

03

Sustainability report

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About Accelleron

As a global leader in turbocharging, fuel injection, and digital solutions for heavy-duty applications, Accelleron provides technologies and services to support marine and energy industries that form the backbone of modern civilization. With our 100-year heritage, an installed base of more than 180,000 turbochargers, and almost 3,000 skilled employees serving 100 locations in 50 countries, we are continuously innovating to drive the energy transition forward and accelerate the decarbonization journey for our customers.

We do that in three ways. First, our turbochargers, fuel injection systems, and digital solutions improve asset efficiency and reduce environmental impact by decreasing emissions, and by saving fuel, whether that's conventional fuel, transitional fuel like liquefied natural gas (LNG) or a future carbon-neutral fuel like methanol, ammonia, or hydrogen. Second, since decarbonization in marine and energy industries depends on the energy transition, we are intensively innovating to design new fuel injection systems which are tailor-made for the special requirements of future carbon-neutral fuels.

Recent acquisitions

Accelleron's recent acquisitions include OMT, OMC2 and TNM.

OMT is partly included in the sustainability report as well as the appendix. Each chapter and category is marked accordingly.

OMC2 and TNM are out of scope for this sustainability report as we aim to integrate them into our reporting system from 2025.

We are also designing turbochargers that are adaptable for multiple fuel requirements, and we support engine builders in simulating combustion processes for e-fuels (methanol, ammonia, and hydrogen), in order to ensure safe and efficient operation. Finally, our expanded digital offerings not only give marine customers the data needed to optimize vessel performance and efficiency, they also help ship owners and charterers to report on emissions accurately, and to optimize overall fleet operations to meet their decarbonization goals.

Accelleron reports its business in two segments: High Speed and Medium & Low Speed.

High Speed:

The High Speed segment produces and services turbochargers with power outputs ranging from 500 to 5,000 kilowatt (kW). Accelleron's High Speed turbochargers are used mainly in electric power generation (gas-fired engines for base load power, combined heat and power, and balancing power, and back-up power that mostly runs on liquid fuels) and onshore oil and gas (primarily gas-fired engines driving compressor stations for gas pipelines), as well as in marine and, to a limited extent, off-highway applications.

Medium & Low Speed:

The Medium & Low Speed segment produces and services turbochargers with power outputs ranging from 600 to 30,000 kW. These turbochargers are used mainly in marine and related applications (e.g., merchant vessels such as container ships, bulk carriers and tankers, and passenger vessels), electric power generation applications, and, to a lesser extent, railway applications.

This reporting segment also includes business activities related to digital customer solutions (including Tekomar XPERT software and the recently acquired digital and consulting offering from True North Marine) as well as the fuel injection business from OMT and OMC2, as these applications are primarily related to the Medium & Low Speed segment.

Accelleron is organized into five divisions consisting of the two product business divisions High Speed and Medium & Low Speed, an integrated Service division, a Digital division, and the latest addition, Fuel Injection.

Service

The Service division is an important contributor to Accelleron's success, providing spare parts and services for both High Speed and Medium & Low Speed turbochargers. Accelleron turbochargers are typically operated for up to 8,000 hours a year and can have a service life of more than 30 years. Every year Accelleron supports more than 5,000 end customers around the globe, employing more than 500 trained service engineers at over 100 locations. They have 24/7 support from the global spare parts center in Switzerland, which can deliver parts to any airport in the world within 48 hours.

Digital

The Digital division supports Accelleron's customers with software platforms and offerings that enable them to operate their assets at optimal condition, thereby improving fuel efficiency and reducing emissions. The division's digital capabilities also help the Service division provide smart maintenance solutions based on operating data received from the Company's installed base.

Fuel Injection

The Fuel Injection division was created following the acquisition in 2023 of Officine Meccaniche Torino (OMT) a global leader in fuel injection systems.

OMT is driving the maritime industry's transition to net zero emissions by 2050, by developing and selling advanced injection solutions to OEM customers for both conventional and future carbon-neutral fuels, including methanol, ammonia, and hydrogen.

Since infrastructure for these fuels is still developing, many shipping companies are adopting dual fuel engines, which require multiple injection systems, specialized for each fuel type. This has generated rising demand for fuel injection systems. In 2024, OMT acquired OMC2, in order to expand production capacity for both two-stroke and four-stroke fuel injection systems. OMT's innovations will be fundamental to sustainable industry transformation, as dual fuel engines will dominate the new-build ship market in the coming decades, carrying the industry through the energy transition.

Company values

Since its stock listing as an independent company on October 3, 2022, Accelleron has formulated a corporate purpose, vision, and set of values.

Our purpose is to accelerate sustainability in marine and energy industries.

Our vision is to boost innovative lifecycle solutions as a trusted partner in the energy transition for the benefit of our customers and society.

Our four values:



We are curious.

We are inclusive and learn from diversity.



We are all entrepreneurs.

We see opportunities and we have the courage to take ownership of them.



We trust each other.

We are ethical and we work with integrity.



We go further.

We are proud to exceed expectations.

Global presence

Accelleron has more than 100 locations (mostly service sites) in more than 50 countries. Our headquarters and largest site, in Baden, Switzerland is the workplace of about one third of our employees and is home to three quarters of long-lived assets¹. It houses key global corporate functions, the global service center, research and development (R&D), and our main sourcing and manufacturing hub.

Other manufacturing and sourcing sites are located in China and India. R&D, production, and sales for the fuel injection business are located in Turin and Brescia, Italy. Accelleron generates revenues throughout the world: Europe is responsible for 34.3%, Asia, the Middle East and Africa (AMEA) for 43.0%, and the Americas for 22.8%.

Value chain

Accelleron strives to take care of its customers, from designing turbochargers in close coordination with engine OEMs to application engineering and the delivery of the best product for each customer application. Once an engine is in operation, Accelleron works to maintain or enhance its performance. Through its own network, Accelleron provides turbocharger services and spare parts from a single source. This allows Accelleron to offer a full-coverage service model, including lifetime service agreements and digital offerings, to its customers.

¹ Long-lived assets meaning property, plant and equipment net of depreciation.



Sustainability at Accelleron

Sustainability strategy and goals

In September 2015, the United Nations (UN) identified and adopted 17 global Sustainable Development Goals (SDG). These SDGs represent an urgent call to action for all countries to act as part of a global partnership. In the same year, the Paris Agreement was adopted at the 21st UN Conference of Parties (COP 21). Its overarching goal is to “hold the global average temperature increase to well below 2°C above pre-industrial levels” and to “pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels.”

For companies, this means taking steps to reduce the negative impact of business on both the environment and society. For Accelleron, sustainability means integrating environmental and social aspects into Accelleron’s business model, and working towards a world that achieves the goals of the Paris Agreement.

Our definition incorporates the triple bottom line approach, which considers the interconnectedness of environmental, social, and economic impact, supported by a mature governance structure. In our sustainability strategy, we structure these elements around three pillars: “Products & Services,” “Planet,” and “People.” We call this our 3P approach.

To realize the full potential of the 3P approach and demonstrate our ability to accelerate sustainability in the marine and energy sectors, we are working on further integrating sustainability into our business strategy.

To support decarbonization, we aim to strengthen our position as the market leader in turbocharging technology by focusing on the following activities:

- Making our products compatible with the use of future carbon-neutral fuels, leading to a reduction of direct CO₂¹ emissions for end users
- Providing product upgrade services that result in avoided emissions for end users
- Transitioning towards a lower carbon footprint in our supply chain and operations, as well as the products and services we deliver, to help customers further reduce their own carbon footprints

Embedding sustainability in our business

By embedding sustainability into our business model, we aim to not only align with global sustainability goals but also drive long-term cost efficiencies, reduce regulatory risk, and enhance market competitiveness. Sustainability is a driving force for Accelleron as well as for our customers. To successfully embed sustainability in our strategy, we are increasing the involvement of our customers, suppliers, and employees.

We set sustainability targets that are drawn directly from our business and regulatory contexts, the best available data, and pertinent requirements and standards. Currently, we have 13 key targets, including milestones, which address the top priorities identified in our materiality matrix (see the section [target setting and measurement verification](#)). These targets cover the period from 2023 to 2030, and reflect our ambition to measure up to our conception of a truly sustainable company. At the same time, Accelleron has developed a system to monitor key upcoming regulations in our major jurisdictions in the next three to six years.

¹ In this report, CO₂ should be considered as CO₂ equivalent.



We are committed to building a culture where all employees work together to drive sustainability and make it an integral part of our business. Our governance processes articulate our core organizational and behavioral principles, such as our [Articles of Association](#), Board regulations, our purpose and vision, and our Code of Conduct (CoC). For example, we have rules and expectations related to anti-corruption, and we continuously train our people. We have set supplier sustainability standards in our Supplier Code of Conduct (SCoC), and we are conducting regular audits to continue to improve our processes.

We are dedicated to a culture where both employees and external stakeholders are encouraged to report any potential breaches of the CoC or the law, without fear of retaliation. We offer several channels for anyone to report suspected misconduct anonymously.

For information on Company governance structure, please see the corporate governance report on page 53.

Materiality analysis and reporting framework

In this 2024 sustainability report, we highlight our contributions to reducing greenhouse gas (GHG) emissions and creating social value.

Accelleron has determined its focal points based on a structured approach guided by the Global Reporting Initiative (GRI). Accordingly, we have conducted a materiality analysis involving all relevant internal and external stakeholders, including customers, suppliers, employee and employer representatives, local communities, local government, non-governmental organizations, and investors. It helped to identify actual and potential impact and then assessing the impact with analysis serving to identify and prioritize the most significant impact.

Until now, to assess our stakeholders' perspectives on Accelleron's sustainability priorities, we established an internal, cross-functional group

which conducted interviews with 40 stakeholders. We applied a systematic approach to understanding the nature of each material topic, and asked stakeholders to rank their importance to Accelleron's business on a scale from 1 to 5. The analysis was reviewed and validated by an external sustainability expert to ensure its credibility and objectivity.

