions owns and includes all value chain steps from engineering, automation, and production to service, enabling efficient and cost-effective solutions that bring value to the customer.

The aim is to be a trusted partner for customers, supporting them in achieving their green energy goals safely and sustainably.

## Waste management and recycling

Our Danish operations follow the EU Waste Directive, and we are sorting our waste in fractions to recycle as much as possible. In 2022-2023, we generated 294 tonnes of waste at our Danish operations. From this, 269 tonnes were recycled in fractions through our suppliers in waste handling, resulting in a recycling rate of 91%, which is 8% higher than last year.

We are working on mapping all our used resources to determine if they can be re-used. And, most importantly, we want to minimise the amount of waste generated in the first place.

Total waste and recycling DK			
	2022-23	2021-22	2020-21
Total waste (tonnes)	294	264	225
Recycled (tonnes)	269	222	90
Recycled %	91	84	40

## Ongoing transition to electric vehicles

MacArtney has a goal of having 90% electric company vehicles and 50% electric vehicles above 3,5 tonnes in 2028.

To accelerate this conversion, we have established our own charging stations at our HQ.

Company-owned and leased vehicles DK		
	Percentage	Number
Fossil (including hybrid)	82%	18
Electric	18%	4



# Organic canteen and reduction of food waste

MacArtney HQ has outsourced the canteen services to ISS, and we have obtained the Bronze Organic Label. This means that 30-60% of the consumption in our canteen is organic. There is a strong focus on using seasonal ingredients and recipes, and we are continuously working towards reducing our food waste. The food waste that we generate is converted into bioenergy.



To reduce food waste, ISS has presented an opportunity in the ISS App to purchase leftover meals at a favourable price for all employees. This way, we give our employees the opportunity to bring home delicious food while we prevent food from being discarded.

Total food waste HQ (tonnes)	
	2022-23
Food waste	3.6
Conversion to bioenergy	100%







# Social responsibility

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# Our social responsibility

The health, safety and wellbeing of our employees

Our employees are our most important resource, and we are committed to maintaining a strong safety and wellbeing culture throughout our organisation. This extends to our supply chains, where we have a Supplier Code of Conduct focusing on human and labour rights.

We also have a clear focus on being a strong member of our local community, contributing to a broad range of projects and participating in different events in culture and sports.



MacArtney offers annual first aid courses to its employees to ensure a safe working environment and equip them with the skills to respond effectively in emergency situations.



## Employee engagement and retention

At MacArtney, we measure our employee engagement annually using the Employee Net Promotor Score (eNPS), a widely adopted indicator of employee experience and sentiment. The eNPS score ranges between -100 to 100 where a score of 10 or higher is considered good and a score above 80 is considered exceptional across all industries. We have set a 2028 global goal of an eNPS at 40. This year, our score across group locations was 26, and we are working determinedly on improving the wellbeing and engagement of all our employees.

Retaining our talented workforce is a top priority. We target a voluntary turnover rate of 14% for both blue and white-collar positions. This year, our employee turnover rate was 16%.

Category (Group Level)	
	2022-23
Employee net promotor score (eNPS)	26
Employee turnover rate	16%



## Health and safety

Our commitment to health and safety is based on our values. We care for people. MacArtney is working with health and safety standards across all our operations and ensure that all personnel receive proper training and updates. Our headquarters in Denmark is ISO 45001 certified, and we monitor and manage safety regulations weekly across our subsidiaries. We conduct regular fire drills and simulations, and our employees are offered first aid courses.

All employees should trust that they are safe and secure while at work. This goes for all types of jobs within the MacArtney Group, including jobs carried out on land or at sea and under difficult circumstances.

