

09

Appendix I: Sustainability data

Appendix data excludes OMT unless specifically stated.

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Human Resources

Employment¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of employees	-	2,422	2,519	2,906	As of Dec. 31, 2024 – OMT (Turin): 288
Percentage of full-time employees	%	92.9	93.0	94.6	As of Dec. 31, 2024 – OMT (Turin): 99.3
Percentage of part-time employees	%	7.1	7.0	5.4	As of Dec. 31, 2024 – OMT (Turin): 0.7
Rate of employees with a regular contract	%	-	97.0	91.8	As of Dec. 31, 2024 – OMT (Turin): 98.3
Rate of employees with a fixed-term contract	%	-	3.0	8.2	As of Dec. 31, 2024 – OMT (Turin): 1.7
Rate of new employees hired	%	19.4	13.4	13.4	As of Dec. 31, 2024 – OMT (Turin): 15.6
Rate of new employees hired by age group (<25)	%	11.9	15.4	24.0	As of Dec. 31, 2024 – OMT (Turin): 11.1
Rate of new employees hired by age group (25-34)	%	48.5	41.8	41.1	As of Dec. 31, 2024 – OMT (Turin): 28.9
Rate of new employees hired by age group (35-44)	%	23.7	31.6	22.0	As of Dec. 31, 2024 – OMT (Turin): 26.7
Rate of new employees hired by age group (45-55)	%	12.4	8.1	11.9	As of Dec. 31, 2024 – OMT (Turin): 33.3
Rate of new employees hired by age group (>55)	%	3.6	3.1	1.0	As of Dec. 31, 2024 – OMT (Turin): 0.0
Tenure in the company	Years	10.7	10.5	11.2	As of Dec. 31, 2024 – OMT (Turin): 12.3
Number of hours worked	Hours	4,844,000	5,038,000	5,812,000	As of Dec. 31, 2024 – OMT (Turin): 576,000

Employee benefits by significant locations¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Private savings contribution	-	-	-	-	The Swiss facility offers special conditions for third pillar (3A) whereby every employee can contribute up to CHF 15,000, and Accelleron will add 3 percentage points to the interest.
Stock ownership plan	-	-	-	-	Global: Stock ownership plan is not applicable. LTI plan provision for top management position (grade 1 to 7).
Variable performance-based component to pay	-	-	-	-	Global: All categories of employees, except interns, trainees and apprentices, are entitled to either STIP or local/sales incentives, as country eligibility rules dictate. OMT: Only senior leaders are eligible for STIP, no other employees participated in bonus programs in 2024.
Define significant location	-	-	-	-	Significant locations are locations which represent the vast majority of our employee base. China, Switzerland and USA represent more than 50% of our total employee baseline.
Collective bargaining	-	-	-	-	The following locations have a collective bargaining agreement: India, Singapore, Brazil, Belgium, Denmark, Finland, France, Germany, Italy, Netherlands, Norway, Spain, Sweden, Switzerland. These countries represent 59% of the total Accelleron workforce excluding OMT.
Other benefits specific to Switzerland	-	-	-	-	CH: Employees have access to child day-care at a reduced price and Accelleron paid the equivalent of CHF 196,000 in 2024 to sponsor this price reduction. Accelleron offers a fee reduction (10%) at specific health-insurance providers and a price reduction for GPs. Partnership with car dealers give our employees extra price reductions on top of the proposed reduction (13-20%). Accelleron's "Unterstützungsfond" (support fund) assists employees and other beneficiaries in need of support. 147 persons were helped in 2024.

¹ Data includes OMT.

Parental leave¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of employees that were entitled to parental leave in significant locations (USA, China, Italy and Switzerland)	-	1,155	1,184	1,469	As of Dec. 31, 2024 – OMT (Turin): 288
Total number of female employees that were entitled to parental leave in significant locations (USA, China, Italy and Switzerland)	-	184	188	234	As of Dec. 31, 2024 – OMT (Turin): 32
Total number of male employees that were entitled to parental leave in significant locations (USA, China, Italy and Switzerland)	-	971	996	1229	As of Dec. 31, 2024 – OMT (Turin): 256
Total number of employees that took parental leave in significant locations (USA, China, Italy and Switzerland)	-	46	49	72	As of Dec. 31, 2024 – OMT (Turin): 15
Total number of female employees that took parental leave in significant locations (USA, China, Italy and Switzerland)	-	6	8	11	As of Dec. 31, 2024 – OMT (Turin): 3
Total number of male employees that took parental leave in significant locations (USA, China, Italy and Switzerland)	-	40	41	61	As of Dec. 31, 2024 – OMT (Turin): 12
Total number of employees that returned to work in the reporting period after parental leave ended in significant locations (USA, China, Italy and Switzerland)	-	45	48	68	As of Dec. 31, 2024 – OMT (Turin): 14
Return to work rate of employees that took parental leave in significant locations (USA, China, Italy and Switzerland)	%	99.2	99.2	94.4	As of Dec. 31, 2024 – OMT (Turin): 93.3
Retention rate of employees that took parental leave in significant locations (USA, China, Italy and Switzerland)	%	99.2	99.2	94.2	As of Dec. 31, 2024 – OMT (Turin): 86.7

Training and education

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total training hours for service engineers	Hours	4,856	6,192	8,472	OMT is out of scope in 2024 because it doesn't have service engineers.
Average training hours per year per service engineer	Hours/service engineer per year	36.8	35.4	34.9	OMT is out of scope in 2024 because it doesn't have service engineers.
Percentage of employees receiving a performance review and career development review	%	>95	97.4	99.7	As of Dec. 31, 2024 – OMT (Turin): 70.0
Percentage of female employees receiving a performance review and career development review	%	>95	96.8	99.7	As of Dec. 31, 2024 – OMT (Turin): 66.7
Percentage of male employees receiving a performance review and career development review	%	>95	97.5	99.7	As of Dec. 31, 2024 – OMT (Turin): 70.6
Percentage of management receiving a performance review and career development review	%	>95	>95	100	As of Dec. 31, 2024 – OMT (Turin): 68.4
Percentage of non-management receiving a performance review and career development review	%	>95	>95	99.7	As of Dec. 31, 2024 – OMT (Turin): 100

Diversity and equal opportunity¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Share of females on Board of Directors	%	33	33	33	Accelleron has surpassed the gender quota requirements for Swiss corporate law on its BoD.
Share of females on Executive Committee	%	14	14	14	-
Share of females in management positions	%	16	16	16	Definition of management: senior and middle management
Share of females in senior leadership positions	%	21	20	24	Senior leadership position refers to people who directly report to Executive Committee members and/or country managing directors.
Share of females in the overall Company	%	15	17	17	As of Dec. 31, 2024 – OMT (Turin): 11

¹ Data includes OMT.

Integrity

Anti-corruption¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Risk assessment related to anti-corruption	-	Yes	Non-applicable (NA)	Yes	In 2024, we carried out an integrity risk assessment focused on key aspects of the Code of Conduct, with particular emphasis on anti-corruption. The findings confirmed a positive culture of integrity and awareness, as well as the functioning of our integrity management system. Additionally, the assessment offered valuable insights for ongoing improvements, including updates to policies, procedures, and training initiatives.

Code of Conduct¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of governance body members and EC members to whom Accelleron's Code of Conduct has been communicated	-	13	13	12	All members of the BoD and all members of the EC have had the CoC communicated to them.
Percentage of governance body members to whom Accelleron's Code of Conduct has been communicated	%	100	100	100	All members of the BoD and all members of the EC have had the CoC communicated to them.
Percentage of employees to whom Accelleron's Code of Conduct has been communicated	%	100	>95	>97	All our employees were included in mandatory training courses on our Code of Conduct, which includes a explicit acknowledgment to abide by the CoC.