We have structured this sustainability report around the 15 material topics identified in our materiality analysis, in order to provide transparency and a clear view of our activities for all stakeholders. We have further grouped material topics into three pillars: "Products & Services," "People," and "Planet" – our 3P approach. We address these three areas in this report, highlighting the governance framework that helps us to achieve sustainable impact across each of them. In 2024, we started to work on implementation of the Corporate Sustainability Reporting Directive (CSRD) to define our first double materiality assessment for our Italian business (the fuel injection division and service stations based in Italy) (see section regulatory readiness).

Teamwork for effective sustainable reporting

Accelleron wants to have a positive impact in its sustainability journey. The information in this report has been reviewed according to the four-eyes principle of data validation to ensure transparency and alignment across all internal departments, including: Human Resources, Health Safety and Environment, Legal & Integrity, Supply Chain, Finance, Product and Service divisions, and Technology.

For this non-financial report, we have made every effort to disclose our activities and progress in the materiality topics addressed. In doing so, we have relied on data and information from internal and external third-party sources that have been reviewed and/or verified using current methods and knowledge. We have also integrated the internal audit team into our reporting process to secure

independent review and increase the level of control and reliability

The report also includes estimates, which are labelled as such. The information provided may be subject to review and amendment in future reports, as we continuously work to improve the specificity and accuracy of the data, based on exchange with our suppliers and third parties.

One example of this is the 2023 carbon footprint numbers, which have been revised this year to include OMT. We have captured OMT data and factored it into a recalculation of our 2023 carbon footprint.

Target setting and measurement verification

Our materiality matrix also served as a foundation for our impact-based targets. Accordingly, we have developed targets which can be assigned to one of our 3P categories: "Products & Services," "People," and "Planet". These same targets directly contribute to seven different SDGs.

The selected Sustainable Development Goals are:

- SDG 3: Good health and well-being
- SDG 4: Quality education
- SDG 5: Gender equality
- SDG 7: Affordable and clean energy
- SDG 9: Industry, innovation and infrastructure
- SDG 12: Responsible consumption and production
- SDG 13: Climate action

Accelleron has engaged KPMG to provide independent assurance for selected GRI KPIs disclosed in the sustainability report 2024. The KPIs in scope of the limited assurance are Scope 1 and 2 GHG emissions, as well as Scope 3, category 4 and 9, upstream and downstream transport. As available data improves, we will update our reported information, and we will continue to have all information verified by certified third parties.

Regulatory readiness

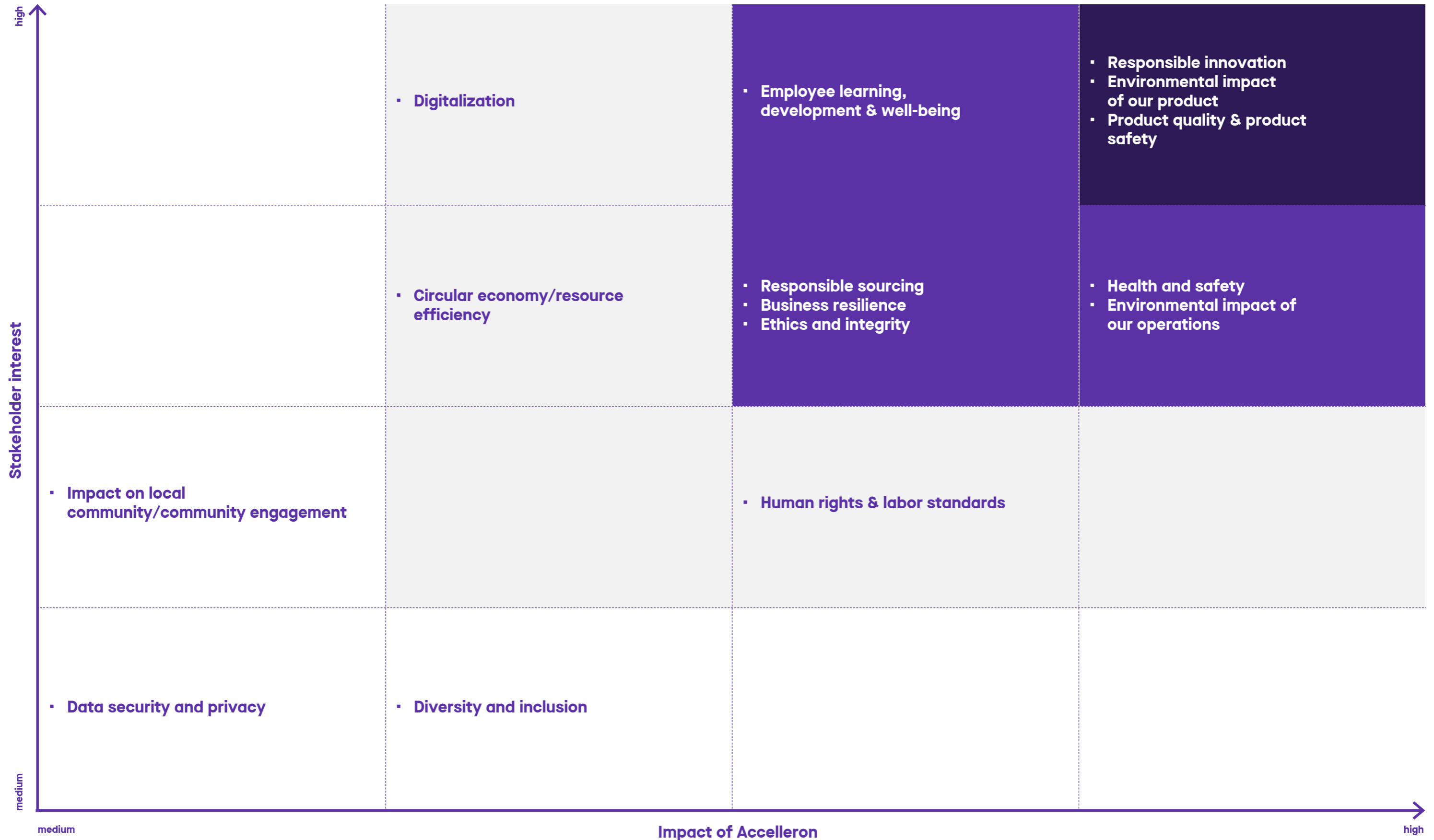
Among our processes, we regularly identify the upcoming regulations that could impact Accelleron. With the imminent implementation of the Corporate Sustainability Reporting Directive (CSRD), the Board of Directors (BoD) and the Executive Committee have resolved to leverage this directive as an opportunity for learning and enhancing the maturity of our sustainability practices.

After careful consideration of our current sustainability maturity, resource availability, and strategic priorities, we are planning to begin with CSRD compliance for our Italian business by submitting a CSRD report for our Italian business in 2026 (FY 2025)¹. Building on that experience, we will decide to submit a CSRD report for the entire group. In 2024, we laid the groundwork for both reports by conducting a double materiality assessment for Italy and engaging an auditor.

Globally, we will also be assessing the relevant requirements of the Corporate Sustainability Due Diligence Directive (CSDDD) in 2025, and establishing a plan of action.





¹ We may revise our position in light of the EU's omnibus directive. While we continue to believe in the decarbonization of marine & energy and the opportunities this brings for our business, Accelleron took note of the Omnibus proposals of the EU Commission, will carefully observe the legislative process and make its conclusions on sustainability strategy, targets, reporting and timelines.

Accelleron's sustainability materiality matrix





Maturity assessment of each topic based on existing processes, standards, systems, and programs, rather than performance or results.



People

Material topic	Target	Results in 2024	Progress against target	Direct contribution to SDGs
Health and safety	Reach Lost Time Injury Frequency Rate (LTIFR) 0.2 by end of 2030.	0.57		By providing a safe work environment, we reduce the risk of accidents and injuries. We strive to ensure high safety in the workplace, thus aligning with SDG 3, which aims to promote good health and well-being for all.
Employee development	By 2026, every employee to have at least two working days as training per year (16 hours per year).	In 2024, every employee had on average 17 hours of training (excluding our Fuel Injection division).		By investing in training and development, Accelleron can attract and retain skilled people, leading to higher productivity and future-proof competencies and contributing to SDG 4.
Inclusion and diversity	Women make up 25% of senior management by end of 2025.	24%		A diverse, inclusive leadership team at Accelleron creates a supportive work environment and promotes a positive workplace culture. This contributes directly to SDG 4 and SDG 5 by improving gender equality and empowering all women.
Local community	Have at least one project that gives back to the community per year per local unit, starting 2027.	52 projects were completed.		This target contributes to good health and well-being (SDG 3), quality education (SDG 4), and gender equality (SDG 5). Community projects can promote health, provide valuable learning opportunities, and empower women in the community.

Products and services

Material topic	Target	Results in 2024	Progress against target	Direct contribution to SDGs
Responsible innovation	Portfolio ready for future carbon-neutral fuels like methanol, ammonia, and hydrogen, by 2030, scalable and ready to sell in production.	We delivered the first products for applications that will run on future carbon-neutral fuels, and we have committed a substantial part of our R&D resources to optimizing our products for use with future carbon-neutral fuels. We took further steps in 2024 and we continue to make progress in qualifying our next generation of low-speed turbochargers, the ACCX300-L series in our Medium & Low Speed division, for use with future carbon-neutral fuels. We have observed an increasing interest from the market for this readiness. The High Speed division has also continued to work on hydrogen combustion. While engines for both hydrogen blending and 100% hydrogen combustion at lower power density are available, the High Speed division has continued its collaboration with engine building customers to develop turbocharged engines that operate with 100% hydrogen, while maintaining an engine power density comparable to natural gas.		This target is in line with the SDGs of industry, innovation and infrastructure (SDG 9), and climate action (SDG 13). Improving development of alternative fuel options can help reduce greenhouse gas emissions, improve air quality, promote sustainable industrialization and innovation, and combat climate change.
Responsible supply chain	100% of direct material suppliers in high-risk countries audited according to sustainability criteria by end 2028; 80% of direct material suppliers to have business continuity plans including climate risk by 2030.	9 audits were performed in 2024, encompassing 20% of suppliers in high risk countries. We issued a climate change survey to our suppliers representing 80% of direct material carbon emissions.		We are auditing suppliers on their adaptation to climate risks and their mitigation plans. This aligns with SDGs 9 and 13 which promote the building of resilient infrastructure, sustainable industrialization, and adaptation to climate change.
Circular economy	We will continue to promote and execute solutions to support customers in achieving their decarbonization targets, with a focus on our comprehensive portfolio of retrofits/upgrades that help equip existing vessels for the decarbonization and energy transition journey.	New target. Progress will be reported in the next report.	New target	The circular economy model corresponds with SDGs 9, 12 and 13, promoting sustainable industrialization and resource efficiency, reducing waste and environmental impact, and aligning with the goal of promoting sustained economic growth.