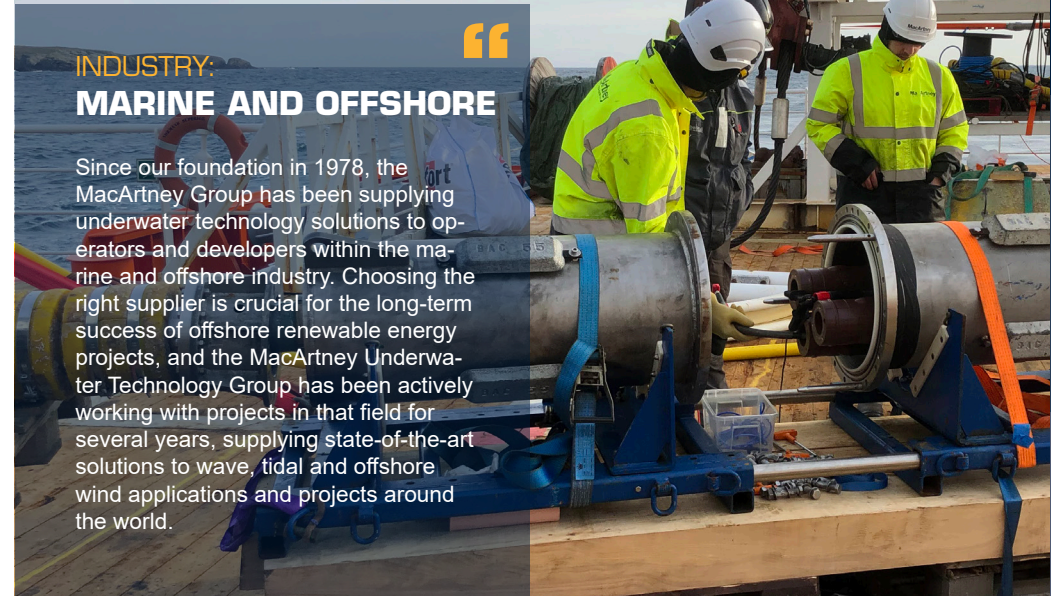
es. We provide the frames for a healthy work environment and a contribution to a healthy living. Unfortunately, this year we had two work-related injuries resulting in 16 days off work. Our target is to have zero work-related injuries. On average, across the group, we had 7.1 sick days per FTE.

Category (Group Level)	
	2022-23
Work related injuries (WRI) – days off work	16
Average sick days/Full-time employees (FTE)	7.1

### Apprentices at our workshops

MacArtney engages a broad range of apprenticeships and flex workers across our organisation.

At one of our workshops in Denmark, we employ six apprentices within metal works through a collaboration with the Danish Metalworker Union (Dansk Metal).



### INDUSTRY: MARINE AND OFFSHORE

Since our foundation in 1978, the MacArtney Group has been supplying underwater technology solutions to operators and developers within the marine and offshore industry. Choosing the right supplier is crucial for the long-term success of offshore renewable energy projects, and the MacArtney Underwater Technology Group has been actively working with projects in that field for several years, supplying state-of-the-art solutions to wave, tidal and offshore wind applications and projects around the world.

## Diversity and inclusion

MacArtney wants to remain a diverse and inclusive company where everyone feels welcome, respected and included. As an industry that is typically male dominated, we are committed to increasing the number of female managers within our organisation. Our goal is to

have 33% female executives and managers at our company by 2025-26. As of this year, we have achieved 25%. One of our focus areas is our recruitment process, where we aim to always having female applicants among the relevant candidates.



Category (Group Level)	
	2022-23
Female managers	25%
Female employees	31%





# Local engagement

It has always been a part of MacArtney's DNA to engage with the society and local community we are a part of.

The operations individually choose the causes to support and events to engage in.

At HQs, for example, to illustrate the type of activities we engage in, we support the Danish Cancer Society (Knæk Cancer) and the Danish Childhood Cancer Foundation. We encouraged employee participation through a "Football Shirt Day", during which MacArtney donated an amount to the cause for every football shirt an employee wore.

We also sponsor various cultural and sports organisations in the community, including the local Hjerting IF youth football club, the Fisheries and Maritime Museum in Esbjerg, a new padel tennis court, and much more. Additionally, we participate in the local Vestkystløbet (West Coast Run) as an event to promote the health and well-being of our employees as well as a cosy, social occasion.

Our employees back all activities, and we are happy to see a high engagement level in all operations globally.



# Governance

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# Responsible business conduct and governance

At MacArtney we see reliability, integrity, and trustworthiness as fundamental principles for our business. Being a company with strong values, we seek to uphold a high degree of trust and decency towards our business partners, and we operate by a Corporate Code of Conduct.

We have had an extensive focus on governance actions this year as part of our mission of setting a thorough and holistic baseline for our work with ESG, that sets the foundation for governance at MacArtney Group.

