

# THE STORY



# Our purpose

**We love what we do and always make sure to complete our assignments with a passion for the ocean and respect for the sea. Our ambition is to continuously minimize the carbon footprint of our operations without compromising the high quality of our deliveries.**

We want to be chosen by our clients for our commitment to deliver state-of-the-art solutions that are custom-made to meet the needs of each assignment.

At Njord Survey, people are a priority, as they are the foundation of our company. We succeed by challenging ourselves and continuously pushing boundaries together as a team. We believe that with health comes results and that ongoing development is the key to success.

Another reason why we succeed is our dedicated in-house team, who are involved in every stage of the project. This sets us apart in the industry and makes us truly unique.

We hope you want to come on board and join our journey as we continue to drive the offshore survey industry forward.

See you soon!  
Martin Wikmar CEO





# OUR PROUD HISTORY

## 2015—2020

- Njord Survey is founded with the ambition and purpose of bringing cost-effective solutions to the offshore survey industry
- Member of Achilles, ISO 9001, ISO 14001 and OHSAS 18001
- Njord Internet Solution (NIS) provides high-density data with broadband to and from our vessels
- M/V Northern Wind is purchased and added to our fleet
- Member of UDVB (score: 97 of 100) in the UK
- M/V Lode is purchased and added to our fleet
- Installation of gyroscopes on vessels to improve data quality and work environment
- Change engines on Lode to state-of-the-art engines, HVO100 biofuel compatible
- Njord Survey becomes a proud sponsor of the Norwegian forum for Offshore Survey and Positioning (NOSP)
- M/V Northern Star is purchased and added to our fleet
- Change all engines Northern Wind, HVO100 compatible
- M/V Northern Storm is purchased and added to our fleet
- We continue to expand and move to a new office at Kajskjul 107
- Convert OHSAS 18001 to ISO 45001
- State-of-the-art stabilization system mounted



## 2021—2025→

- Together, we define our company values to pinpoint the Njord culture – who we are and what we offer
- Member of EcoVadis for sustainability
- Change all engines Northern Storm, HVO100 compatible
- First fully HVO100 biofuel project executed
- Implement a Career and Competency framework
- Conduct our first fully carbon-neutral project
- All benefit cars fully electric or plug-in hybrid
- All company cars HVO100 compatible
- Purchase our first electric unmanned vessel
- First fully electric vessel project conducted
- Move into a new office
- HVO100 biofuel in all OWF projects
- HVO100 biofuel in MCA Lot1 projects
- Purchase of efficient electric AUV
- New majority owner, Sobro
- Employees get opportunity to become co-owners





# About us

Njord Survey was founded in 2015 with the ambition and purpose of bringing cost-effective solutions to the offshore survey industry. We offer high-quality hydrographic and geophysical surveys for marine construction, navigation, dredging operations, charting, and more.

## OUR VISION

Pushing boundaries to bring cost-effective solutions to the market.

## OUR MISSION

We constantly develop and improve ourselves, together with our clients, so that all assignments will be a recommendation for the future.

A person with long dark hair in a braid, wearing a dark jacket, is leaning out of a window on the side of a dark-colored ship. They are looking out at a sea of offshore wind turbines with white towers and yellow bases. The ship's hull has the word "SURVEY" written in large, white, sans-serif capital letters. The sky is a mix of blue and orange, suggesting sunset or sunrise. The ship's wake is visible in the water.

SURVEY



# Our fleet



At Njord Survey, we have a flexible fleet consisting of vessels of various sizes. Our vessels operate across Europe and are equipped with high-tech systems and experienced personnel for effective and qualitative data collection. Each vessel has a permanently hull-mounted Kongsberg multibeam configuration for offshore survey operations. These highly accurate multibeam configurations produce one of the largest swaths available on the market, providing our clients with a qualitative and cost-effective solution.

## OUR SET-UP

We have a dedicated offshore crew working onboard our vessels to ensure high-quality data is collected before it is sent to the onshore team for processing. Our onshore team consists of geophysical and hydrographic specialists who analyze the data using the latest techniques and technology. The onshore and offshore teams work closely together to deliver excellent data to our clients.