Planet

Material topic	Target	Results in 2024	Progress against target	Direct contribution to SDGs
Environmental impact of our operations and our products	Reduce our CO ₂ emissions by 70% (Scope 1 and 2) compared to 2022 levels by 2030. Ambition to reduce our Scope 3 in line with the Paris Agreement, with targets to be set in the SBTi process.	We reduced our Scope 1 + 2 by about 13% in comparison to 2022 for Accelleron (excl. OMT).		This target also aligns with SDG 13, which emphasizes the need to take urgent and ambitious action to combat climate change.
Environmental impact of our operations	3% reduction in "bought electricity/revenues" by 2030 vs. 2024.	In 2024 we conducted an energy assessment of the remaining sites and launched an energy efficiency strategy which defines global efficiency targets. Progress will be reported in the next report.	New target	This target is connected to SDG 7, which aims to ensure access to affordable, reliable, sustainable and modern energy for all, as it promotes energy efficiency and reduces energy consumption. Achieving our target can lead to a reduction in the carbon footprint of our operations and contribute to mitigation of climate change, thus also supporting SDG 13.
Environmental impact of our operations	Zero waste to landfill and 90% waste recycling rate for non-hazardous waste by 2030. ¹	In 2024, 29.6 tons of waste were sent to landfill (vs. 55 t in 2023) and 88% of non-hazardous waste was sent for recycling (not including US, Middle East and Africa).		This target is connected to SDG 13, which emphasizes the need to take urgent and ambitious action to combat climate change and its impact, including reducing waste generation and improving waste management practices that reduce greenhouse gas emissions. Additionally, by promoting sustainable waste management practices, it can contribute to preserving ecosystems and protecting human health and well-being, which are key objectives of several SDGs, including SDG 3 and SDG 4.
Environmental impact of our operations	Water efficiency target is: Move from level 1 (single usage of water) in water efficiency to a higher maturity level by end of 2026, within the Service division. ²	We assessed water usage in the service network and defined guidance for improving the main industrial processes that use water. We hierarchized the use of water in 4 maturity levels. We broke water usage down into a four-tier hierarchy. Level 1 is defined as no water reuse, followed by level 2 (water reuse), level 3 (semi-automated water use) and level 4 (fully automated water use).	New target	The target of reducing water usage is directly connected to SDG 7 and 12, which also promote sustainable water management practices that contribute to reducing the environmental impact of energy production and consumption. It is also connected to SDG 13, which emphasizes the need to take urgent and ambitious action to combat climate change and its impact, which includes reducing water usage and improving water management practices. With this target we can help preserve ecosystems, protect human health and well-being and mitigate the impact of climate change.

¹ Excluding US, Middle East, and Africa.

² Fuel Injection division and manufacturing sites are excluded from the target as their industrial water usage is based on a closed loop system, which equates to level 2 or higher.



On trajectory towards the target

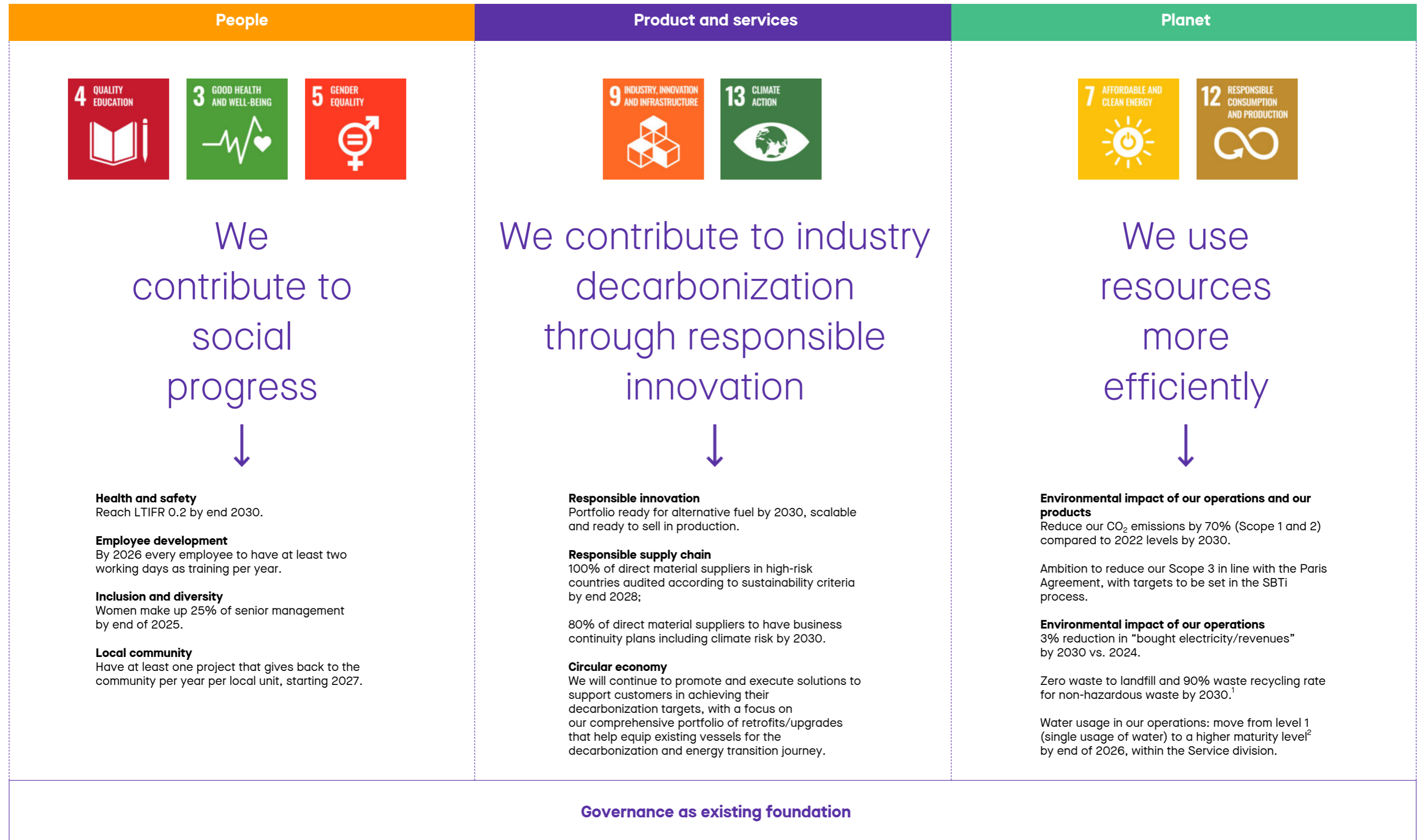


Some progress made towards target



Not aligned with target

We contribute directly to 7 SDGs



1 Excluding US, Middle East, and Africa.

2 We broke water usage down into a four-tier hierarchy. Level 1 is defined as no water reuse, followed by level 2 (water reuse), level 3 (semi-automated water use) and level 4 (fully automated water use).

Products and services

How Accelleron supports decarbonization and the energy transition with its products, services, and innovation.

Accelleron's customers face increasingly strict requirements for lower carbon emissions and for the transition to future carbon-neutral fuels. Our core purpose is to accelerate sustainability in marine and energy industries as a global technology leader for turbocharging, fuel injection systems, and digital solutions that increase efficiency, which means lower fuel consumption and therefore lower carbon emissions, thus supporting the energy transition.

To support our technologies, Accelleron's wide range of service offerings keep our turbochargers running at optimal efficiency at all times, and our spare parts for fuel injection systems keep them operating with high precision and peak efficiency throughout their lifetimes. In addition, Accelleron has developed a robust upgrade program to allow existing ships to increase their fuel efficiency and lower emissions, to meet new sustainability standards.

Accelleron's expansive digital offering adds another dimension of efficiency and emissions reductions for our customers. Our digital technologies range from data insights that focus purely on optimizing turbocharger and fuel injector performance, to Tekomar XPERT, which addresses key engine and vessel performance parameters, CII ratings, and emissions certificates, to Accelleron's recent acquisition True North Marine (TNM), which addresses voyage optimization and supports the entire charter process.

Our portfolio of technologies and services is strategically designed to maximize fuel efficiency and the reduction of operational emissions for marine and energy operators. As operators convert from conventional fuels to future carbon-neutral fuels like green methanol, ammonia, and hydrogen, superior efficiency will remain paramount in ensuring the most economical use of those fuels, and to supporting operators in achieving increasingly ambitious sustainability targets.

In particular, Accelleron's OMT fuel injection systems are essential to enabling the energy transition. They are designed to handle the special material requirements of future carbon-neutral fuels.

Fuel injectors are also engineered to meet the complex design requirements of new dual fuel engines, which require multiple, specific injectors for different fuels.

Accelleron continuously innovates across every aspect of our portfolio, synthesizing new turbocharging and fuel injection design concepts, digital insights, and service offerings, to accelerate our customers' journeys to a net zero future, and reduce the environmental impact of future products over their lifecycle.

Reducing carbon emissions

Accelleron's products are engineered to increase power density by three to four times, leading to reductions in carbon emissions of up to 20% compared to a combustion engine without turbocharging¹. By optimizing fuel efficiency, the Company supports engine builders in their efforts to reduce carbon emissions.