Confirmed incidents of corruption and actions taken¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of confirmed incidents of corruption	-	3	0	0	In 2024, Accelleron did not identify any confirmed incidents of corruption. No lawsuits for anti-corruption were pending or concluded. One reported incident could not be substantiated during internal investigation.
Nature of confirmed incidents of corruption	-	-	NA	NA	-
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	-	2	0	0	-
Total number of confirmed incidents where contracts with business partners were terminated or not renewed due to violations related to corruption	-	1	0	0	-
Public legal cases regarding corruption brought against Accelleron or its employees during the reporting period and the outcomes	-	0	0	0	-

Anti-competitive behavior¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violation of antitrust and monopoly legislation in which Accelleron has been identified as a participant	-	0	0	0	Our CoC requires Accelleron to compete fairly, protect confidential information and be mindful of anti-trust risks. Adherence to competition and anti-trust laws is mandatory in all business dealings. The Code offers actionable guidelines, such as instructing our staff not to share commercially sensitive information in contravention of competition laws, and to be vigilant when participating in trade associations. There were no cases and there are no pending legal actions involving anti-trust issues.
Main outcome of completed legal actions including any decision or judgments	-	NA	NA	NA	-

¹ Data includes OMT.

Non-discrimination¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of discrimination cases reported	-	1	2	2	-
Status of the incidents and actions taken with reference to the following: A) Incident reviewed by Accelleron B) Remediation plan being implemented C) Remediation plan has been implemented with results reviewed through internal management review process D) Incident no longer subject to action	-	-	Incident no longer subject to action	Incidents have been reviewed by Accelleron (A) and are not longer subject to action (D).	Discrimination is understood as unequal or differential treatment that disfavors an individual or a group and that is based on origin, ethnicity, race or nationality, belief or gender. The two reported cases were investigated, however the allegations of discrimination could not be substantiated.

Public policy¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total monetary value of financial and in-kind political contributions made directly and indirectly by Accelleron by country and recipient	-	0	0	0	Accelleron is part of various industrial associations which are represented at the EU level (see innovation chapter). Political contribution is explained in the anti-corruption policy. No contributions shall be made without the approval of the Legal & Integrity team. In 2024, Accelleron did not make any political contributions. More details can be found in the anti-corruption policy available on our website.

Customer privacy¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of substantiated complaints received concerning breaches of customer privacy	-	0	0	0	No complaints have been reported on this issue.
Total number of identified leaks, theft or losses of customers data	-	2	0	6	Six laptops lost or stolen.

Freedom of association and collective bargaining¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Operations in which the right to freedom of association and collective bargaining may be at risk	-	12	18	18	Based on https://fragilestatesindex.org , the following countries represent a source of risk as they have a score of at least 55 which is the starting point of the "warning" classification: Bangladesh, Pakistan, Philippines, Thailand, Indonesia, Egypt, Cameroon, Senegal, Nigeria, Myanmar, Sri Lanka, Turkey, South Africa, Saudi Arabia, India, China, Dominican Republic, Brazil. In 2022, we considered a threshold of 80. In 2023, we set the limit at 55 to align with our supply chain approach, and we maintained this limit in 2024.
Measures taken to support rights to exercise freedom of association and collective bargaining	-	-	-	-	Our policies and Code of Conduct leave the choice for any worker of any of our operations to create any type of worker association.

Child labor¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Amount of operations considered to have significant risks for incidents of child labor due to country fragility index status	-	12	18	18	Based on https://fragilestatesindex.org , the following countries represent a source of risk as they have a score of at least 55 which is the starting point of the "warning" classification: Bangladesh, Pakistan, Philippines, Thailand, Indonesia, Egypt, Cameroon, Senegal, Nigeria, Myanmar, Sri Lanka, Turkey, South Africa, Saudi Arabia, India, China, Dominican Republic, Brazil. In 2022 we considered a threshold of 80. In 2023, we set the limit at 55 to align with our supply chain approach, and we maintained this limit in 2024.
Amount of operations considered to have significant risks for incidents of young workers exposed to hazardous work	-	-	-	-	Our young workers are not exposed to hazardous work as per our internal policies.
Measures taken by Accelleron to contribute to the effective abolition of child labor	-	-	-	-	Our policies and CoC explicitly express the absence of tolerance related to child labor. Our global hiring procedures require evidence of the age of the future employee, and we do not hire or work with people under the age of 18 (except apprentices). On top of that, all our employees are aware of the regulation through the CoC. Regular visits from the management team, and human rights training sessions for the operational management team have been conducted. For more information, visit our website.

¹ Data includes OMT.

Forced or compulsory labor¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Amount of operations considered to have significant risks for incidents of child labor due to country fragility index status	-	12	18	18	Based on https://fragilestatesindex.org/ , the following countries represent a source of risk as they have a score of at least 55 which is the starting point of the "warning" classification: Bangladesh, Pakistan, Philippines, Thailand, Indonesia, Egypt, Cameroon, Senegal, Nigeria, Myanmar, Sri Lanka, Turkey, South Africa, Saudi Arabia, India, China, Dominican Republic, Brazil. In 2022 we considered a threshold of 80. In 2023, we set the limit at 55 to align with our supply chain approach, and we maintained this limit in 2024.
Measures taken by Accelleron to contribute to the effective abolition of forced or compulsory labor	-	-	-	-	The Accelleron policies and Code of Conduct explicitly express our zero-tolerance towards forced labor. On top of this, all our employees are aware of the rules and their possibility to report any abuse in an anonymous manner.

Product safety

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Number of incidents related to product usage	-	0	0	0	No occupational and/or environmental incidents were reported in 2024 during usage of our products by our customers.

Give-back-to-the-community projects

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Number of "Give back to the community" projects	-	2	22	52	According to our internal guideline, the "give back to community" initiative at Accelleron covers all projects focused on making a positive societal impact in the regions where we operate based on local need. The act of "giving back" entails taking action without anticipation of receiving something in return.
Funds spend in connection with "Give back to the community" projects	CHF	2,500	25,989	>35,000	The reported funds include money for various activities, including the purchasing of material and equipment. This amount does not consider the value of substantial internal working hours of our employees. Within the scope of our work, we are considering both direct and indirect social projects that will have a positive impact on the daily lives of individuals, including those affected by catastrophic events.

¹ Data includes OMT.

