

# Muehlhan Wind Service A/S

Muehlhan Wind Service is a global leader in the wind energy sector, offering comprehensive services in wind turbine installation, operation, and maintenance across 35 countries. With a strong passion for renewable energy, Muehlhan Wind Service provides tailored solutions that meet the diverse needs of its clients, all while contributing to a more sustainable future.

CASE: As part of Muehlhan Holding, Muehlhan Wind Service is spearheading the creation of a comprehensive GHG report for 2024, covering all subsidiaries. In light of upcoming EU regulations, this initiative is crucial for ensuring compliance and advancing the company's commitment to sustainability. The report will serve as the foundation for future CO<sub>2</sub> reduction efforts and support Muehlhan Wind Service's long-term goal of climate neutrality.

## OVERVIEW

Company	Muehlhan Wind Service A/S
Location	Navervej 10, 7000 Fredericia
Contact person	Thomas Kristian Molbech – ESG Lead

## COMPANY PROFILE

Muehlhan Wind Service is a leading independent service provider in the wind energy sector. Operating globally, the company offers comprehensive services in wind turbine installation as well as solutions for operation and maintenance across more than 35 countries worldwide.

Driven by a passion for wind energy and a commitment to making a difference for its customers, Muehlhan Wind Service is proud to deliver projects of all sizes through seven business units: Offshore Installations, Onshore Installations, HV & Electrical Services, Blade Inspections & Repairs, Service & Statutory Inspections, Painting & Corrosion Control, and Staffing Solutions.

With significant size, scope, and expertise, the company serves as a trusted advisor to leading players in the wind energy industry, covering core areas such as preparation and installation, advanced blade repairs, complex rope access tasks, main component replacement, and painting and corrosion control.

Muehlhan Wind Service operates under Muehlhan Holding. Muehlhan Holding's expertise is built on over 140 years of experience across four industries. With more than 3,000 employees in 30 different locations and subsidiaries, Muehlhan Group is a global organisation. Muehlhan Wind Service, established in 2017 and headquartered in Fredericia, is a fast-growing division with more than 250 employees and an additional 3,000 technicians during peak seasons.

In 2022, Muehlhan Holding was acquired by One Equity Partners, enhancing the company's strategy and growth trajectory. This acquisition enables continued expansion while maintaining an unwavering customer-focused approach. Muehlhan Wind Service is based in Fredericia, while Muehlhan Holding's headquarters are located in Hamburg, Germany.

## CASE DESCRIPTION

Muehlhan Wind Service (MWS), part of Muehlhan Holding, has recently published its GHG account for 2023. With increasing pressure from the EU, particularly through the upcoming CSRD (Corporate Sustainability Reporting Directive), there is now a growing demand for transparency and comprehensive sustainability reporting. In preparation for these new regulations, MWS has taken responsibility for preparing a consolidated GHG report for the entire Muehlhan Holding for 2024. The report will include both MWS and Industrial Services, which together form Muehlhan Holding, to ensure the group complies with stricter sustainability reporting requirements.

Beyond meeting regulatory demands, MWS is deeply committed to reducing its environmental impact and contributing to a greener future. Their sustainability strategy is driven not only by compliance but by a genuine ambition to minimise their carbon footprint and take a leading role in the green transition. They strive to integrate sustainability into all aspects of their business and ensure they act responsibly for both the environment and their stakeholders. This project will lay the foundation for future emissions reductions and support their long-term goal of climate neutrality, while preparing them to meet EU requirements.

To achieve this, MWS is seeking a talented team to support the collection, analysis, and preparation of the climate accounts. The talent team will play a crucial role in ensuring Muehlhan Holding meets both internal and external sustainability and GHG-emissions reporting requirements. This is a complex project, as data must be collected from several subsidiaries, and it is essential that all data is processed correctly and accurately according to relevant standards, such as the GHG Protocol. This requires a multidisciplinary approach with a focus on precision, sustainability, and strategic insight. The talent team will be assisted by Thomas, but also a former talent from LEAD THE TALENT.

The goal is to obtain a clear overview of the group's total climate impact, identify emission sources, and establish the foundation for future reduction initiatives. MWS has committed to reducing its CO<sub>2</sub> emissions as part of its sustainability strategy and is working towards a future where all business areas contribute to achieving climate neutrality.