We are at the forefront of transferring high-density data with cutting-edge solutions, utilizing LTE and LEO satellite constellations to and from our vessels. The collected data is transferred in real-time to secure cloud storage, providing a third backup for enhanced data security. Through this advanced setup, we minimize offshore personnel's time spent on data acquisition, while onshore reporting staff can virtually access and manage operations via remote collaboration tools. This solution reduces HSE exposure for offshore work by enabling data processing from our Gothenburg office. We continuously stay updated on innovations to improve our technical infrastructure.

## HEALTH, SAFETY, ENVIRONMENT & QUALITY

At Njord Survey, HSEQ is integrated into everything we do. We constantly evaluate and improve our health, safety, environmental, and quality standards by learning from and developing client requirements, needs, and expectations alongside internal guidelines, processes, and procedures. Ensuring a safe and healthy work environment for our team is our highest priority, which is why we are certified under the international management system for work environment, ISO 45001.

Njord Survey complies with environmental laws and emission regulations and is certified under ISO 14001 for environmental management. We are also EcoVadis members to demonstrate our commitment to sustainability.

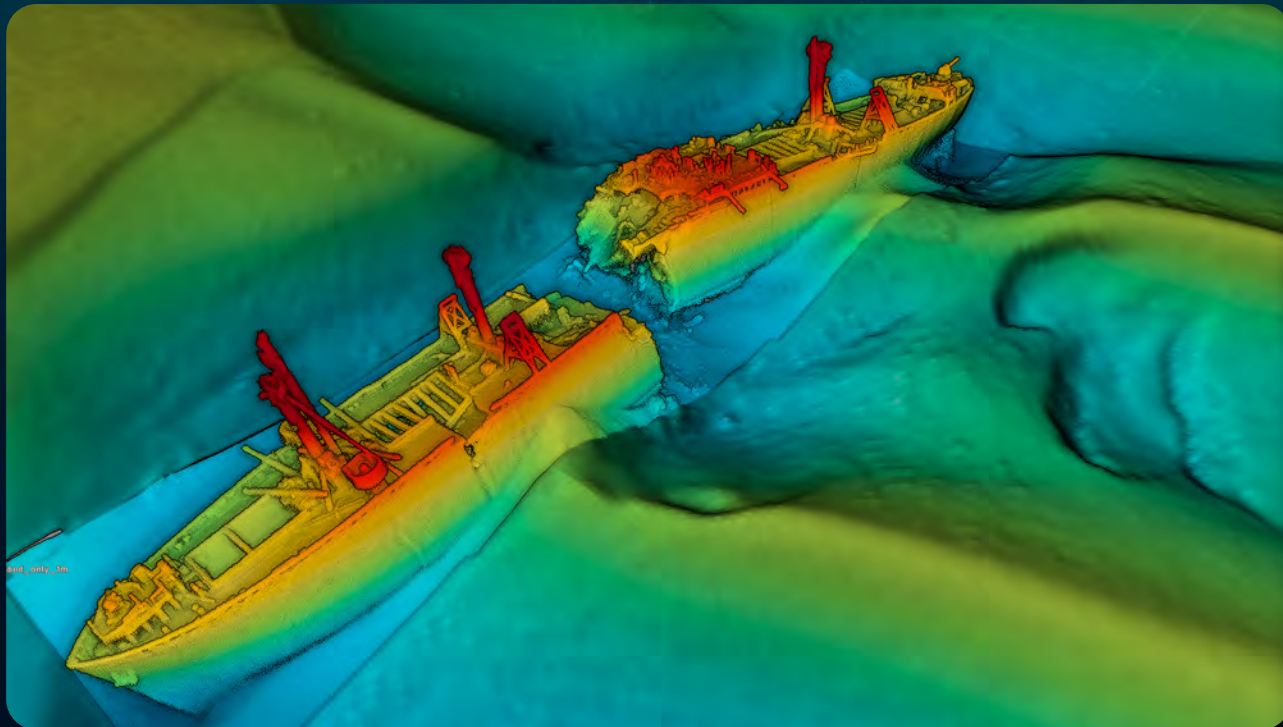
Additionally, we are certified under the quality management system ISO 9001 and are committed to live up to international standards. To stay updated on current market requirements and needs, we are members of and certified in the Achilles UDVB Qualification System, which is an independent external audit.