Occupational health and safety

Management system

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Reports of all leading and lagging indicators used to inform management about Accelleron's health and safety performance	-	-	-	-	At Accelleron, we actively monitor leading indicators globally, covering proactive LET (Learning & Engagement Talk) dedicated for line managers and supervisors. Lagging indicators cover the LTIFR, calculated per 200,000 working hours.
Definitions of different types of work-related incidents and reporting rules	-	-	-	-	Accelleron incident classification is in line with US OSHA rules and the reporting system covers the following categories: near miss, first-aid incident, medical treatment incident, restricted work-day incident, lost-time incident, serious-injury incident (high-consequence work-related injury), workplace fatalities. EXCLUSIONS: incidents that happened during commutes* are reported but not considered as work-related and are not recordable. *Commutes – Accelleron employees and/or contractors traveling to or from their place of work and not undertaking any work-related activities, with the exception of when the transportation agent is a contractor to Accelleron. Reporting rules: all work-related environmental, health, safety and security incidents are immediately reported to the line manager. Based on the incident severity, the line manager initiates incident communication following Accelleron's Incident Reporting Guidance and deadlines. The incident is then reported in the global reporting tool within 48 hours.
Total amount of LET	-	1,624	2,015	1,921	Total amount of all LET conducted by the line managers in the organization (manager with at least one direct report).
Define LET	-	-	-	-	LET – Learning and Engagement Talk: HSE-focused dialog between employee(s) and line manager. Its objective is to understand what works well and what makes the work of employees difficult. LETs are an opportunity to focus on feedback from the employee on how certain activities are performed, engage employees in discussion on work practices and improve them.
Percentage of sites ISO 45001 certified ¹	%	70	46	82	The increase of sites being certified is due to the transition period between the ABB certification system and the ongoing approach to have a global certification system.
Percentage of sites ISO 14001 certified ¹	%	57	29	25	The decrease of sites being certified is due to the transition period between the ABB certification system and the ongoing approach to have a global certification system. The Swiss and Chinese manufacturing sites and OMT Turin are certified in accordance with ISO 14001, as well as several service stations.
Number of sites ISO 50001 certified ¹	-	1	2	2	The Chinese manufacturing site and the Greek site are certified in accordance with ISO 50001.
Description of the process to identify work-related hazard and assess risks on a routine and non-routine activities and to apply the hierarchy of controls including how Accelleron ensure quality of these processes and the competences. Explain how the results of these processes are used to evaluate and improve the OHS management system	-	-	-	-	Key process at Accelleron regarding hazard identification and risk control are defined within globally implemented HSE Management System and cover: hazards reporting and resolving, business level HSE risk register, activity-based risk assessment for own operations and last-minute risk assessment executed prior to starting the service job on customer site. The quality of those processes is ensured through: regular performance review, data sanity checks, delivery of specialist training, regular workplace inspections including control measures applied and various quality controls done by line managers. Relevant results are analyzed globally through collection of local management review results, data analytics (incidents, non-conformities, hazards trends, etc.), focused feedback loops, etc. Results are used to further improve the relevant safety standards, procedures and processes, contributing to improved HSE performance.

¹ Data for 2024 includes OMT.

Management system

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Explain the “stop work authority”	-	-	-	-	All Accelleron employees and contractors are authorized to apply stop work authority. They are expected to stop work whenever they believe a situation may be immediately dangerous to life and health of themselves or others, and/or result in a significant environmental damage and/or where product is at risk of damage. All stop work events shall be reported and investigated (with root cause analysis performed) regardless of the outcome following the standardized procedure.
Describe the process to investigate work-related incidents	-	-	-	-	All verified HSE incidents and near misses are investigated. The level of investigation is determined based on the severity of the incident and can be categorized as minor, medium, or major. Investigations are conducted by trained and qualified employees. For medium and major-level investigations, the quality of the root cause analysis (RCA) and the effectiveness of corrective and preventive actions are ensured through an established investigation milestones process. This includes a kick-off, an RCA review, and a final incident close-out meeting led by senior management.
Describe the process for worker participation and consultation in the development, implementation and evaluation of Accelleron OHS management system and for providing access to and communicating relevant information to workers	-	-	-	-	Employee consultation and participation is promoted through maintaining committees, learning & engagement talks, focus groups, safety briefings, toolbox talks, feedback loops, and the use of visual communication means. The Accelleron Safety Month was established in 2023. Accelleron communicates all relevant HSE information through various channels, including regular Gglobal HSE calls, Country Managing Directors call and HSE community calls. Relevant information is then cascaded down to the local employees as per local communication plans.

Health

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Explanation on access to health services related to non-occupational medical and healthcare services and the scope of access provided	-	-	-	-	<p>Accelleron partners with the third party “International SOS” to provide travel, medical, and security advice and assistance to employees on international travels and work assignments. Assistance centers offer services and advice within these categories related to health:</p> <ul style="list-style-type: none"> • Epidemics/pandemics • Illnesses and injuries (cooperation with the hospitals, clinics) • Local conditions in the country of destination (e.g. air quality, water potability) • Personal well-being (depression, psychological problems, stressful situations) <p>International SOS also provides e-learning for travel-related health topics like:</p> <ul style="list-style-type: none"> • Medical travel risk awareness – 400 employees have completed this training • Stress management – 350 employees completed • Tips for working from home – 50 employees completed • Emotional resilience – 50 employees completed <p>In 2024, over 2,300 notification emails were sent by our partner to international travelers to inform them about security and medical risks in their destination country. We have 538 assistance app users, which is approx. 72% of all international travelers that use the services proactively. There were 8 assistance cases when our partner provided help to the travelers to ensure their well-being.</p>

Health

Theme	Unit	2022 data	2023 data	2024 data
Description of any voluntary health promotion services and programs offered to workers to address major non-work related health risks in significant location	-	-	-	-
				<p>Globally, Accelleron employees have access to an Employee Assistance Program. This tool is led by HR. The tool provides mental health assistance, and it helps employees to cope with a current life challenge, preparing for a new life experience, personal or work-related experiences.</p> <p>In the year 2024, there were 36 cases handled via EAP related to health risks and queries like stress, anxiety, relationships, anger issues, etc.</p> <p>On top of that, there exists a fitness program where several classes per week are available online.</p> <p>In 2024, Accelleron does not have full coverage for all its locations on this KPI but has information on its two manufacturing sites based in China and Switzerland.</p> <p>The Chinese site offers the following activities:</p> <ol style="list-style-type: none"> 1. Well-being and resilience training for new employees, led by HSE Advisor 2. Continue EAP (workplace options), led by HR 3. Community game in Chongqing, led by labor union 4. Sports promotion, led by labor union 5. Continue ergonomics initiations both on the shop floor and office (power/hand tool improvement, backpack), led by the supervisors 6. Continue annual employee medical checks, led by HR 7. Health guide & review for outing, led by HSE 8. Health advice and knowledge sharing via company WeChat, led by HSE <p>The Swiss site offers the following activities:</p> <ol style="list-style-type: none"> 1. Resilience Training led by medical staff from a medical services supplier (available to all Accelleron employees globally) 2. Ergonomics training and ergonomics walks and checks led by the medical service provider and HSE Advisor 3. Fitness program – several classes per week (on-site and online) e.g. yoga, pilates, online courses available on the provider’s website; several on-site workshops per year e.g. “Ready to Ski,” “Bike to Work” 4. Free seasonal flu vaccinations for employees 5. Health campaigns: “Mental health first aider – ENSA” “Mental health training for team leaders and managers” 6. Fruit day – fresh fruit available for employees in lunch and coffee areas <p>Additionally, during Accelleron Safety Month 2024, the following health-related sessions were run across the Company:</p> <ol style="list-style-type: none"> 1. Wellbeing and resilience – Stress management – 712 employees participated 2. Wellbeing and resilience – Building mental fortitude – 200 employees participated 3. Health-oriented leadership – 180 managers participated

Safety

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Number of fatalities	-	0	0	0	
Employees	-	0	0	0	No cases were reported in 2024.
Contractors	-	0	0	0	No cases were reported in 2024.
Number of serious injuries	-	0	1	1	
Employees	-	0	1	1	Eye injury
Contractors	-	0	0	0	No cases were reported in 2024.
Number of lost-time incidents		11	13	15	
Employees	-	11	13	15	-
Contractors	-	0	0	0	-
LTIFR (employees only)	-	0.46	0.52	0.57	Lost-Time Incident Frequency Rate (LTIFR) is calculated as the total number of lost-time incidents per 200,000 hours worked within a specific period (year).
Main types of work-related injuries (employees only)	-	-	-	-	Nature of our work, where the at-risk workforce work manually, the majority of workplace lost-time injuries relate to fingers and hands during hand/power tool operations.
Number of recordable incidents	-	17	18	24	
Employees	-	17	18	22	-
Contractors	-	0	0	2	-
TRIFR (employees only)	-	0.71	0.71	0.84	Total recordable incident frequency rate (TRIFR) – is calculated as the total number of recordable incidents (fatalities, serious incidents, lost-time incidents, medical treatments, restricted work-day cases, occupational diseases) per 200,000 hours worked within a specific period (year).
Number of recordable work-related ill health cases	-	0	0	0	
Employees	-	0	0	0	No cases were reported in 2024.
Main types of work-related ill health	-	-	-	-	Not applicable