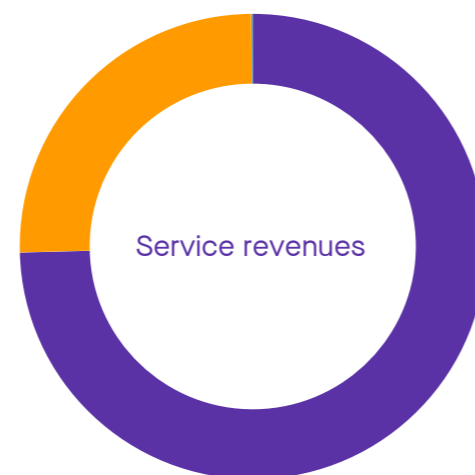
Accelleron's turbochargers also increase engine power while minimizing the use of natural resources. Of all existing technologies, turbochargers provide the most economical and sustainable way of boosting engine power and efficiency, by harnessing the energy from engine exhaust to

quadruple engine output without needing to increase the engine size or weight. By doing so, they reduce the amount of building materials needed, which conserves natural resources and mitigates the environmental impact of resource extraction and processing.

Thanks to the technological leadership of our Company, our business benefits from the ongoing energy transition, both in the present and in the short, medium, and long term. In the present, Accelleron's upgrades and retrofits enhance the efficiency of our customers' engines while concurrently decreasing their carbon emissions. In the short term, natural gas is likely to increasingly replace heavy fuel oil due to its lower carbon emissions – typically 15 to 20% fewer emissions than from diesel on tank-to-wake basis. However, natural gas is considered to be just a transitional fuel. In the medium and long term, future fuels like methanol, ammonia, and hydrogen are expected to have a lower carbon footprint but will likely be significantly more expensive. This is where Accelleron's proficiency in energy efficiency can provide the Company and our customers with an additional competitive advantage.

¹ As per industry standard.

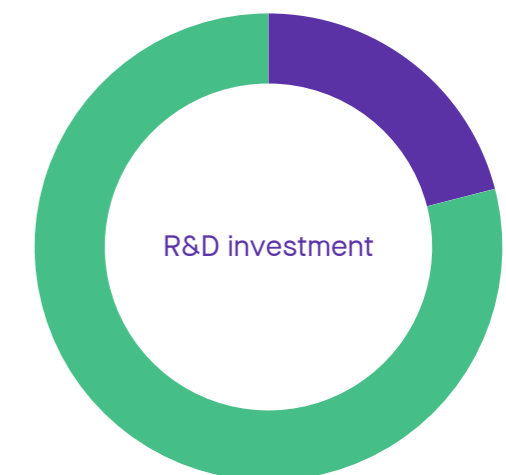
Exposure to different fuel types and technologies in service, products and R&D (illustrative graphs)



■ Diesel ■ Gas ■ New fuels



■ Diesel ■ Gas ■ New fuels



■ Development for conventional fuels
■ Advanced decarbonization solutions

While the majority of our service revenues are still based on diesel engines (about three quarters vs. one quarter mainly operating on gas¹), the majority (about 50-55%) of new turbochargers are applied on gas engines (vs. about 45% on diesel engines), with a small share already applied on dual fuel engines able to run on new carbon-neutral fuels like green methanol or ammonia. Since dual fuel engines increasingly dominate new build orders, these numbers will shift as more dual fuel engines enter the market in the coming years.

Research and development (R&D) activities² are already focusing on decarbonized operations, with a significant share of the relevant R&D investment linked, for example, to turbocharger applications designed for utilization with future carbon-neutral fuels, e.g., methanol, ammonia, and hydrogen³, digital solutions for emissions reductions, and further innovation activities focused on decarbonization.

The remainder of the relevant R&D budget is spent on development or improvement of turbocharger products, which, for the foreseeable future, will mainly be utilized with conventional fuels (diesel, natural gas).⁴ Development activities for conventional fuels include the development of high-efficiency turbochargers for high-speed diesel engines for applications like emergency back-up power generation, where the use of carbon-neutral fuels is not expected to be widespread in the near future.

Medium & Low Speed

Despite ongoing geopolitical tensions and weather-related routing challenges, the energy transition of the maritime industry has continued to gain momentum. Piloting of energy saving devices and carbon capture technologies has intensified, while alternative fuel-capable vessels have spread across all major ship types on the orderbook. LNG-capable ordering has increased notably while methanol-capable ordering has eased, mainly due to concerns about the timing of investments needed to ramp up methanol production.

Accelleron continues to grow proportionally with the uptake of these alternative fuel-capable vessels. It remains a priority to support engine designers in making their engine portfolios alternative fuel-capable, by being on the vast majority of related development engine platforms and supporting the commercial ramp-up. In this context, Accelleron has gained a good understanding of the impact of alternative fuels on turbocharging, helping to align its product portfolio accordingly.

The development of low-pressure LNG dual fuel engines also progressed during the year, including overall fuel efficiency improvements and significant methane slip reductions. Accelleron collaborated closely with an engine designer on a key technology, low-pressure exhaust gas recirculation, and first applications were successfully put into operation.

There has also been progress with ammonia, the first carbon-neutral fuel. The world's first ammonia-powered ship, the tugboat Sakigake, is now in commercial use, using an engine fitted with an Accelleron A100-M turbocharger. The project is part of the Green Innovation Fund under Japan's New Energy and Industrial Development Organization.

Various larger ocean-going vessels with ammonia dual fuel propulsion were also contracted. The construction of the world's first ammonia dual fuel bulk carrier, with Accelleron's A100-L turbochargers, began in late October 2024. Another highlight was the successful certification of HD Hyundai's first-of-a-kind high-pressure direct injection ammonia dual fuel medium-speed engine, with Accelleron's MXP turbocharger.

The first vessel upgrade with Accelleron's FiTS2, a fully automated turbocharger cut-out system, was successfully concluded on board an ultra-large container vessel, in close collaboration with the shipowner MSC. Thanks to the proven fuel savings, MSC is in the process of upgrading 20 additional vessels of the same class, with Accelleron as the main contractor.

The energy market remains subdued, while both global electricity demand and the addition of wind and solar power is growing exponentially. The latter trend has triggered demand for thermal balancing power. However, both the timing of related investments and the technology choices (gas turbines versus internal combustion engines) remains unclear.

In September 2024, Accelleron concluded a contract manufacturing agreement with HD Hyundai Marine Engines (HD HME). Under this agreement, the production of three turbocharger types will be shifted from Switzerland to Korea. As these types are predominantly for the Asian market and many parts are purchased in Asia already, the new setup will lead to a significant reduction in upstream and downstream transportation-related CO₂ emissions.

➤ Next steps

In the second half of 2025, Accelleron is targeting the release of its new low speed turbocharger series, ACCX300-L. Internal qualification is progressing well, and customer interest is high. Another focus will be the support of the first matching tests for commercial, low-speed, ammonia dual fuel engines and the continuation of engine developments and vessel concepts for alternative fuels.

The new agreement with HD HME is expected to see the ramp-up of the first turbocharger type by the end of 2025, with strong progress in localization for the two remaining types.

High Speed

The energy transition, electrification, and digitalization have a significant impact on the high-speed market. The growing demand for electrical power, mainly driven by the data center industry, and the growing share of intermittent renewable energy sources imposes challenges to grids, where capacity constraints in some regions have prompted the need for flexible, reliable, decentralized power solutions. High-speed engines fueled by natural gas are one potential solution.

In North America, the ambition to reduce gas flaring and the utilization of gas for electricity production is generating business opportunities for gas engines to power pumps and provide electric power onsite.

Major trends in the high-speed engine industry are increasing power density, improving engine start-up capabilities for balancing and back-up applications, and improving the ability to operate on carbon-neutral fuels without compromising power density. Large-scale availability of low carbon intensive hydrogen for electrical power generation will only emerge in the next decade. This has cooled development activity for internal combustion engines running on 100% hydrogen, although a limited number of pilot installations have been delivered. A different bearing technology with less friction has been field-tested, improving the acceleration and efficiency of turbochargers and engines.

Good progress was made on reducing our CO₂ footprint from transportation by replacing air freight with sea freight for transportation from Europe to North America, with sea freight now accounting for 50% of total shipped volume in the High Speed division. The share of localized products in China is also progressing, reducing the need to ship goods from Europe to China. Carbon footprint figures for transportation can be found in the carbon footprint section of the report.

¹ In energy applications (majority are gas applications), our products are normally used with natural gas or biogas exclusively, while in marine applications, our products are also installed on dual fuel engines that can be run on diesel and natural gas. In the near future, other alternative fuel options such as methanol and ammonia are considered relevant for dual fuel applications.

² Share of R&D budget covering product development and innovation activities excluding depreciation and maintenance of test infrastructure, protection of intellectual property, and development activities for the optimization of manufacturing technologies. Normally dual fuel engines are able to run on diesel/natural gas and one of these additional fuels.

³ Due to low availability and high prices for future carbon-neutral fuels, many of these engines are currently run on diesel. We expect this to change once availability of new decarbonized fuels improves.

⁴ However, with the use of biofuels and synthetic fuels (e.g., biogas or synthetic diesel), these products can also be used in a low emission or decarbonized mode.

➤ Next steps

In 2025, the High Speed division will further increase the use of sea freight for outbound transportation and increase the application of our latest products to drive engine power density and efficiency further.

Service

Turbochargers require regular maintenance to ensure peak condition and optimum performance throughout their lifecycle. All Accelleron service engineers are trained and certified according to Swiss quality and safety standards. This includes training in Switzerland to ensure the same high level of service in over 100 locations and more than 50 countries of operation around the world.

Accelleron not only supplies spare parts with high availability and within short delivery times but also carries out the maintenance work. This work gives our service teams practical knowledge of product lifecycles so they can simultaneously consult with customers, learn about their needs, and demonstrate how to better use the equipment.

By keeping an axial medium-speed turbocharger operated with heavy fuel oil (HFO) in peak performance through maintenance and removal of contamination, the efficiency improvement is in the range of about 1.5 to 2.0%, with a similar improvement in fuel consumption.¹

In addition, Smartly Enabled Services (SES) allow Accelleron to optimize turbocharger maintenance, performance, and customer experience individually, using application-based operational data. Accelleron uses turbo analytics to identify and exploit further potential for efficiency in turbocharger operation, and to develop anomaly detection models. We are also developing digital twins of our turbochargers based on physical modeling and operational data. These will allow us to enhance our turbocharger health analysis with predictive capabilities and further tailor our service offerings to individual customer needs. This includes keeping products and materials in use by prolonging their lifespan until the next overhaul, and

preparing overhauls to ensure high efficiency and uptime, and to avoid unplanned interventions or breakdowns.

