



Marine Technologies LLC

Annual report: Transparency Act - Due Diligence Report for 2024

Issue date: **25.06.2025**

TABLE OF CONTENTS

| | |
|---|----------|
| Revision table | 2 |
| INTRODUCTION | 2 |
| ABOUT Marine Technologies | 2 |
| Marine Technologies - MISSION..... | 3 |
| Marine Technologies - VALUES | 3 |
| Marine Technologies – WORKING ENVIRONMENT | 4 |
| Marine Technologies – MANAGEMENT SYSTEM & CERTIFICATION | 4 |
| THE TRANSPARENCY ACT | 4 |
| PERFORMANCE OF DUE DILIGENCE..... | 5 |
| GOVERNANCE AND RESPONSIBILITY | 5 |
| RESULTS FROM DUE DILIGENCE ASSESSMENT..... | 5 |
| EXTENDED SCOPE IN 2024 | 5 |
| MAPPING THE SUPPLY CHAIN..... | 5 |
| RISK MAPPING | 6 |
| OWN OPERATIONS..... | 6 |
| Supply chain measures..... | 7 |
| MEASURES CONSIDERED FOR STRENGTHENING DUE DILIGENCE | 7 |
| KEY VENDORS | 8 |
| YEAR-OVER-YEAR COMPARISON | 8 |
| RIGHT OF ACCESS..... | 8 |
| SIGNATURES | 9 |



Revision table

| | | | | | |
|------------|----------------------------------|-------------------------------|----------------------------|-----------------------------|------------------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| 1 | 25.06.2025 | Transparency Act, report 2024 | LMB | ST | JM |
| Rev | Date dd.mm.yyyy | Reason for issue | Issued by | Checked by | Approved by |

INTRODUCTION

The Norwegian Transparency Act, which entered into force on 1 July 2022, requires larger companies to carry out due diligence assessments and publicly report on their efforts to ensure respect for fundamental human rights and decent working conditions across their operations and supply chains.

This report outlines Marine Technologies LLC's due diligence activities conducted throughout 2024. It provides insight into the company's approach to identifying, assessing, and addressing actual and potential risks in its supply chain and internal operations. The report also presents key findings, implemented measures, and planned improvements as part of our ongoing commitment to responsible business conduct and transparency.

Marine Technologies is committed to continuous improvement in safeguarding human rights and ensuring that our partners and suppliers align with internationally recognized standards and ethical expectations.

ABOUT MARINE TECHNOLOGIES

Marine Technologies (MT) was established in 2002 in Mandeville, Louisiana, USA. Initially, MT operated with a small development office in Egersund alongside the main office in the U.S. Today, MT maintains two equal offices in Egersund and Mandeville.

The company was founded to serve as the core technology developer and provider for Edison Chouest Offshore, the world's largest privately-owned shipbuilder. MT continues to serve this role with pride.

Over the past two decades, the company has expanded its workforce and product portfolio, now offering a comprehensive range of maritime technology solutions for various vessel types.

Marine Technologies - MISSION

Marine Technologies crafts high-quality products and services for vessel control, remote operations, autonomy, data collection, and decision support. Our goal is to promote sustainability and reliability through durable, operable solutions that serve ship owners and crews.

Marine Technologies - VALUES

VALUES

Marine Technologies fosters a culture of open communication across all levels of the organization and with our customers. We prioritize quality in every service and product we deliver.

Externally, our company and employees are recognized for:

- Integrity
- Openness
- Trustworthiness
- Service and Quality orientation
- Customer focus

Internally, we are committed to:

- Employee welfare
- Continuous development
- Empowerment and trust across all roles

These values guide our daily actions and define how we are perceived by customers and society.



Marine Technologies – WORKING ENVIRONMENT

Founded by Norwegians in the U.S., MT has a unique understanding of cross-cultural work environments. This has shaped our personnel policies. Our workforce is diverse in background and education, and we believe this diversity strengthens our operations.

Marine Technologies – MANAGEMENT SYSTEM & CERTIFICATION

MT operates under a continuous improvement philosophy using the Plan-Do-Check-Act cycle and adheres to the following standards:

- ISO 9001 (Quality Management)
- ISO 14001 (Environmental Management)
- ISO 45001 (Occupational Health and Safety)
- ISO 27001 (Information Security)

MT also holds MED-B and MED-D Marine Directive Certificates.

THE TRANSPARENCY ACT

The purpose of the Transparency Act is to:

1. Promote respect for and compliance with fundamental human rights and decent working conditions in the production of goods and provision of services.
2. Ensure public access to information about how companies address actual and potential negative impacts on human rights and working conditions.

PERFORMANCE OF DUE DILIGENCE

GOVERNANCE AND RESPONSIBILITY

Marine Technologies ensures that human rights and decent working conditions are safeguarded throughout the value chain through the following policies and procedures:

- Health, Safety and Environmental Policy
- Mission Statement, Code of Conduct and Ethics
- Personnel Health and Safety Management Procedure
- Vendor QHSSE Requirements
- Vendor Rating Procedure

The President has the overall responsibility for compliance with the Transparency Act, while the Managing Director in Norway holds executive responsibility.