Environment

Energy ¹					
Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total energy consumed	Gigajoule	135,400.7	126,189.6	162,215.3	Of which OMT Turin site represents 25,588.8 Gj (2024 year)
Total amount of electricity consumed	Gigajoule	82,939.7	77,704.1	103,531.4	Of which OMT Turin site represents 22,087.8 Gj (2024 year)
Total amount of oil consumed	Gigajoule	22,894.6	20,396.4	29,614.4	Of which OMT Turin site represents 1,101.2 Gj (2024 year)
Total amount of gas consumed	Gigajoule	6,897.7	8,662.3	10,521.4	Of which OMT Turin site represents 2,399.7 Gj (2024 year)
Total amount of coal consumed	Gigajoule	0.0	0.0	0.0	Not applicable for OMT Turin site (2024 year)
Total amount of district heating consumed	Gigajoule	23,468.6	18,266.3	17,687.9	-
Total amount of electricity from renewable sources (wind, sun, geothermal, water, biomass) and low carbon (nuclear)	Gigajoule	60,318.1	56,783.0	62,911.7	Of which OMT Turin site represents 1,287 Gj (2024 year)
Total amount of conventional electricity	Gigajoule	22,618.5	20,917.5	40,619.6	Of which OMT Turin site represents 20,800.7 Gj (2024 year)
Total amount of electricity generated on-site by solar panels	Gigajoule	49.5	55.3	4,812.0	The increase is due to the new installation of solar panels on several sites and the production from OMT (Turin). Baden site produced 3,036 Gj and OMT (Turin) produced 1,287 Gj, representing therefore nearly 90% of the amount of electricity generated on site by solar panels. (2024 year)
Total amount of energy consumed per working hour	Gigajoule/hour	0.03	0.03	0.03	-
Number of sites supplied with electricity from renewable sources (wind, sun, geothermal, water, biomass) and low carbon (nuclear)	-	19	23	24	-
Share of sites supplied with electricity from renewable sources (wind, sun, geothermal, water, biomass) and low carbon (nuclear)	%	22.9	27.7	28.5	-
Share of electricity from renewable sources (wind, sun, geothermal, water, biomass) and low carbon (nuclear)	%	70.0	73.1	60.0	The drop is due to the integration of OMT which represents a significant share of the total electricity consumption. The Turin site is not yet supplied by low-carbon electricity. (2024 year)

¹ Data includes OMT.

Water¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of reporting sites in areas of waster scarcity	%	50	50	51	OMT Turin responsible for increase in comparison to 2023. (2024 year)
Percentage of water withdrawal from areas of water scarcity in comparison to total amount of water withdrawn	%	8.8	15.0	14.0	-
Define water scarcity area	-	-	-	-	Area rated "high" or above by WRI Aqueduct website in regard to physical risk quantity parameter
Total amount of withdrawal	Cubic meter	379,227.0	183,109.0	221,754.0	Of which OMT Turin site represents 8,239 cubic meter (2024 year)
Total amount of water withdrawal from third parties	Cubic meter	71,126.0	56,966.3	65,787.0	Of which OMT Turin site represents 8,239 cubic meter (2024 year)
Total amount of water withdrawal from sea	Cubic meter	0	0	0	-
Total amount of water withdrawal from groundwater	Cubic meter	84.0	3,301.0	4,339.0	Not applicable for OMT Turin (2024 year)
Total amount of water withdrawal from surface water	Cubic meter	308,005.0	122,622.0	152,628.0	Not applicable for OMT Turin (2024 year)
Total amount of water used	Cubic meter	379,215.0	182,889.3	221,347.0	Of which OMT Turin site represents 8,239 cubic meter (2024 year)
Total amount used for industrial purposes	Cubic meter	341,150.0	153,802.6	182,108.3	Of which OMT Turin site represents 1,788 cubic meter (2024 year)
Total amount used for domestic purposes	Cubic meter	38,065.0	29,306.5	39,239.2	Of which OMT Turin site represents 6,451 cubic meter (2024 year)
Total amount of water released directly to surface	Cubic meter	308,005.0	122,622.9	152,628	Not applicable for OMT Turin (2024 year)
Total amount of water consumed	Cubic meter	3,407.9	120.1	1,533.0	No information available on the amount of water bottles (2024 year)
Total amount of water used for cooling purposes without interfering with chemistry and physical characteristics	Cubic meter	312,565.5	122,983.0	154,261.1	Of which OMT Turin site represents 1,153 cubic meter (2024 year)
Amount of rain water collected	Cubic meter	1,503.0	1,878.0	2,209.0	Not applicable for OMT Turin (2024 year)
Total amount of water withdrawn per working hour	Cubic meter/hour	0.08	0.04	0.04	-
Percentage of site equipment with primary water treatment	%	59	59	59	Not applicable for OMT Turin (2024 year)
Percentage of site equipment with secondary water treatment	%	18	18	18	Not applicable for OMT Turin (2024 year)
Percentage of site equipment with tertiary water treatment	%	0	0	0	Not applicable for OMT Turin (2024 year)

Waste¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total amount of waste	Ton (metric)	3,530.2	4,188.2	4,259.8	Of which OMT Turin site represents 325 ton
Total amount of non-hazardous waste	Ton (metric)	2,984.0	3,647.3	3,621.7	Of which OMT Turin site represents 243 ton
Total amount of hazardous waste	Ton (metric)	553.7	541.7	641.4	Of which OMT Turin site represents 82 ton
Total amount of waste recycled	Ton (metric)	2,651.2	3,187.9	3,066.6	Of which OMT Turin site represents 243 ton
Total amount of waste disposed	Ton (metric)	879.0	998.0	1,193.1	Of which OMT Turin site represents 82 ton
Thereof total amount of waste going to landfill	Ton (metric)	169.7	291.1	317.9	Of which OMT Turin site represents 0.8 ton
Thereof total amount of waste going to third option	Ton (metric)	352.5	302.0	16.8	Of which OMT Turin site represents 0.9 ton
Total amount of non-hazardous waste recycled	Ton (metric)	2,440.3	2,922.4	2,823	Of which OMT Turin site represents 241 ton
Total amount of non-hazardous waste disposed of	Ton (metric)	545.2	725.5	801.5	Of which OMT Turin site represents 1.7 ton
Thereof total amount of non-hazardous waste going to landfill	Ton (metric)	349.0	291.1	317.9	Of which OMT Turin site represents 0.8 ton
Thereof total amount of non-hazardous waste going to incineration with energy recovery	Ton (metric)	169.0	399.4	412.5	Of which OMT Turin site represents 0 ton
Thereof total amount of non-hazardous waste going to incineration without energy recovery	Ton (metric)	27.3	5.4	54.9	Of which OMT Turin site represents 0 ton
Total amount of hazardous waste recycled	Ton (metric)	221.6	265.5	243.5	Of which OMT Turin site represents 2.1 ton
Total amount of hazardous waste disposed of	Ton (metric)	332.1	276.2	397.8	Of which OMT Turin site represents 80.1 ton
Total amount of waste generated per working hour	Ton (metric)/hour	0.001	0.001	0.001	-
Target: zero waste to landfill (except US, Middle East, and Africa)	Ton (metric)	73	55	29	-
Target: recycling rate for non-hazardous waste (except US, Middle East, and Africa)	%	84	85	88	-

1 Data includes OMT.

Volatile organic compounds (VOC)¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total amount of VOC emissions	Ton (metric)	3.5	3.6	2.7	-

Environmental incidents¹

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Total number of significant environmental incidents	-	0	0	0	<p>Significant environmental incident (recordable) – an environmental incident is regarded as significant if at least one of the following criteria applies to the incident:</p> <ol style="list-style-type: none"> 1) Accelleron is obliged to inform local authorities or a governmental agency about the incident and/or regulatory violation; 2) an inspection by an environmental agency results in a formal complaint; 3) Accelleron receives an environmental notice of violation, a consent order or a potential responsible party notification; 4) Accelleron receives a penalty or a fine; 5) someone is injured or affected due to the incident, or there is a significant impact on an ecosystem; 6) costs related to the incident exceed, or may exceed, USD 10,000; or 7) the incident is likely to bring media attention, or in some other way harm Accelleron's reputation

¹ Data includes OMT.