As part of our new circularity concept in 2024, we have developed repair solutions for high-speed turbochargers, in connection with our remanufacturing and turbocharger pool service offerings.

For high-speed applications, we offer a turbocharging overhaul program in accordance with the engine overhaul cycle. In a comprehensive process, every returned turbocharger is first dismantled and the materials preserved wherever possible. For safety and reliability, all bearing and sealing parts, as well as worn or damaged parts, are replaced with new parts. Remaining parts are then cleaned, reprocessed, and where feasible, repaired.

The complete turbocharger is then reassembled, or remanufactured. Accelleron's robust balancing and testing process ensures that every remanufactured turbocharger meets the Company's strict quality standards. Remanufacturing results in turbochargers with the same high performance and reliability as new products, while saving an estimated 45-75%² of the energy and greenhouse gas emissions involved in producing new turbochargers.

In order to guarantee availability and uptime for our customers, our repair concept includes a pool of turbochargers, maintained either by customers or by Accelleron, which guarantees the delivery of exchange units within two to five days. In order to maintain sufficient turbocharger units in the pool, the pool is regularly seeded with complete new turbochargers.

However, in 2024, we supplied 4,900 remanufactured turbochargers, both directly to customers and as part of our turbocharger pool service. We aim to reduce the number of new seedings annually, by promoting higher core

component return and increasing our remanufacturing scope.

Accelleron's service organization has a dedicated team that develops, promotes and supplies product upgrade packages to customers. The key benefits to our customers are increased performance, reduced fuel consumption, lower emissions, extended component lifetime, and even asset value

retention, through the support of emissions compliance. Most upgrades can be implemented quickly during port stays, or as part of a standard overhaul, by retaining turbocharging casings and exchanging only internal rotating parts.

- 1 The reduction will of course depend on the contamination, application, engine, and fuel type.
- 2 Depending on turbocharger size and repair level, according to an internal life cycle assessment (LCA).

Accelleron upgrades put existing ships on the path to decarbonization

The IMO 2030 target of reducing shipping emissions by 40% (vs. 2008) looms large, and the ambition to decarbonize has driven substantial growth in new ship orders, with some customers in the process of replacing between 50 to 60% of their fleets over the next few years. However, with a new order backlog in the thousands, and an average age of 12.6 years in the current global fleet, shipping companies are seeking ways of retrofitting existing ships to meet rising sustainability standards.

Accelleron's industry-leading upgrades help existing ships to improve their International Maritime Organization (IMO) Energy Efficiency Existing Ship Index (EEXI) and Carbon Intensity Indicator (CII) ratings and to comply with new sustainability regulations like EU ETS and Fuel EU Maritime.

Partnering with customers, Accelleron combines state-of-the-art turbocharger component upgrades with engine tuning, to lower the power range at which ship engines run most efficiently. Upgrades can be implemented at any port stay within one to two days, and they take effect immediately, cutting fuel costs and emissions, and improving a ship's rating.

The upgrades program has grown in popularity year on year, saving customers tens of thousands of tons of CO₂.¹ In 2024, Accelleron completed multiple upgrade projects, including an Engine Part Load Optimization (EPL) with HD Hyundai Marine Solution on a Pure Car Carrier (PCC) that led to fuel and emissions reductions of 3-4%.² Another EPL partnership with Hanwha for Höegh Autoliners led to a 5% reduction in fuel consumption and long-term CII compliance.³

Although upgrades pay for themselves in less than three years in the form of fuel savings, the return on investment goes far beyond that. Ships that were otherwise heading for early scrapping can now get a new lease on life and sail for many more years. In the race to decarbonize, upgrades offer a fast, easy, and inexpensive way of getting existing ships on the decarbonization path while extending their lifetime.

1 93,387 t CO₂ in 2024, nearly four times the amount in 2022. See chart, p. 32.

2 HD Hyundai Marine Solution successfully implements EPL retrofit service, demonstrating technological excellence in eco-friendly ship conversions (June 6, 2024).

3 Höegh Autoliners secures fuel savings and long-term CII compliance with Accelleron and Hanwha engine part-load optimization (June 25, 2024).

Since Accelleron began calculating the carbon emissions avoided due to upgrades in 2019, there have been fluctuations in the amount of CO₂ avoided due to the specific upgrades installed, however, the overall trajectory has been an increase in avoided emissions. In 2024, avoided emissions were calculated at 93,387 t CO₂. In 2024 avoided emissions from upgrades were nearly four times those in 2022, despite similar revenues and numbers of projects, because the more recent upgrades have been applied to large container vessels, where the impact on emissions reductions is larger. Our upgrades enable the customer to meet stricter emissions legislation and support their decarbonization journey. In cases where a fuel conversion is implemented, the amount of avoided emissions is higher than in previous years. This is because the upgraded system runs on, for example, on cleaner-burning natural gas, which produces around 20% less CO₂ than diesel. This results in a greater reduction in carbon emissions.¹

The calculated avoided emissions are based on fuel consumption reductions achieved by the upgrades, which range from 0.6-4.0% depending on the upgrade package. In some cases, the specific utilization of the power installation is calculated according to running hours per year and average engine power. If this information is not available, utilization parameters are assumed based on Accelleron's own industry experience: 85% load and 5,500 running hours (RH)/year for marine applications, 100% load and 7,000 RH/year for stationary applications.

Regulatory changes and pressure from end users to decarbonize in the shipping industry – such as the International Maritime Organization's Carbon Intensity Indicator (CII) and Energy Efficiency Existing Ship Index (EEXI) as well as the EU's Emissions Trading System (ETS) and FuelEU Maritime – are steadily increasing. Upgrades are essential to enhancing performance and meeting customers' greenhouse gas (GHG) emissions reduction targets.

Our Engine Part Load Optimization (EPL0) solution is designed to enhance the efficiency and performance of main propulsion engines at part load, which is crucial for reducing fuel consumption and GHG emissions. The optimization process involves upgrading the turbocharger and tuning the engine. This includes rematching the turbocharger to the new rating to optimize engine performance, which results in a brake specific fuel consumption (BSFC) reduction of 1–6% for the main engine, as well as reduced auxiliary blower operation, lower maintenance costs due to optimized combustion, and an improved CII rating which may be maintained for an additional one to three years.

In collaboration with a ship owner, a dynamic and fully automated turbocharger cut-out system was successfully tested and released for commercial sales. Accelleron's Flexible integrated Turbocharging System for large two-stroke engines (FiTS2) offers significant economic benefits for vessel operators and charterers. As a proven technology designed by industry experts, FiTS2 assures maximum fuel reduction at part and low load, with the flexibility to go to full engine output immediately. The system allows for dynamic turbocharger cut-out under load, without interfering with normal engine operation. This feature enables low-load engine operation without the need for an auxiliary blower, with the switch-off point at around 25% load instead of the conventional 35% load, resulting in BSFC reduction of 3–8%.

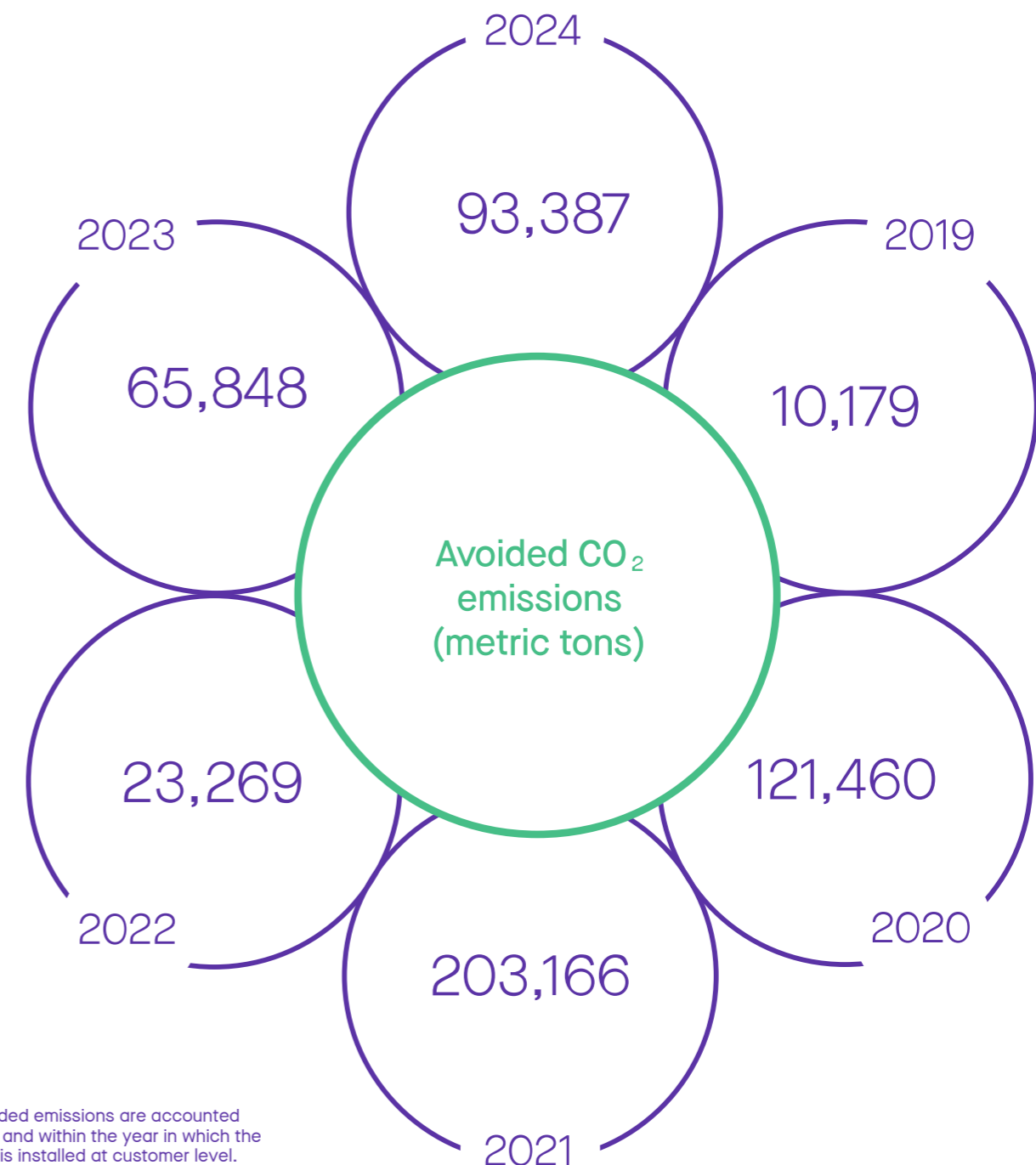
We are well positioned with a broad and strong upgrade package portfolio, developed in cooperation with engine OEMs to promote and capture upgrade opportunities. We have the required technical capabilities and experience to provide complete turbocharger upgrade solutions and retrofits, including class certification. This can also include replacing competitor turbochargers with our products. Remanufacturing rather than replacing is another option we provide to avoid carbon emissions and environmental impact.