*For full Code of Conduct material, please check our website >>*

## Our Code of Conducts



### Corporate

MacArtney has developed a new Corporate Code of Conduct consisting of 10 principles aligned with the UN Global Compact. It guides our employees, customers, suppliers, and other stakeholders in responsible business conduct at MacArtney.

The Code of Conduct is under implementation across the Group.



### Supplier

In 2023, we revised and updated our supplier Code of Conduct, which is now under implementation.

We expect our suppliers to apply to the 10 principles of the UN Global Compact, which is the cornerstone of the policy. This includes human rights, labour rights, environmental awareness and anti-corruption and bribery. The supplier Code of Conduct also covers the use of conflict minerals.



### Employee

MacArtney's Code of Conduct for employees is a set of guidelines and principles that define our employees expected behaviour and ethical standards.

The Code of Conduct focuses on how we work and interact with stakeholders, and is an independent article in MacArtney Group's Corporate Code of Conduct.



### Whistleblower

MacArtney wants to act on principles of accountability, openness, and cooperation, including the ability for employees and collaborators to act on critical matters. The whistleblower system is established on our website and offers a confidential and safe way to report any irregularities or illegalities within the company.

Internal and external persons can submit information about criticisable relationships or report actions that are unethical, illegal, or violating internal policies. The scheme aims to bring matters to light that would not otherwise have been reported. Incidents may be reported confidentiality with

**INDUSTRY:**  
**NAVAL**

More than three decades ago, MacArtney entered the worldwide defence contractors and navies markets. Our Scope of deliveries represents all of our system groups and includes classified deliveries. MacArtney delivers turnkey solutions to the defence industry, supplying connectivity products, instrumentation, deck and over-the-side handling equipment such as cables, sonars and winches. Leading-edge technology for the world's defence markets is a must. Our main defence customers cover operations in various fields, including hydrography, harbour surveillance, coastal and fisheries inspection, submarines, and mine counter measurement.

name and contact details, or one can choose to be 100% anonymous.

### Anti-corruption and bribery

As stated in our Corporate Code of Conduct, we have a zero-tolerance policy for corruption and bribery across our organisation. We are obliged to abide by the laws and regulations in the countries we conduct our business.

### Respect for human rights and labour rights

Social responsibility is at the heart of our business, and respect for human rights and labour rights is of high importance in the way we conduct our business. We comply with present laws and regulations regarding labour and employment laws and expect our suppliers and partners to do the same through our Supplier Code of Conduct.

### IT and data ethics policy

MacArtney A/S is responsible for the information provided by customers, employees, or other stakeholders and processed by MacArtney A/S. Personal information is treated with respect for

the confidentiality of the information and for the privacy of the stakeholders.

There is a clear policy describing that personal information is used respectfully for employees, customers and other stakeholder's privacy to ensure compliance with the Data Protection Act, the General Data Protection Regulation (GDPR) and Cybersecurity Maturity Model Certification (CMMC).

### Taxation

MacArtney has a tax policy in place to establish a process for managing tax efficiently. This policy states that we strive to comply with applicable laws and regulations and act in an ethically sustainable and socially responsible way in all our business activities. Along with our employees, we form part of the local community where we operate.

### Management and board of directors

We have a target of 33% female members of the Board of Directors. This year, we had 20% female representation.





# ESG data

Our ESG key figures



Danish operations	
Environmental data	Baseline year 2022-2023
CO <sub>2</sub> e. Scope 1 (t)	114
CO <sub>2</sub> e. Scope 2 (t)	258
Energy consumption from electricity (kWh)	1,307,515
Share of renewable (%)	100
Water consumption (m <sup>3</sup> )	1080
Total waste (t)	294
Recycled waste fractions (t)	269
Recycled waste fractions (%)	91
Electric vehicles (%)	18

Group operations	
Social data	Baseline year 2022-2023
FTE (no.)	474
Female employees (%)	31
Female managers (%)	25
Employee turnover (%)	16
WRI – days off work (no.)	16
Average sick days (no.)	7.1
Employee engagement (eNPS)	26

Group operations	
Governance data	Baseline year 2022-2023
Gender diversity – female members of Board of Directors (%)	20
Attendance at board meetings (%)	100

Source of method: FSR/Nasdaq



**Headquarters:**

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**MacArtney**  
UNDERWATER TECHNOLOGY

**MacArtney**  
OFFSHORE WIND SOLUTIONS

**MacArtney**  
HYDRAULICS