## TASKS AND EXPECTATIONS

### **0. Phase: Onboarding and calibration of the project**

#### **1. Phase: Data Collection and Validation**

- 1.1 Data request and gathering:
  - 1.1.1 Contact internal stakeholders and subsidiaries within MWS and Industrial Services to obtain data on Scope 1 (direct emissions), Scope 2 (indirect emissions from energy), and Scope 3 (indirect emissions from the supply chain).
- 1.2 Data validation:
  - 1.2.1 Cross-check collected data to ensure accuracy.

- 1.2.2 Conduct follow-ups with stakeholders where data gaps or inconsistencies are identified.
- 1.2.3 Standardise the data using GHG Protocol guidelines, ensuring a consistent format.

## 2. Phase: Emissions Analysis

- 2.1 Data categorisation:
  - 2.1.1 Organise and sort data into the respective scopes (1, 2, and 3).
  - 2.1.2 Use data categorisation tools or Excel to create visualisations of the main emission contributors.
- 2.2 Scope 3 analysis:
  - 2.2.1 Define the methodology for calculating Scope 3 emissions.
    - 2.2.1.1 Given its complexity, the team should focus on supplier emissions and indirect activities.
  - 2.2.2 Consult with departments such as procurement and logistics for input on supply chain-related emissions.
- 2.3 Data accuracy check:
  - 2.3.1 Run checks to ensure emission data aligns with GHG protocols.

## 3. Phase: GHG Report

- 3.1 Report outline:
  - 3.1.1 Develop a structure for the GHG report that includes data presentation, analysis, and compliance sections.
- 3.2 Content creation:
  - 3.2.1 Make the report, ensuring that data is presented clearly and that insights are easy to follow.
  - 3.2.2 Ensure the report highlights key findings, including the largest sources of emissions.
- 3.3 Compliance check:
  - 3.3.1 Cross-reference the report with both internal standards and external requirements, including CSRD, to ensure full compliance.

## 4. Phase: Strategic Recommendations

- 4.1 Reduction opportunities:
  - 4.1.1 Analyse the identified emissions sources to find areas for improvement.
    - 4.1.1.1 Prioritise sources that contribute the most to Muehlhan Holding's overall footprint.
  - 4.1.2 Brainstorm and collaborate on potential emission reduction initiatives, drawing on industry best practices and innovations.
- 4.2 Action plan development:
  - 4.2.1 Develop a clear, actionable plan with steps Muehlhan Holding can take in the short term (by 2030) and the long term (by 2050).
    - 4.2.1.1 Include cost-benefit analyses for proposed reduction measures where possible.
- 4.3 Presentation:



- 4.3.1 Prepare a brief presentation or executive summary of the report and recommendations for the management team.

## OBJECTIVE AND DESIRED OUTCOME FOR THE COMPANY

Wanted outcome after 8 weeks:

- ✓ A comprehensive GHG report for 2024, which can be used for both internal and external reporting
- ✓ The goal is to use the report as a strategic tool to identify new opportunities for emission reductions and ensure that X Holding can meet its long-term climate neutrality objectives.

A presentation of the report and the recommendations for the management team.

## TALENT PROFILE

MWS is seeking individuals who are passionate about sustainability and equipped with strong analytical skills. Ideal candidates should be organised, proactive, and able to communicate complex data in a clear and accessible manner. Experience with climate accounting and sustainability standards is a plus. In this role, you will collaborate closely with management and various departments, including finance, operations, and procurement, to ensure that sustainability reporting is accurate and meets all necessary requirements.

Having already worked with a LEAD THE TALENT team in 2024, MWS is well-prepared to support you throughout your time with the company. In addition to guidance from Thomas, you will benefit from the insights of a former team member who currently holds a position at MWS after working on a similar ESG project. You'll have access to their learnings and best practices, providing a valuable foundation for your own success.

MWS offers a unique opportunity to make a tangible impact on sustainability and climate accounting within a global corporation. You will gain hands-on experience in data analysis, GHG reporting, and sustainability management. Beyond practical skills, you will join a dynamic, international organisation where you can build a strong network and further develop your expertise in sustainability and climate strategies. With the support of our experienced team, you will play a key role in shaping the company's future sustainability initiatives.