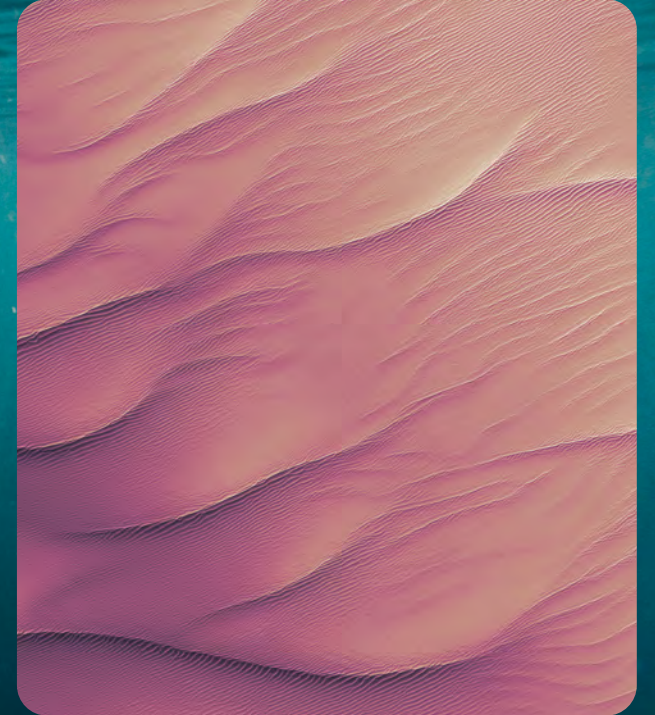
# Our services

We perform inspections and surveys adjusted to our clients' needs, providing high-quality solutions using the latest technology available in the offshore survey industry.



## HYDROGRAPHIC SURVEY

We perform hydrographic surveys for navigation, dredging operations, charting, marine construction, energy industries, and much more. All data is acquired by an experienced offshore team of surveyors to ensure high-quality products that meet IHO S-44 Special Order standards for hydrographic surveys.



## GEOPHYSICAL SURVEY

With over 25 years of experience in geophysical surveys, Njord Survey is a trusted leader in the industry. We use advanced sensors and setups, including Multibeam Echo Sounders, Side Scan Sonar, Sub-Bottom Profilers, Shallow Seismic, Magnetometers, EM, and laser technology, to provide comprehensive and precise data.

Our expertise extends beyond data collection – we're equally skilled in processing. All data is post-processed by hydrographic data processors and geophysicists, who perform quality control and deliver high-quality data using top-tier software such as EIVA NaviSuite, Chesapeake SonarWiz, IHS Kingdom, RadExPro, Geosoft Oasis Montaj, Safe FME, ArcGIS, and Autodesk CAD.



# MORE OF Our services



## OFFSHORE WIND SURVEY

We conduct a wide range of surveys, offering complete support throughout the entire lifecycle of offshore wind farm projects. From the early planning and construction phases to the long-term maintenance of wind parks, we bring extensive experience to both small- and large-scale developments.



## OFFSHORE TIDAL SURVEY

We excel in mapping environments with challenging conditions such as high currents, waves, and tidal areas—territory we know well from years of successful projects. These dynamic environments are like home to us, and we're equipped to handle them with precision and confidence.



## CABLE & PIPELINE TRACKING SURVEY

We offer smart, time-efficient solutions for cable and pipeline tracking that minimize the carbon footprint without compromising on precision. Our innovative approach combines cutting-edge technology with sustainable practices to deliver accurate, eco-friendly results.