Supply chain

Spend and definition

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of direct material third party spend for the Swiss factory that is spend on local suppliers	%	90	85	83	The share represents the spend from the Swiss factory to European suppliers.
Percentage of direct material third party spend for the Chinese factory that is spend on local suppliers	%	73	88	89	The share represents the spend from the Chinese factory to Chinese suppliers.
Define "local"	-	-	-	-	The supplied goods are bought by the Swiss and Chinese manufacturing sites solely. Accelleron internally defines a local supplier for the Swiss site as a supplier based in Europe except Turkey. Accelleron defines a local supplier for the Chinese site as a supplier based in China.
Define "significant location"	-	-	-	-	The Swiss and Chinese sites are considered as significant locations because they represent the vast majority of our population (55%) and it is where the supplied goods are mainly supplied in terms of spend.

Supplier environmental issue

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of new direct material suppliers that went through a supplier environmental qualification questionnaire	%	100	100	100	All new direct material suppliers must go through a questionnaire including environmental topics related to their operations and their GHG emissions. Due to carve-out reasons, historical data is not available.
Number of suppliers having incidents related to environment	-	0	0	0	No incidents reported in 2024.

Freedom of association and collective bargaining in supply chain

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of direct material supplier spend where potential risk related to freedom of association and collective bargaining could occur in high risk area and provide the list of countries	%	28	30	31	High-risk countries are: China, India, Turkey, Vietnam. We used Fragile State Index and set the threshold at 55 corresponding to the "warning" level. The percentage indicates a ratio of global direct third-party spend at direct material suppliers in defined countries vs. total direct third-party spend.
Provide the measures to support rights to exercise freedom of association and collective bargaining	-	-	-	-	Accelleron has a specific Supplier CoC ensuring its suppliers allow their workforce to have collective bargaining and freedom of association. Accelleron considers this aspect in the on-boarding risk evaluation and it is also covered by the supplier audit process.

Child labor in supply chain

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of direct material suppliers where potential risk related to "child labor" could occur in high-risk area and provide the list of countries	%	28	30	31	High-risk countries are: China, India, Turkey, Vietnam. We used Fragile State Index and set the threshold at 55 corresponding to the "warning" level. The percentage indicates a ratio of global direct third-party spend at direct material suppliers in defined countries vs. total direct third-party spend.
Number of suppliers having incidents related to child labor	-	0	0	0	No incidents reported in 2024.
Measures taken by Accelleron to contribute to the effective abolition of child labor	-	-	-	-	Accelleron has a specific Supplier CoC forbidding the use of child labor, a contract summarizing the obligation related to the absence of child labor.

Forced labor in supply chain

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of direct material suppliers spend where potential risk related to "forced labor" could occur in high-risk area and provide the list of countries	%	28	30	31	High-risk countries are: China, India, Turkey, Vietnam. We used Fragile State Index and set the threshold at >55 corresponding to the "warning" level. The percentage indicates a ratio of global direct third-party spend at direct material suppliers in defined countries vs. total direct third-party spend.
Number of direct material suppliers demonstrating forced or compulsory labor	-	0	0	0	No incidents reported in 2024.
Measures taken by Accelleron to contribute to the effective abolition of forced or compulsory labor	-	-	-	-	Accelleron has a specific Supplier CoC forbidding the use of forced or compulsory labor, a contract summarizing the obligation related to the absence of forced or compulsory labor. Ten sustainability audits as well as several supplier visits performed globally in 2024.

Supplier social issues

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of new direct material suppliers that were screened using social criteria	%	100	100	100	All new direct material suppliers must go through a questionnaire including social topics related to their operations.

Supplier Code of Conduct

Theme	Unit	2022 data	2023 data	2024 data	Explanation
Percentage of direct suppliers who signed our Supplier Code of Conduct including anti-corruption policies	%	100	100	100	Supplier means every company working in our premises or delivering goods and/or services to us.

Risks related to materials

Material as per score intensity in the materiality matrix

Material topic	Risk if left unaddressed (non-exhaustive)	Action
Responsible innovation	Failure to offer products and services that align with our customers' decarbonization journeys would risk economic consequences and loss of employee engagement.	We have set a target of offering alternative fuel-ready products by 2030. We have delivered the first products on applications that will be operated on alternative fuels and commit a substantial part of our R&D resources to optimizing our products for use with alternative fuels.
Environmental impact of our products	Failure to address impacts would increase the cost of environmental externalities and the pressure on the environment, as well as failing to meet the expectations of our business partners.	We have set targets related to our GHG emissions as well as waste. Also, we are assessing targets related to energy and water.
Product quality and product safety	Failure to address quality and safety would make our products a potential source of hazard to the end-user or lead to risk of power failure.	As part of our product quality and safety strategy, targets have been set and implemented in previous years. As a result, we have already achieved a high level of risk management maturity, but we continue to identify potential opportunities for further improvement.
Employee learning, development, and well-being	Failure to develop our people would affect our business performance and employee engagement.	We developed a target related to learning and growth.
Responsible sourcing and human rights	Failure to address human rights and climate change risks in our supply chain could increase the risk of supply chain disruption in our targeted markets.	We set a target to improve supplier monitoring through an audit program in high-risk countries where we want to reduce the risk of supply chain disruption by including climate risk in their business continuity planning and better control human rights violation risks.
Ethics and integrity	Failure to address may result in breach of laws, financial consequences and reputation damage.	We have achieved a high level of maturity in the years prior to this report. While we do not set new targets in this category, we continue to identify the potential for further improvement.
Digitalization	Failure to address may result in unfulfilled potential in competitiveness and productivity.	Digital platforms are already part of our solution portfolio and are addressed as part of our business targets.
Circular economy	Our service business takes this material into account. Failure to address this would lead to a significantly lower reduction of CO ₂ footprint at our level but also the level of our customers.	We provide a concept how circularity could contribute to Accelleron's sustainability targets, further support customers while still providing a business case in line with our growth strategy.
Diversity and inclusion	Failure to address these issues can lead to lower levels of engagement, innovation, and revenue, resulting in a less attractive employer reputation and less effective talent attraction and retention.	We set a global target related to senior leadership positions.
Community engagement	Failure to address this may expose us to untapped stakeholder relationship potential, a potential bad reputation in local communities, as well as a potentially lower percentage of our local staff identifying with their employer.	We set a global target to contribute to community initiatives in a "giving back" approach.

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Appendix II: TCFD Report

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Governance

Board oversight

We base our climate-related reporting on the current versions of the Swiss Ordinance on Climate Disclosures and we are guided by the TCFD’s “Recommendations of the Task Force on Climate-related Financial Disclosures” and the appendix “Implementing the Recommendations of the Task Force on Climate-related Financial Disclosures.” The Board’s oversight of climate-related issues is described below:

Accelleron’s sustainability governance structure includes the Board of Directors (BoD) and its Nomination and Compensation Committee (NCC), which is supported by the Audit Committee (AC) and a company internal collaboration forum, Sustainability Committee (SC). The NCC, comprised of Board members, oversees the company’s sustainability strategy, ambitions, targets, and performance, including climate risk management and carbon footprint reduction, as well as reporting. The NCC is supported by the Audit Committee (AC) regarding collection, verification and assurance of climate-related data. The SC, which meets every six to eight weeks, is led by the Chief Human Resources and Sustainability Officer (CHRISO). It discusses, prioritizes and coordinates sustainability activities of the Company and advises the Executive Committee (EC) and the NCC. The NCC advises, reviews, and proposes decisions to the Board of Directors (BoD) for approval. The NCC also oversees progress against targets and KPIs. Climate-related matters are discussed at regular meetings and on an ad hoc basis.