➤ Next steps

In 2025, we will continue to promote and execute solutions to support customers in achieving their decarbonization targets, with a focus on our comprehensive portfolio of retrofits/upgrades that help equip existing vessels for the decarbonization and energy transition journey.

We will also define and implement a sea freight delivery process to reduce CO₂ emissions for transportation, through proactive planning and close collaboration with customers.

¹ CO₂ avoided calculation is related to sold upgrade projects and has been performed based on about 70% of revenues. Information on one 2024 project is publicly available on our customer's site. In 2024, no projects were related to conversion from HFO/diesel to natural gas.



The avoided emissions are accounted one time and within the year in which the upgrade is installed at customer level.

Fuel Injection

As a leading manufacturer of fuel injection systems, OMT is right at the center of the maritime energy transition and will play a key role in enabling the marine industry to achieve net zero by 2050.

Injection systems are required to deliver the fuel to the combustion chamber. The volume flow, pressure, and timing of the injected fuel amount are decisive in achieving energy release with the highest possible efficiency and thus the lowest possible emissions.

Engines also rely on injection systems that are designed to manage the varied and complex physical properties of each specific fuel type used. This makes fuel injection essential to the development of engines capable of using future carbon-neutral fuels like green methanol, ammonia, and hydrogen, which each have their own special properties.

While the infrastructure for such carbon-neutral fuels is not yet mature, shipping companies are also turning to dual fuel engines, which can run on two different fuels, with the ability to switch between them as necessary. They have two different fuel injection systems – each designed for the specific fuel – and two different tanks of fuel. The primary fuel is generally the lowest in carbon intensity, either a future carbon-neutral fuel like methanol or ammonia, or a transitional fuel like liquefied natural gas (LNG). The secondary fuel is generally a conventional fuel that can be used when the primary fuel is not available.

This ability to switch between fuels allows shipping companies to pursue decarbonization goals while maintaining business continuity and safety, ensuring ships aren't stranded where carbon-neutral fuels are not yet available. Dual fuel engines are becoming a vital bridge through the energy transition, as the carbon-neutral fuel infrastructure matures enough to make those fuels plentiful and affordable for most vessels.

Therefore, the majority of research and development at OMT is dedicated to dual fuel injector solutions for two-stroke and four-stroke marine engines that can run on green methanol, ammonia, or hydrogen, and OMT already has several such commercial projects underway with key customers.

Since dual fuel engines require multiple, complex fuel injectors, the demand for fuel injectors has increased significantly in recent years. In 2024, OMT acquired OMC2, in order to increase production capacity to meet that demand. OMT's mid- and long-term sustainable growth will be built on dual fuel and carbon-neutral fuel projects, and as more of these ships set sail, it will contribute significantly to decarbonization in the marine industry.

➤ Next steps

In 2026, OMT will be part of a Corporate Sustainability Reporting Directive (CSRD) report for Italian entities, in which additional sustainability elements will be addressed.

Our digital solutions

Digitalization has become a major driver for decarbonization, especially in the marine industry, where it arrived later, and holds significant untapped potential. This is why Accelleron has strategically expanded its digital solutions to equip companies with the data to optimize operational efficiency, achieve ambitious decarbonization targets, and forge a sustainable future.

It begins with digital insights for turbochargers and fuel injectors delivered in real-time, allowing operators to continuously monitor and optimize the performance of their hardware to maintain peak efficiency.

Tekomar XPERT builds on this, providing a broad digital toolset that addresses key technical and operational parameters to enable marine and energy operators to reduce fuel consumption and carbon emissions and manage environmental compliance. Instant engine diagnostics and

advisories are delivered automatically in real time. This enables users to make informed improvements and fully utilize their engines' efficiency potential. On ships, hull and propeller monitoring is also in real-time, providing critical insight into their condition and the impact on propulsion efficiency, so operators can correct suboptimal performance. Tekomar XPERT also generates emission reports and carbon intensity (CII) rating forecasts for ships, to allow operators to assess regulatory fitness and plan for efficiency and emissions improvements.

The 2024 acquisition of True North Marine added to our capabilities, allowing us to address weather routing and more in-depth fleet management, including advisory across the entire charter process. TNM are experts in assessing voyage performance according to charter party agreements on fuel consumption, emissions, and other operational criteria, and their systems support safer navigation and more cost-efficient voyages with lower emissions, at the ship and fleet level. Our combined digital offering now supports a more holistic approach to individual vessel efficiency and global fleet sustainability planning.

Accelleron is also proactive in adapting its solutions to meet evolving sustainability standards. We monitor regulatory changes, including International Maritime Organization (IMO) regulations, the European Union Emissions Trading System (EU ETS), Fuel EU Maritime, and others, and we update our software regularly to reflect those changes. Our continuously evolving AI-based toolset connects with existing ship automation systems, securely transmitting data via cloud technology, and we deliver continuous updates to our customers through a subscription-based business model.

Our web portal allows customers to view their assets on single ships and across entire fleets. Customers can benchmark how a specific vessel or fleet is performing, compared to a sister vessel or the rest of the fleet. A traffic light system gives clarity on which vessels to monitor closely and when to schedule maintenance. Ship owners can also simulate different optimization scenarios. For

example, they can simulate the use of a future carbon-neutral fuel like green methanol or ammonia, and predict the impact on performance and environmental compliance. This is especially important in highlighting the impact of doing nothing versus taking proactive emissions reduction and energy transition measures, and it can support decisions on the changes that will have the greatest impact.

Putting these capabilities at the fingertips of vessel operators can have a significant impact on decarbonization. One Korean company equipped 12 out of their 22 vessels with Accelleron's digital solutions. In one year, they saved over 540,000 dollars in fuel costs, which translated to 1,300 tons of fuel and 4,000 tons of CO₂ emissions saved.

Considering the relatively low cost of digital solutions compared to new hardware, the return on investment is swift and substantial, in terms of both sustainability and operational costs. However, with no standardized approach to digitalization across the maritime sector, it can be challenging for customers to apply digital solutions. For that reason, our digital services are manufacturer-agnostic. Regardless of whether ships have our turbochargers or fuel injection systems, we can apply our unique blend of engineering knowledge, technical optimization, and voyage optimization to help ship owners and operators meet both environmental and financial targets.

➤ Next steps

In 2025, Accelleron's extended digital solutions portfolio will play an important role in helping ship owners and operators meet increasingly stringent environmental targets, including the EU ETS and Fuel EU Maritime, and contribute to overall maritime decarbonization to fulfil the IMO's 2050 net zero ambition.

Product reliability

Meeting our customers' needs and expectations in all circumstances is what drives us to ensure product quality and reliability. To achieve consistently high quality we employ a skilled and competent workforce and provide them with regular, effective training on product safety and reliability, as well as making careful use of natural resources.

To achieve our ambitions in this area, we implemented a product quality, compliance, and safety management system in our Swiss factory in 1999 and in our Chinese factory in 2006. The Company has an ISO 9001:2015-certified management system in place. Its effectiveness is regularly assessed and confirmed by external auditors and customers.

Accelleron complies with specific industry standards and national regulations, such as for the heavily regulated marine market, where external classification societies routinely assess the quality and reliability of our products, including product safety (referred to as the "product development and qualification process"). We provide ongoing training for our employees and conduct regular internal audits to guarantee the quality assurance of the service stations as well as our factories. Having established robust processes¹ and high quality standards, in 2024 we submitted our sites to:

- 19 external audits according to ISO 9001;
- 17 external audits according to ISO 45001;
- 10 external audits according to ISO 14001;
- 1 external audit according to ISO 50001.

Before Accelleron became an independent stock listed company, the management system of our service sites was owned by the country organizations. Transitioning away from this framework, we have started to move towards a global certification approach aligned with the ISO 9001 and ISO 45001 frameworks. Since early 2023, we have expanded this certification to 67 service

stations. We plan to extend this global certification to all local units, provided there is a business need. However, due to legal requirements, China will maintain its own certificates, as will OMT and OMC2².

In parallel, several service stations deploy other ISO certifications schemes such as ISO 14001 and ISO 50001, based on their local business needs. Specific numbers can be found in the appendix for each of the ISO standards mentioned.

Quality assurance through constant field monitoring

We constantly monitor the reliability of the field population through our extensive service network. We systematically analyze our products for potential improvements and act quickly on these analyses. We use the results to enhance the product design and its processes. Reporting on improvements through our database allows us to stay in touch with our field engineers 24/7.

A service report is generated for every service performed in the workshop or in the field, and is shared with the customer. Our technical service organization actively monitors the turbocharger fleet in operation, based on service reports and field statistics. Based on these monitoring activities, we also derive improvement potential related to technical or safety aspects. Customers are regularly informed of best practices or adjustments in the operation and maintenance of turbochargers, through dedicated communication channels.