Whether tracking cables or pipelines, our advanced techniques ensure maximum efficiency, cost-effectiveness, and environmental responsibility—making each project seamless from start to finish.



## UXO SURVEY

With a long history of conducting successful UXO surveys across Europe, we have built expertise in this specialized field. A combination of knowledge together with the latest technology ensures precise and efficient UXO mapping. This includes magnetometers, side-scan sonar, sub-bottom profilers, and multibeam echo sounders, total field, EM and gradiometer. Each project adds to our unique experience, allowing us to deliver customized solutions tailored to the specific challenges of any environment.



## AUV GEOPHYSICAL SURVEY

Our AUVs can provide unparalleled precision and details, even in the most challenging environments. Whether it is geophysical surveys in deep waters or UXO surveys, our AUV services deliver fast, accurate results with minimal environmental impact.



## ENVIRONMENTAL SURVEY

The use of our services during environmental surveys will keep the CO2e footprint to a minimum without compromising the quality of the results.



## TOPOGRAPHIC AND DRONE SURVEY

Topographic and Drone Surveys are conducted to cover areas where it is not possible to access with our vessels, providing a seamless survey from land to water.



## EXTREME SHALLOW SURVEY

Nothing is too shallow for us. With our technology, expertise and equipment, we can map everywhere. Flexibility is our middle name.



## ROV

Our ROVs provide versatile solutions for seafloor inspection and surveys. Whether it is identifying objects, conducting surveys, or performing specialized tasks, our modular ROV systems are designed for multiple applications, ensuring adaptability and precision in every operation.



## REPORTING

Since 2015, our Njord Internet Solution (NIS) has provided full flexibility for our reporting and processing departments throughout the project lifecycle while minimizing our carbon footprint.