In 2024, we embedded sustainability, including a climate risk assessment, into our annual enterprise risk management (ERM) process. We also engaged in strategic discussions regarding our commitment to future targets aligned with SBTi, focusing on Scope 3 emissions targets and enhancing customer value.

The role of management

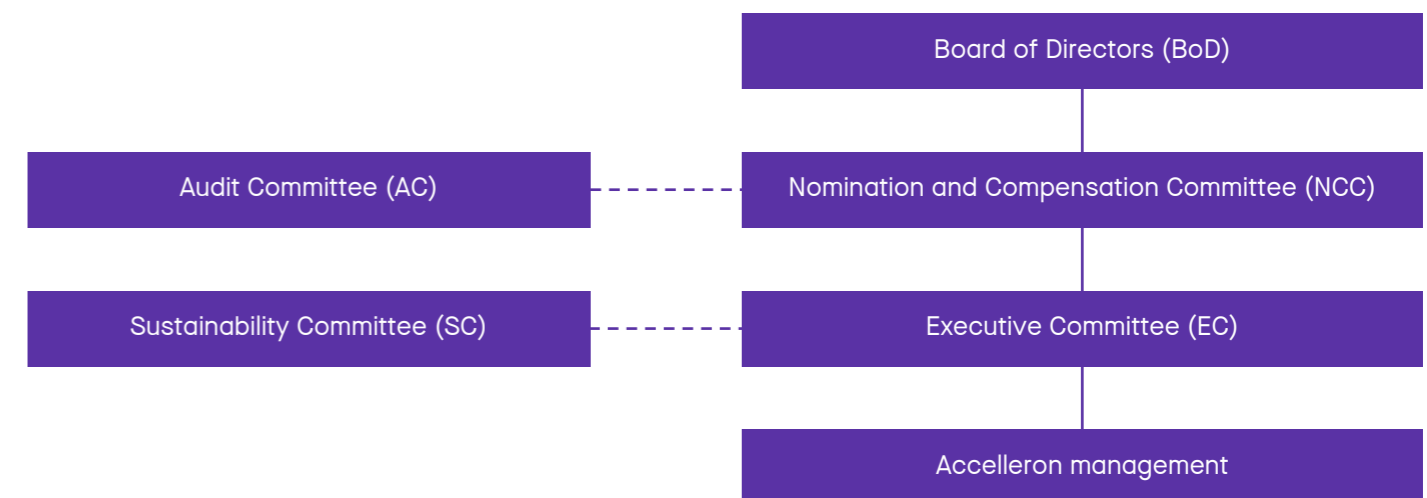
The management assesses and manages climate-related risks through the ERM process and other risk management processes. The Sustainability Committee, led by the CHRISO, oversees strategic sustainability projects, the management of climate issues, and reporting, and it interacts on this information with the EC. The SC consists of several EC members, including the CEO, CFO, CHRISO, and , as well as senior management such as the General Counsel, Vice President Value Chain, Vice President of Communications, and Vice President of Investors Relations & Strategy. Ultimately, the CEO is responsible for addressing climate risks and opportunities.

The diagram below summarizes how the SC, EC the BoD and its committees interact.

Based on Accelleron’s carbon footprint, several targets have been assigned to different management positions. For more details see section [metrics and targets](#) of the TCFD report.

Climate risks and opportunities are also considered in Accelleron’s investment strategy.¹ Natural hazards and other adverse, climate-related conditions that could potentially impact our operations and the supply chain are factored into business continuity plans. This encompasses key suppliers and logistic providers.

¹ In case of acquisition, natural hazards are one of the several factors considered.



Strategy

Climate-related risks and opportunities

Accelleron identifies climate-related risks and opportunities over short-, medium-, and long-term horizons¹:

- **Short-term:** Immediate operational impact, such as supply chain or regulatory changes.
- **Medium-term:** Regulatory, technological, and market changes which could affect the business.
- **Long-term:** Physical climate impact like heatwaves and floods, which could have significant effects on operations and infrastructure.

In 2024, Accelleron has identified hazards relevant to our business model, including both acute and chronic physical risks and transition risks. These include:

- **Physical risks:** We use the climate-related hazards list from the EU Taxonomy 2020/852. We are assisted by a specialist consulting company in assessing our three manufacturing sites Baden (Switzerland), Chongqing (China), Turin (Italy).
- **Transition risks:** Carbon prices, energy supply reliability, process security, regulations, taxes, litigation, consumer preferences, availability of capital, the energy transition, and raw materials are considered.

Description of the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

Accelleron products and services help customers mitigate their climate impact, specifically through turbocharger upgrade services, but also through our new generation of fuel injectors and turbochargers. This represents an ongoing opportunity for our business to grow as an enabler of decarbonization. In parallel, changing consumer preferences of end users require our customers to make their product portfolios more energy efficient and sustainable.

Accelleron procures semi-finished goods locally and globally (mainly from Europe, China, India). We have an established dual sourcing approach and have started initiatives to reduce the climate impact of transportation. We recognize the environmental impact of such activities as well as the impact that a changing climate may have on the supply chain. We therefore also seek to minimize the environmental impact of intercontinental distribution networks in our raw material deliveries.

In 2025, Accelleron will conduct a deeper analysis of the risks and opportunities in these areas with respect to our businesses, strategy, and financial planning.

Physical climate risks, mitigation and adaptation measures

As part of our climate-risk analysis, acute and chronic natural hazards were analyzed on a site-specific basis. The aim was to identify all significant risks for each site both under current and future climate conditions. The hazards were analyzed based on a synthesis of 20 climate models, considering the prescribed emission scenarios (SSP1-2.6, SSP5-8.5) for three time periods (around 2000, 2030, and 2050) and completed using observational data.

SSP1-2.6 is the scenario with the smallest increase in emissions from 2020 onwards. In this scenario, the associated temperature increase compared to pre-industrial times remains below 2°C.

SSP5-8.5 describes the greatest increase in emissions. In this scenario, temperature increases of around 5°C are expected by the end of the 21st century.

The climate risk analysis was prepared using the methodology and tools of our consulting firm, and incorporating other official sources of information. Some physical hazards were considered immaterial for Accelleron's key manufacturing sites, whereas others, like "heat" and "heavy precipitation" may be material.

To classify risks, the analysis was based on pre-defined vulnerabilities. This is the only way to estimate the extent of damage to a property that can be expected in the long term, with respect to the identified hazards of a situation. The resulting long-term damage value corresponds to the risk. The determined risk values are assigned according to a three-stage, qualitative classification system (low, medium, high).

The risk assessment is ongoing, and does not yet reflect current preventative and protective measures (technical, management, or administrative) for assets or employees that are in planning or already in place. For further risk analysis in 2025, we identified two main fields for further investigation: flooding of main factories due to extreme rain and exposure to heat waves. We will assess the net risk including existing preventative and protective measures and decide whether additional measures are needed. Accelleron's transition plan includes targets for Scope 1 and 2, including milestones for measuring progress. Regarding our Scope 3, we have incorporated a significant portion of it into the LTI plan and in 2025 we will work on specific target aligned with the Paris Agreement.

¹ For strategic reasons, the internal timeline is not disclosed.