RESULTS FROM DUE DILIGENCE ASSESSMENT

EXTENDED SCOPE IN 2024

In 2023, Marine Technologies assessed its 20 largest suppliers based on total annual purchase value. For 2024, this scope was expanded to include the **top 25 suppliers**, thereby strengthening the depth and coverage of our due diligence efforts.

The increase allows for better representation of emerging vendors and ensures our risk mapping remains aligned with actual purchasing trends. This broader sample also enhances our ability to detect shifts in supplier risk exposure over time.

MAPPING THE SUPPLY CHAIN

In 2024, MT compiled a full list of active suppliers and proceeded with a due diligence review of the top 25 based on annual purchase value. These suppliers were evaluated against a range of risk indicators.

Each supplier was assessed using the following criteria:

- Country of origin
- Product group
- Internal Vendor Rating

- ITUC Workers Rights Index
- CLR Labor Rights Index

Whether the company is covered by the Transparency Act

RISK MAPPING

We acknowledge that technical products often involve complex supply chains with inherent risks of human rights violations and poor labor conditions. As part of our assessment:

- We conducted four on-site audits in China in 2023
- Reviewed ITUC and CLR scores for all suppliers
- Collected ISO and policy data where available
- Verified whether suppliers had published Transparency Act reports or equivalent documentation

Of the 25 suppliers assessed:

- **18 suppliers** were based in Norway, considered low-risk (ITUC = 1, CLR >90). Most had ISO certifications, and several had published Transparency Act reports.
- **3 suppliers** were based in China, identified as high-risk (ITUC = 5, CLR = 73.5). Transparency documentation was generally lacking.
- **4 suppliers** from countries such as the UK, USA, Israel, and Germany were considered moderate-risk (ITUC 3–4, CLR 63–88). While some had ISO and compliance policies, only a few had published Transparency Act-related documentation.
- All suppliers from China are classified as high-risk and monitored accordingly. However, only three of them are part of our Top 25 suppliers based on purchase value in 2024.

No confirmed violations were found. However, the absence of reporting from certain suppliers, especially those in higher-risk jurisdictions, requires continued monitoring and outreach.

OWN OPERATIONS

No violations or elevated risks were found in Marine Technologies' own operations in 2024. Internal HSSEQ systems are in place and function as intended.

SUPPLY CHAIN MEASURES

Marine Technologies has implemented a structured approach to managing supply chain risk, with a focus on high-risk suppliers. Current and ongoing measures include:

- Internal classification of suppliers using country-level risk data (ITUC, CLR), ISO certifications, and Transparency Act compliance
- Site audits and interviews with selected suppliers (notably in China)
- Maintenance of an updated supplier risk registry, with documentation tracking and scoring of key vendors
- Screening of all new key vendors during onboarding for human rights and working condition risks
- Follow-up activities for missing or insufficient documentation
- Marine Technologies actively seeks to source from European suppliers where feasible, as part of a broader effort to reduce supply chain risk and strengthen alignment with recognized labor and human rights standards
- MT will continue conducting on-site audits of selected suppliers in high-risk regions, particularly in China, as part of our ongoing risk management efforts

These measures support a risk-based and proactive approach to due diligence across MT's supplier base.

MEASURES CONSIDERED FOR STRENGTHENING DUE DILIGENCE

In addition to ongoing measures, MT is evaluating or preparing the following enhancements:

- Marine Technologies has initiated a dialogue with the industry alliance TheVit, and joining a collaborative initiative remains under consideration
- Expanding internal training modules across relevant functions to build awareness and strengthen implementation of due diligence obligations
- Review and reinforcement of contractual clauses to include due diligence and transparency obligations



KEY VENDORS

Marine Technologies has defined a group of strategic suppliers as **Key Vendors**, which are subject to enhanced monitoring. These vendors are selected based on purchase volume, criticality of the supplied components, and country-of-origin risk.

Key Vendor Management includes:

- Biannual vendor rating updates
- Closer follow-up for vendors flagged as yellow (medium risk) or red (high risk)
- Escalation protocols for non-conformities or absence of due diligence documentation

This structured follow-up enables targeted risk mitigation and ensures alignment with our values and regulatory expectations.

YEAR-OVER-YEAR COMPARISON

We conducted a year-over-year comparison of our Top 25 suppliers by total purchase value:

- **9 suppliers** remained in the Top List in both 2023 and 2024
- **6 suppliers** from the 2023 list dropped out of the Top 25 in 2024
- **10 new suppliers** entered the Top 25 in 2024

While the number of high-risk suppliers remained stable, changes in the supplier mix emphasize the importance of reviewing new vendors thoroughly and reassessing returning ones. The shifts reflect evolving procurement patterns and underline the need for continued, systematic due diligence.

RIGHT OF ACCESS

Marine Technologies received no requests for information under Section 6 of the Transparency Act in 2024.

Any future requests may be directed to: contact@mtllc.us



MARINE TECHNOLOGIES

SIGNATURES

A handwritten signature in blue ink, reading 'Jan Mikalsen'.

Jan Mikalsen, President

A handwritten signature in blue ink, reading 'Sveinung Tollefsen'.

Sveinung Tollefsen, General Manager Norway