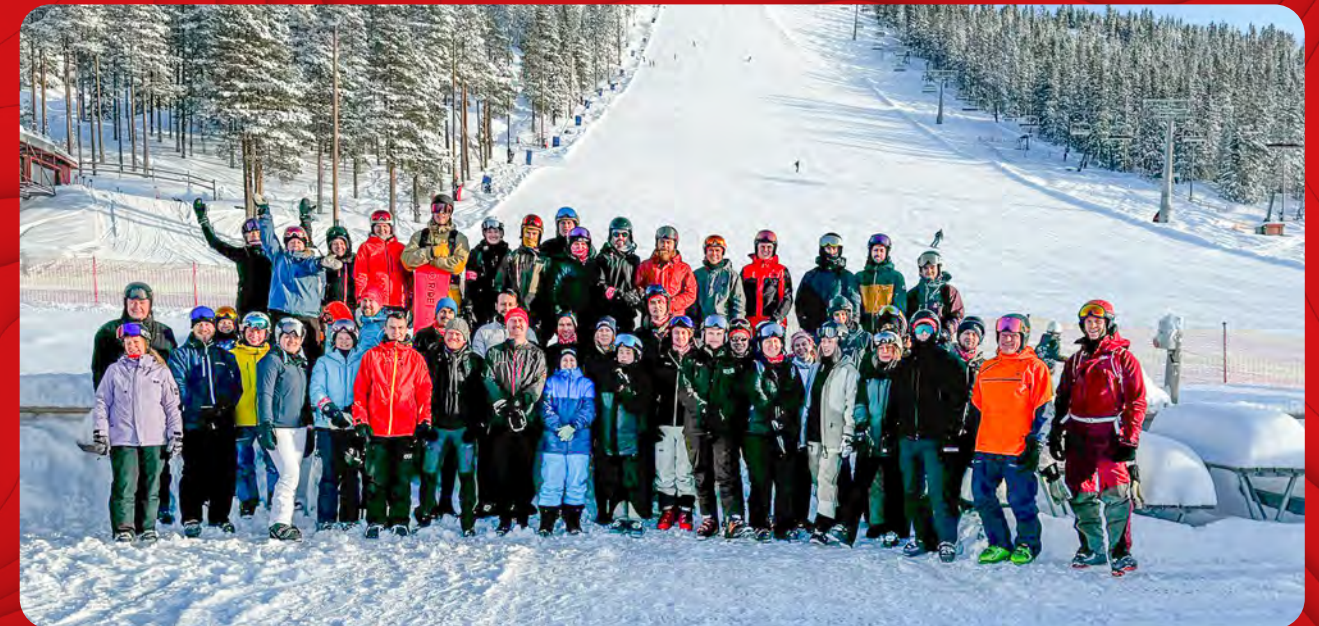


# OUR COMPANY *CULTURE*

The culture at Njord Survey is a combination of the values, attitudes and commitment of the team. We believe that the dedication and passion demonstrated in everything we do, is the key to our success.

## OUR VALUES AND OFFERS

Our company values reflect who we are and what we want to accomplish. We are committed to fostering a safe and healthy workplace where we grow—both as a team and as individuals—while having fun along the way. These factors combined create the right conditions for us to reach our full potential and unite around shared goals.





The background of the slide features two survey boats on a body of water. The larger boat on the left is dark blue with a red stripe and has 'SURVEY' written on its side. The smaller boat on the right is also dark blue with a red stripe and has 'LODE' and 'Njord' written on its side. Both boats are moving towards the right, leaving white wakes behind them. In the background, there is a coastline with some buildings and a bridge.

# *PUSHING BOUNDARIES TOGETHER & BEYOND*

## OUR VALUES

- A family of many traits
- Courageous by nature
- Always persistent
- We are a partnership

## OUR OFFERS

- Together in the same boat
- A place to grow and to stay
- With health comes results
- No fun without a challenge



# OUR VALUES

## A FAMILY OF MANY TRAITS

We steer towards our common goal by using the same compass. Working here means being part of a collaborative and inclusive team where we always put cooperation before competition. By sharing our knowledge and experiences, we make sure that everyone is on board and encouraged to see each other improve. It is our commitment that drives us forward.



## WE ARE A PARTNERSHIP

We constantly work to develop our operations and services to meet the changing needs of our clients, whom we rather call our partners. Because in the end, our goal is to carry out successful and cost-effective projects. And we do it together as a team.



## COURAGEOUS BY NATURE

With our competence, courage, and creativity, we find new paths and ways of doing things. Because that's what it takes to be at the forefront of our field. With our passion for the ocean and respect for the sea, we break new grounds to complete our assignments, always striving to make each one a recommendation for future missions. It may be challenging, yes, yet it's always worth it. Because we're pushing the boundaries with what we have, to find new horizons for a better and safer tomorrow.



## ALWAYS PERSISTENT

At Njord, we don't see problems, only challenges. We are persistent and always willing to go that extra mile, even when we are up against the wind. We know the path to success is not a straight line, but often an unexpected and winding one. By knowing that, we continue to learn and grow from all our experiences.



# OUR OFFERS

## TOGETHER IN THE SAME BOAT

With teamwork as our foundation, we work hard together to reach our common goal. It might be challenging sometimes, but there's always someone ready to lend a helping hand and support you along the way. We rely on each other and care for one another, making sure that everyone is on board.



## NO FUN WITHOUT A CHALLENGE

Our question is simple: Is anything really interesting if it doesn't challenge you? We are a hungry team who likes a good challenge, and that's what makes being part of this crew so much fun – ready to battle anything that comes our way.



## A PLACE TO GROW AND TO STAY

We always strive to push the boundaries to find the best solutions, and by doing that we push ourselves as well. Njord Survey is a place for you to learn, develop and stay. We believe the best way to learn is by doing, allowing you to develop through the experiences gained along the journey. Together we find new horizons, beneath and beyond the seafloor.



## WITH HEALTH COMES RESULTS

Work-life balance may sound generic, but we believe it's what has brought us to where we are today. We believe that when you are in harmony, the results will be too. That's why we have a focus on your health – so you can fit life in between work, and work in between life.







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