Risk management

Description of the organization's processes for identifying and assessing climate-related risks

In 2024, Accelleron developed its first risk map for identifying and assessing climate-related risks. In 2025, the potential financial impact of these risks will be further evaluated based on latest risk assessment methodologies, reflecting CSRD guidance and other pertinent guidance materials, as well as our internal risk assessment processes.

- **Risk mapping:** Identifying risks based on their likelihood and potential impact through the method explained in the previous section and above.
- **Financial impact classification:** Classifying risks based on their potential financial cost to the business, based on Accelleron's risk management process explained in the previous section and above.

Description of the organization's processes for managing climate-related risks

The Sustainability Committee and the management team oversee climate-related risk management. In 2024, we added climate risk assessment to our overall sustainability approach and integrated the entire model into our enterprise risk management (ERM) process. We plan to implement strategic and operational measures to mitigate these risks, as necessary, based on the outcome of a closer evaluation in 2025.

- **Risk management processes:** Climate risks integrated into the ERM process in 2024.
- **Strategic and operational measures:** Implementing measures to mitigate identified risks, where necessary, beginning in 2025.

Description of the processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management

As per the above statement, we started integrating these risks in 2024, and their financial impact will be evaluated in 2025.

Metrics and targets

Disclosure of the metrics used by the organization to assess climate-related risks and opportunities, in line with its strategy and risk management process

Accelleron uses various metrics to assess climate-related risks and opportunities, focusing on reducing CO₂ emissions, improving energy efficiency, and minimizing waste. We track progress against sustainability targets and reports quarterly.

- **CO₂ emissions:** Tracking Scope 1, Scope 2, and Scope 3 emissions.
- **Energy efficiency:** Implementing measures to improve energy efficiency.
- **Waste reduction:** Reducing waste generated during production.

Accelleron strongly believes that we must diligently focus, to avoid potentially adverse environmental impact, and we already have identified “environmental impact” as one of our most relevant material topics (for further information on our materiality assessment, see our [materiality matrix](#)). We therefore intend to reduce CO₂ emissions across our value chain and be more energy-efficient throughout our global operations. In practical terms, this means improving energy efficiency, promoting the use of renewable energy sources, evaluating measures to self-generate renewable energy on site with solar panels, and procuring renewable energy certificates. Other potential targets may also be set, after deeper assessment of the climate risks in 2025.

To stay abreast of progress on Scope 1 and 2 emissions, the Accelleron sustainability team reports internally on a quarterly basis. Since 2023, these reports have tracked progress towards reducing our carbon footprint, with a focus on 90% of our sites.

Scope 3 emissions data is calculated using a combination of methods for each category, as described in the GHG Protocol. Specific information may be found on page 39 to 41 of the Sustainability report chapter.

CO₂ emissions and targets

Accelleron discloses Scope 1, Scope 2, and Scope 3 CO₂ emissions. We aim to reduce Scope 1 and 2 emissions by 70% by 2030, compared to 2022 levels and we have the ambition to reduce our Scope 3 in line with the Paris Agreement. In 2024, we reduced our Scope 1 and 2 emissions by 13% in comparison to 2022 (excluding OMT). We also started our journey of developing SBTi commitments in 2023. However, we do not have reliable data from 2022 for OMT – the fuel injection business we acquired in 2023 – and we have therefore decided to establish 2023 as our new baseline for SBTi targets. In 2025, we will aim to have new targets validated by SBTi, which will address the following goals.

- **Scope 1 and 2 emissions:** Reducing direct emissions from operations.
- **Scope 3 emissions:** Reducing emissions from the value chain and transportation.

Accelleron’s carbon footprint, categorized by scope, is shown in pages 39 to 41 of the sustainability report chapter.

Description of the targets used by the organization to manage climate-related risks and opportunities, as well as performance against targets

Accelleron’s products and services support decarbonization efforts in the marine and energy sectors. Our climate-related targets also include the reduction of transportation-related carbon emissions and the acquisition of specific emissions data from our suppliers to support their emissions reduction efforts.

- **Transportation emissions:** Reducing carbon emissions from transportation.
- **Supplier emissions:** Engaging suppliers to reduce their emissions.
- **Decarbonization products:** Developing products and service that support customer decarbonization efforts.

In 2024, the NCC and BoD approved the long term incentive plan for senior management, which includes a reduction target for carbon intensity. The key levers of improvements connected to the incentive scheme include low-carbon intensity electricity and transportation (upstream and downstream), as well as procurement of semi-finished goods with lower carbon intensity.

Accelleron aims to have a 2030 SBTi target approved in 2025 which addresses the reduction of our carbon footprint. In the future, we also consider how to address the requirements for reaching net zero in the long-term.

A realistic net zero plan will require us to first of all ensure that energy usage and processes in our transportation and supply chain support the target of net zero. For example, the steel industry uses carbon-intensive processes. Without a clear roadmap and milestones from this sector, a net zero plan is highly challenging.

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Appendix III: Glossary

Glossary

Term	Definition
3P approach/3P	An internal definition of a sustainability framework inspired by the triple bottom line concept which encourages businesses to consider their social, environmental, and economic performance and impact.
Advanced decarbonization solutions	Innovations focused on advancing decarbonization and the energy transition to future carbon-neutral fuels, through turbocharging, fuel injection, and digital technologies.
AIMS	Internal global framework embedded into day-to-day business for managing (Q)HSE risks & opportunities.
Alternative fuel	A fuel which is used to contribute to a reduction of GHG emissions and may serve as a substitute for fossil based fuels.
Biofuel	Fuel directly or indirectly derived from biomass.
Carbon intensity	Amount of carbon dioxide emissions produced per unit of energy or economic output.
Carbon-neutral fuel	A type of fuel that, when burned, does not increase the net amount of carbon dioxide (CO ₂) in the atmosphere.
CII rating	The Carbon Intensity Indicator (CII) measures a ship's energy efficiency by calculating the grams of CO ₂ emitted per cargo-carrying capacity and nautical mile.
Climate risk	Climate risk refers to the potential negative impact of climate change on natural and human systems, including economic, environmental, and social aspects.
CO ₂ avoided	Amount of carbon dioxide emissions that are prevented from being released into the atmosphere due to the implementation of sustainable practices or technologies.
CO ₂ equivalent	Metric used to compare the emissions of various greenhouse gases based on their global warming potential (GWP). It converts the amount of different gases into the equivalent amount of carbon dioxide (CO ₂) that would have the same impact on global warming.
Conventional fuel	Fossil fuel such as coal, lignite, gasoline, diesel fuel, or oil.
Dual fuel engine	Engine capable of running on two different fuels with the ability to switch between fuels as necessary.
Energy Efficiency Existing Ship Index	The Energy Efficiency Existing Ship Index (EEXI) is a measure introduced by the International Maritime Organization (IMO) to assess the energy efficiency of existing ships. It aims to reduce greenhouse gas emissions from the maritime sector.
Energy intensity	Amount of energy used per unit of economic output.
Engine Part Load Optimization	A type of upgrade/retrofit service designed for two-stroke marine main engines, which combines turbocharging component upgrades with engine derating (limiting sailing speeds), to optimize engine performance at low load, resulting in reduced fuel consumption and CO ₂ emissions.
EU ETS	The EU Emissions Trading System (EU ETS) is a "cap and trade" scheme under which a limit (the cap) is placed on the right to emit specified pollutants over a geographic area and which also allows companies to trade emission rights within that area.
Flexible integrated turbocharging system for large two-stroke engines (FiTS2)	A type of upgrade/retrofit service designed for two-stroke marine main engines, developed with WinGD, a leading two-stroke engine manufacturer. FiTS2 uses a smart combination of unequally specified turbochargers and wide compressor maps. Two or more turbochargers operate in sequence for optimum air delivery at each engine load. FiTS2 is designed to deliver maximum fuel savings (and emissions reductions) at part and low load, while offering the flexibility of going to full output without the need for installation work.
Fragile State Index	A framework that assesses the vulnerability of states to collapse by evaluating various social, economic, and political indicators.
GHG Protocol	A comprehensive global standardized framework for measuring and managing greenhouse gas (GHG) emissions from private and public sector operations, value chains, and mitigation actions.