Field issues and incidents with our products are thoroughly investigated by expert teams, with management accountability, and can result in the implementation of a Continuous Product Improvement (CPI) project. That means, where appropriate, we may initiate improvements, such as revised turbocharger service procedures, design, or material changes, which further support the optimal performance of our products in a variety of operating conditions. We have effective processes in place for responding to incidents, ensuring our customers are provided with timely and effective

support. In 2024, out of over 180,000 turbochargers in operation around the world, seven CPI projects were initiated.³

Product development and qualification process

We are highly focused on product safety across the business and have developed robust development processes for technology and product development. We have defined clear management responsibility for the safety of our products both during development (Head Technology) and when placed onto the market (Divisions Heads of High Speed and Medium & Low Speed), and have clear policies and processes in place governing this. We have defined clear management responsibility for the safety of our products both during development and when placed onto the market, and have clear policies and processes in place governing this⁴. These include extensive simulation and testing of components and products under development. We have established, certified, and continuously improved sets of test and validation procedures for our product development. These procedures cover the verification of all relevant product properties, including: safety, noise, vibration, performance, durability, and handling. Each product must successfully pass all these tests and validation procedures, before it is released to the market.⁵

Our development process, including these test and validation procedures, is designed to comply with international product safety standards, including: the EU Machinery Directive⁶, classification societies,⁷ statutory requirements for ship safety and emissions such as SOLAS and MARPOL, and appropriate relevant customer requirements. These processes ensure product safety and compliance with all relevant approval requirements.

In 2024, we can draw on over a full century of industrial turbocharging experience in the development of our products. Based on this experience, we have established a process to ensure the reliability of our products in the field including clear objectives and targets with respect to product safety, and the effectiveness of these product safety measures is assessed through

multiple external audits. This means that we can give our customers an indication of the maximum reliable service life.

Around 180,000 Accelleron turbochargers are currently in use, and we are very familiar with the harsh conditions that characterize field operations. We use sophisticated methods and tools for design, simulation, testing, and validation, allowing us to optimize our products so that they can withstand these conditions. In 2024, there were no product safety issues or product safety designs that had an impact on occupational health and safety or the environment.

➤ Next steps

For 2025, we plan to investigate and analyze the benefits of a global ISO 14001 certification.

- 1 In 2024, 95 internal audits according to ISO 9001, 91 internal audits according to ISO 45001, 20 internal audits according to ISO 14001 and 5 internal audits according to ISO 50001 were carried out.
- 2 OMT and OMC2 are ISO 9001 and ISO 14001 certified. OMT is also ISO 45001 certified.
- 3 The reasons for a CPI range from excessive wear to non-containment. In 2024, there were no CPIs related to non-containment case.
- 4 Containment represents the highest type of risk during operation. This is why our safety concept ensures that in case of bursting, all elements stay in the casing and are not a source of harm for the installation, people, and the environment at any moment.
- 5 Every staff member involved in these tests and procedures is specifically trained and qualified.
- 6 Machinery Directive 2006/42/EC. Accelleron is a pre-machine manufacturer, so our products are integrated by OEMs which oversee all safety instructions given to their customers including our recommendations based on risk assessment and training delivered to the ship crew and power stations staff.
- 7 The rules for steel ships, materials, and equipment issued by the following classification societies: American Bureau of Shipping, Bureau Veritas, China Classification Society, DNV, Korean Register, Lloyd's Register, ClassNK, RINA. These rules incorporate the International Association of Classification Societies (IACS) Unified Requirement UR M73, which represents the minimum standard for marine equipment classification.

Innovation at Accelleron

Innovation is the key to further growth at Accelleron. It ensures that we can provide our customers with new solutions, using future products over their lifecycle to reduce their environmental impact. To achieve this, Accelleron invests around 6% of its annual sales revenue in research and development (R&D). More than 200 employees, or approx. 7% of the global workforce, are involved in R&D activities, including 18 at OMT. Accelleron files over 30 patents every year that promote the development of sustainable technologies. Most of Accelleron's R&D activities are performed at the Company's headquarters in Baden, Switzerland. R&D for fuel injection takes place at OMT in Turin, Italy.

The revised GHG Strategy of the International Maritime Organization (IMO) includes the ambition of reaching net zero GHG emissions from international shipping by or around 2050, a commitment to ensure the deployment of alternative zero- and near-zero-emission fuels by 2030, and indicative checkpoints for 2030 and 2040. On top of these decarbonization targets and checkpoints, the IMO has set targets to increase energy efficiency.

In parallel, the EU has set the tone through its Green Deal with multiple instruments including the "ETS system" and the "FuelEU Maritime" initiative. With the ETS regulation effective as of January 2024, passenger and cargo ships above 5,000 GT in the EU have to report on and pay for their carbon emissions. It aims to incentivize improvements in energy efficiency and low-carbon solutions for maritime transport.

The "FuelEU Maritime" initiative came into force as of August 31, 2024. The main objective of this initiative is to increase the demand for and consistent use of renewable and low-carbon fuels, and to reduce greenhouse gas emissions from the shipping sector, while ensuring the smooth operation of maritime traffic and avoiding distortions in the internal market. Accelleron sees these new regulations as a business opportunity, as

they are aligned with the solutions the Company provides to the maritime sector.

There are several technological pathways for dealing with emission-related challenges in high power systems: for example, in the maritime industry, switching from heavy fuel oil to natural gas and other sustainable fuels like green ammonia and green methanol. In power generation, it is more about increasing the use of green hydrogen.

The main focus of Accelleron's innovation activities is to support customers in decarbonization and the transition away from fossil fuels to energy sources with a lower carbon footprint. We do this by increasing our products' efficiency, power density and service capabilities. We are also continuously pursuing the goal of having our product portfolio ready for alternative fuels by 2030.

Furthermore, Accelleron is continuously scouting for promising adjacent technologies with technical feasibility, maturity, and market potential. This approach has given us valuable insights into turbocharging high temperature fuel cells, for example, which could play a major role in a decarbonized future with a broad range of fuel types.

We foster ongoing partnerships with highly renowned research institutions, e.g., ETH Zurich, Switzerland; Swiss Federal Laboratories for Materials Science and Technology (Empa), Zurich, Switzerland; FH Nord West Schweiz, Windisch; LEC Graz, Austria; Politecnico di Milano, Italy; and Trinity College Dublin, Ireland. We maintain partnerships with industry associations and organizations including the International Council on Combustion Engines, CIMAC, the Swiss Association of Mechanical and Electrical Engineering Industries, FVV, Verband Deutscher Maschinen- und Anlagenbau (VDMA). We also partner with technology companies, such as Sauber Technologies, Hinwil, Switzerland. We also work closely with the R&D departments of our customers to jointly push innovation further.

The R&D-focused dialogue with these organizations and the close R&D collaborations with our customers contributes to best-in-class R&D output which helps to position the Company as an employer of choice for future talent.

In 2023, we launched a specific initiative to assess the lifecycle of our products with a cradle-to-gate approach according to ISO 14040, with the intention of providing insight on the carbon footprint of our turbocharger products for customers. This will help customers to assess the carbon footprint of their own products. After successfully applying the methodology to a real case in collaboration with a customer, we extended the activities for products currently under development.

➤ Next steps

In the near future, we will intensify our work on alternative fuels with our partners and customers, focusing on a deeper understanding of combustion characteristics and their impact on turbocharging requirements. We will also continue to explore the potential of additive manufacturing in turbocharging components, to add value for Accelleron and our customers. Finally, we plan to integrate the LCA perspective into our technology developments.

Supply chain

Supplier Code of Conduct

As a signatory of the United Nations Global Compact (UNGC), Accelleron is committed to responsible sourcing. We have the ambition to source our materials and services in line with the principles of UNGC. The importance of responsible sourcing was identified as a material topic of medium-high importance in our 2022 materiality assessment.

We understand the need for greater transparency in the complex global supply chain, and are committed to meeting the UN Guiding Principles for Business and Human Rights, as well as upcoming requirements such as the EU CSRD and CSDDD), the

Forced Labor Ban, and evolving Swiss requirements.

Our clear standard of ethical commitment is set out in our strong Supplier Code of Conduct (SCoC), which is aligned with the UN Global Compact (UNGC). The SCoC sets out the minimum requirements we expect our suppliers to meet in relation to forced labor, child labor, discrimination, fair working conditions, fair wages, and other ethical labor practices¹ and environmental protection.

¹ Accelleron's Supplier Code of Conduct refers to fair labor conditions as follows:

- Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, minorities, union membership, political affiliation, or sexual orientation;
- Respect the rights of employees to freely associate and bargain collectively;
- Refuse to employ or allow the employment of anyone at the age younger than 14 years old or, if the minimum age requirement in the country is stricter (>14 years old), as in accordance with all applicable national laws and regulation in every stage of activities;
- Verify the correctness of documentation provided to assure no children are employed as per above-mentioned definitions;
- Not use any forced labor, including, but not limited to, involuntary prison labor, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice;
- Compensate employees fairly and follow local wage regulations and/or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- Ensure that working hours, including overtime, do not exceed applicable legal requirements, where such requirements do not exist, we recommend that working hours not exceed sixty hours per week;
- Ensure that employees are allowed at least one uninterrupted day off per week.

During supplier audits¹ and frequent site visits by our sourcing team, adherence to key parts of the SCoC is monitored. Our close collaboration with the suppliers allows us to be in constant dialogue with the joint aim of improving the supplier's performance. During the onboarding phase, suppliers undergo evaluation and are assigned a risk rating.² High-risk suppliers are also reviewed by the Legal & Integrity Team via an enhanced due diligence questionnaire and a report from an external vendor to make informed decisions on approval, approval with mitigation measures, or rejection of the relevant supplier.³

Value chain sustainability

In 2024, we focused on analyzing decarbonization potential for supplied goods in our value chain. In close collaboration with our suppliers, we wanted to identify the potential of two methods of emissions reduction: first, by increasing recycled material content to the maximum allowance; and second, by addressing the primary energy used in supplier operations.

Our value chain team worked closely with our suppliers to conduct analyses in 2024 related to emission factor of supplied goods, retrieving precise data, including: production location, the type of primary energy used, the carbon intensity, and the share of recycled material content. As a result, we were able to calculate specific emission factors per supplier, location, and material.

Based on the given scrap material market and technology as well as Accelleron specifications, no realistic reduction potential was identified for recycled material. However, we identified potential for reducing emissions by converting a supplier's primary energy source to renewable energy. We also identified the opportunity to shift our primary means of both upstream and downstream goods transportation from air freight to sea and rail freight, (details in our [carbon footprint](#) section).

In 2024, we officially launched the sustainability audit program to ensure monitoring, risk-prevention, and mitigation of our key sustainability challenges across our supply chain. For each supplier audit, we summarized results in a report, including corrective action plans as necessary, to support our suppliers in meeting our requirements.