Term	Definition
Green hydrogen	Hydrogen produced through the electrolysis of water, using electricity generated from renewable energy sources such as wind, solar, or hydropower or nuclear power.
Green methanol	A type of methanol produced from renewable and low-carbon sources.
Greenhouse gas	Any gas that absorbs infrared radiation or heat emanating from the ground and prevents it from being released back into space.
GRI 305	A standard that contains disclosures for organizations to report information about their GHG emissions-related impact, and how they manage this impact.
Heavy fuel oil	A residual fuel derived from crude oil refining, commonly used in marine vessels.
Lifecycle solutions	Solutions that consider the entire product lifecycle from cradle to grave.
Long-lived assets	Property, plant and equipment net of depreciation.
Low carbon electricity	Electricity which uses at least one of the following primary sources of energy: wind, sun, geothermal, biomass, hydropower, nuclear.
LTIFR	Lost Time Injury Frequency Rate (LTIFR) is a safety metric used to measure the frequency of workplace injuries that result in an employee being unable to work their next full workday. It is calculated relative to the total number of hours worked over a specific period.
MARPOL	International Convention for the Prevention of Pollution from ships, an international treaty established to protect the marine environment by reducing pollution from ships, whether from operational or accidental causes.
Maturity level (water)	Internal definition related to usage of water in our operations.
Near-zero emission fuel	A type of fuel that, when burned, doesn't increase net greenhouse gas emissions. This means that the emissions produced during the fuel's lifecycle (from production to combustion) are balanced by measures that remove an equivalent amount of greenhouse gases from the atmosphere.
Net zero	Net zero emissions, according to the Intergovernmental Panel on Climate Change, are achieved when the amount of greenhouse gases emitted by human activities is balanced by the amount removed from the atmosphere over a specific period. This balance can be achieved through a combination of reducing emissions and implementing measures to remove greenhouse gases, such as reforestation or carbon capture and storage.
New fuels	Fuels that are not predominantly commercially used at the moment.
Non-hazardous waste	Waste that does not pose a substantial threat to public health or the environment. This type of waste typically includes materials that are not classified as hazardous under relevant regulations and can be safely managed through standard waste management practices.
Pure Car Carrier	Vessels specially designed for the transportation of passenger cars in large quantities.
Remanufacturing	A comprehensive process for repairing older turbochargers to return them to the performance level similar to a new one.
Responsible innovation	An approach to the development and implementation of new technologies and processes that emphasizes ethical considerations, societal needs, and long-term impact. It involves ensuring that innovation is conducted in a way that is socially desirable, environmentally sustainable, and ethically sound.
Responsible sourcing	Responsible sourcing is the practice of procuring goods and services in a way that considers the ethical, environmental, and social impact of the supply chain. This approach ensures that a company's operations and its suppliers' practices do not negatively affect people or the environment.
Responsible supply chain	A supply chain integrates ethical, social, and environmental considerations into the management of the entire supply chain. This approach ensures that all stages of the supply chain, from sourcing raw materials to delivering the final product, adhere to principles of sustainability and ethical conduct as per our internal Code of Conduct.

Term	Definition
SBTi	Science Based Targets initiative (SBTi) is a collaboration between several leading organizations, including the CDP, the United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). The initiative provides companies with a clearly defined pathway for reducing greenhouse gas (GHG) emissions in line with the goals of the Paris Agreement, which aims to limit global warming to well below 2°C above pre-industrial levels, and ideally to 1.5°C.
Scope 1	Direct GHG emissions from sources that are owned or controlled by the company.
Scope 2	Indirect GHG emissions from the generation of purchased electricity, district heating or steam consumed by the company.
Scope 3	Other indirect GHG emissions not included in energy indirect (Scope 2). GHG emissions that occur outside of the organization, including both upstream and downstream emissions.
Seeding	The introduction of completely new turbochargers into Accelleron's exchange pool to maintain a sufficient stock for rapid replacements. This exchange pool allows customers to receive a turbocharger replacement within two to five days, minimizing downtime.
Semi-automatized usage of water	Usage of water within Accelleron operations under which processes and machines are used to standardize water usage, alongside remaining manual operations.
Smartly Enabled Services (SES)	Data-enabled service agreements like Turbo Smart Care and Turbo Marine Care, which employ a data-based service plan that simplify turbocharger maintenance for ship owners or operators. Accelleron assumes the responsibility, costs, and risks associated with servicing turbochargers, charging a fixed price to provide financial predictability to customers.
SOLAS	The International Convention for the Safety of Life at Sea (SOLAS) is an international maritime treaty which sets out minimum safety standards in the construction, equipment, and operation of merchant ships.
STEM	Science, technology, engineering and mathematics.
Sustainability criteria	Sustainability criteria are standards and guidelines used to evaluate and ensure that activities, products, or processes are environmentally, socially, and economically sustainable.
Sustainable aviation fuel (SAF)	A type of renewable or waste-derived aviation fuel that meets specific sustainability criteria. It is designed to reduce carbon emissions compared to traditional fossil jet fuel over its lifecycle. SAF can be produced from various sustainable feedstocks.
Sustainable industrialization	Industrialization which encompasses sustainability criteria.
Synthetic fuel	A fuel that is generated via an industrial synthesis process.
Transitional fuel	An energy source used temporarily in the transition from high-carbon fossil fuels to cleaner, renewable energy sources; also known as bridge fuel. These fuels are considered to have a lower environmental impact compared to traditional fossil fuels and are used to bridge the gap while renewable energy technologies and infrastructure are being developed and scaled up. Examples include LPG and natural gas.
Turbo analytics	Digital solutions designed to enhance the performance and maintenance of turbochargers through advanced data analytics. They provide real-time insights into turbocharger health, enabling operators to optimize turbocharged engine efficiency and reduce fuel consumption and emissions.
Upgrade(s)	A subcategory of retrofit services for turbochargers that are already in operation. Accelleron uses the term "upgrade" to refer to retrofits of its own turbochargers, where certain components are replaced with newer component models, in order to improve efficiency and overall performance. Accelleron uses the term "retrofits" to refer to the same process applied to the turbochargers of other manufacturers.
Voyage optimization	The process of planning and adjusting a ship's route and speed to achieve the most efficient and cost-effective journey. This involves considering various factors such as weather conditions, sea currents, fuel consumption, and safety regulations.
Water footprint	A measure of the total amount of water used to produce a product or service, including both direct and indirect water use.
Water intensity	A metric that measures the relationship between water by volume and a unit of activity (products, sales, etc.).

Term	Definition
Water-scarce areas	Regions that experience high levels of water stress, where the demand for water exceeds the available supply during a certain period as per World Resource Institute (WRI).
Water-stressed areas	Regions where the demand for water is high relative to the available supply, often measured as the ratio of total water withdrawals to available renewable water resources as per World Resource Institute (WRI).
Zero waste to landfill	Waste management strategy that aims to divert nearly all waste away from landfills, ensuring that at least 99% of generated waste is reused, recycled, composted, or converted into energy.
Zero-emission fuel	Any type of fuel that, when burned, does not produce direct emissions of pollutants or greenhouse gases. This means that the fuel itself does not release carbon dioxide (CO ₂), methane (CH ₄), nitrogen oxides (NOx), or other harmful substances during combustion or use. Examples are hydrogen and electricity from low-carbon energy sources.