We understand sustainability as a long-term goal that creates shared value for us, for our suppliers and customers, and for society. The strong long-term relationships that we maintain with our suppliers allow us to develop a common understanding of the sustainability challenges. With such a collaborative approach and by applying our sustainability standards to our suppliers, we also aim to have a positive impact on their communities and ultimately to create a resilient supply chain.

We successfully performed eight sustainability audits at supplier sites in China, India, Vietnam, and Turkey. There were no major findings related to the SCoC and no reasons found to curtail the supplier relationships.

Traceability and transparency throughout the value chain

To ensure that we meet all material compliance requirements, including EU Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and Restriction of Hazardous Substances (RoH) regulations, we published our Accelleron Materials Compliance Instruction. All suppliers are required to comply with applicable global laws and regulations. In addition to legal compliance, the new global material compliance process aims to increase transparency on critical metals, minerals, and substances of very high concern for our customers.

The specific process that addresses conflict minerals and metals implemented by Accelleron's former parent company was developed further. Changes focused on ensuring the receipt of declared supplier information and on implementing a cascading system of transparency and declaration up to the customer. Through these initiatives, we are increasing transparency in our value chain by providing and requesting more information.

Human rights in the value chain

Compliance with diverse human rights regulations is also a key focus for Accelleron.

In 2023, we conducted a human rights gap analysis with a specialized third party in line with the UN Guiding Principles on Business and Human Rights (UNGPR) and Swiss regulations, as well as expected future regulations in this area. The analysis concluded that we are performing adequately against current requirements and identified a risk-based action plan to address potential gaps against future regulations. Accelleron began implementing this action plan in 2024 alongside actions resulting from a previous human rights risk assessment conducted in 2022.⁴

In a step further step, in 2024 Accelleron decided to move away from the Fragile State Index⁵, updating our human rights risk scale to incorporate both the UN Development Index and the Freedom House Index. This approach provides a more holistic view of human rights. In 2024, we focused on implementing our human rights roadmap to provide basic human rights awareness training to our suppliers, on top of our human rights statement and a detailed analysis of our indirect sourcing.

We recognize that our journey towards sustainability is an ongoing process that requires continuous, critical review of processes and policies. We will use input from our key stakeholders to adapt our processes and goals, so that we can continue to evolve to meet future challenges in a changing environment.

- 1 Supplier process audits cover management system, safety, environment, contact review, customer complaint handling, parts documentation, quality assurance, production/service execution, and sub-supplier management.
- 2 The risk assessments consist of a pre-risk assessment and blacklist check as well as a risk assessment. The pre-risk assessment covers: operation, anti-bribery and anti-corruption, and other integrity risks such as trade and country risk. The risk assessment is conducted for all suppliers that are going through the full qualification process. The risk assessment is conducted based on the answers of the qualification questionnaire. A final risk result for sustainability, overall risk, and a final risk rating is derived from the risk assessment. Where the sustainability risk is considered high – the supplier's base or manufacturing plants are located in a high-risk country and/or their products or services are considered high risk – the supplier is subjected to a sustainability audit. Based on the overall risk level defined by the risk assessment additional actions such as financial review, audit, or sustainability audit are defined.
- 3 Onboarding documentation consists of registration and qualification. Registration consists of a self-declaration registration questionnaire, where a supplier is asked to accept, sign, and upload the Accelleron General Terms and Conditions for Products & Services, the Accelleron Supplier Code of Conduct, and a non-disclosure agreement. Qualification consists of a self-declaration questionnaire covering sustainability, quality & continuous improvement, operational excellence, supply chain risks, and data security.
- 4 In 2022 Accelleron conducted a human rights risk assessment based on international standards (OECD Guidelines for Multinational Enterprises and OECD Due Diligence Guidance for Responsible Business Conduct), country-based risk assessments (based on Maplecroft data on country risk assessment in 2021, with elements such as regulatory framework, governance, socioeconomic context, and political context considered), industrial sector evaluations, and interviews of key functions in order to cover our operations and our upstream and downstream value chain (marketing, sales, supply chain). The scope covered all areas of human rights such as health and safety, environmental impact, modern slavery, child labor, fair wages, discrimination and gender equality, freedom of association, and working hours. Of these categories, child labor and forced labor were identified as the highest risk categories in our value chain due to the countries and sectors in which we source our direct materials. Direct materials include elements that will go into the turbochargers; indirect materials and services include things such as transport, consultancy services, and office supplies). No reasonable grounds to suspect the occurrence of child labor and/or forced labor were identified.
- 5 The Fragile States Index is a tool published by the Fund For Peace (FFP) that measures the risk and vulnerability of 179 countries based on complex content analysis, triangulated with quantitative and qualitative data (<https://fragilestatesindex.org>).

➤ Next steps

Our foremost goal in 2025 will be supply chain decarbonization and digitalization, to enable us to take concrete business actions to reduce our carbon footprint, in order to achieve our long-term goals and meet regulatory requirements.

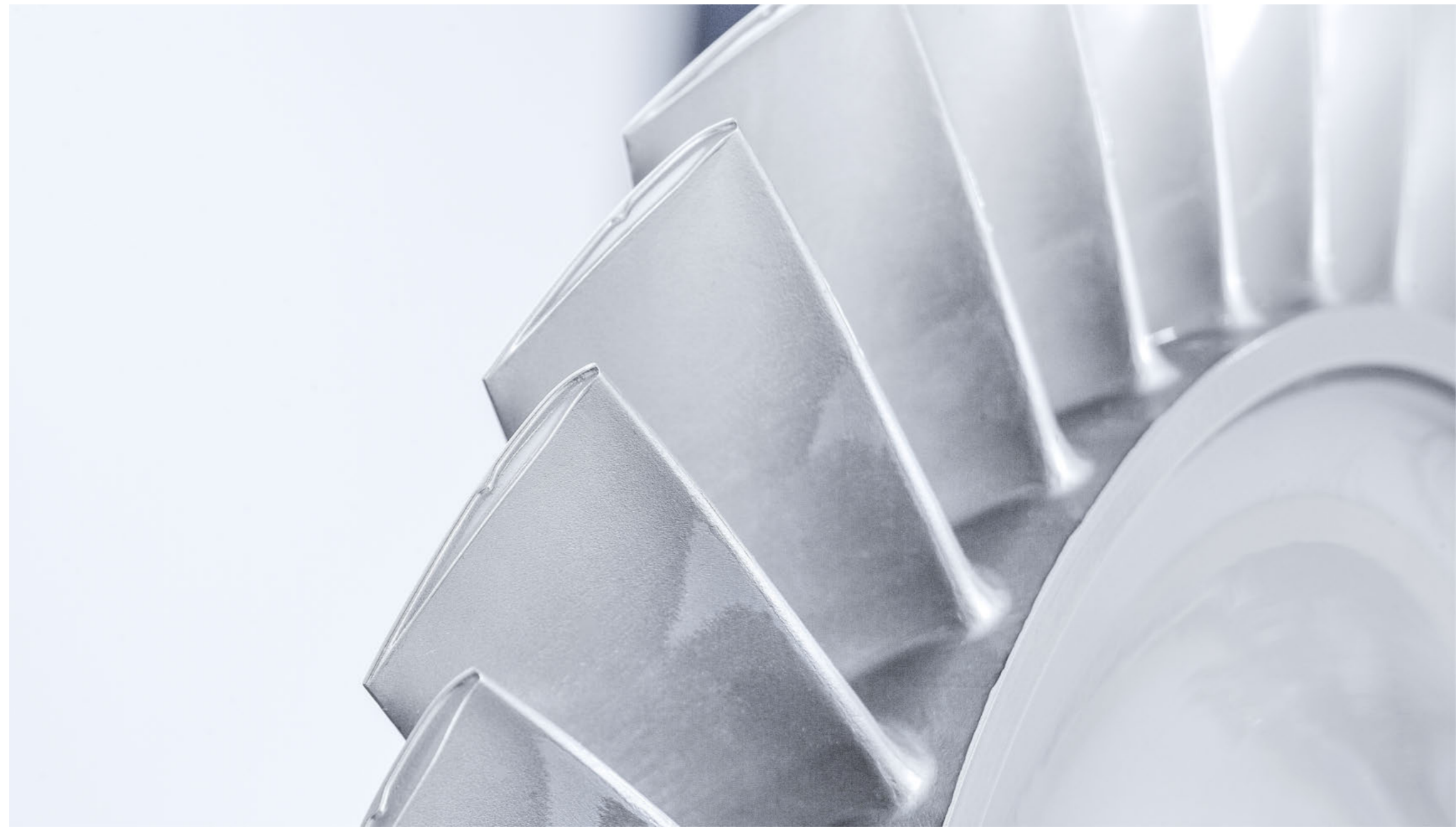
A particular focus will be on decarbonization of direct materials in the supply chain. We will collaborate with 80% of our suppliers, those with the highest emissions, to calculate precise CO₂ emission values per material and supplier, establishing a baseline for precise emissions reduction targets and a tailored reduction plan for each supplier.

We will further address materials compliance by:

- Continuing to improve supplier controls by incorporating learnings from sustainability audits into an enhanced global monitoring system for open actions
- Holding workshops on the business relevance of the Taskforce on Climate-related Financial Disclosures (TCFD) and the EU CSRD, and taking action to address them in our business
- Taking actions to comply with the EU CSDDD directive
- Launching a project to automate materials compliance, helping to improve efficiency

We will also continue to advance our human rights agenda:

- Ensuring that at least 10 of our direct materials suppliers in countries with high human rights risks are audited next year.
- Launching a training roadmap to the supply chain team in human rights
- Conducting a global human rights risk analysis for the supply chain and implementing actions resulting from the findings
- Updating the supplier management database to facilitate precise and transparent reporting on onboarding risks at indirect suppliers



Planet¹

Climate change is the most pressing challenge facing humanity and relates to most SDGs. Every organization needs to address this as a matter of urgency. To tackle the climate crisis, we are committed to using natural resources more efficiently and reducing our carbon footprint. We do this by considering the environmental impacts of our products, services and operations. These are the key priorities for Accelleron.

Both responsible innovation and the circular economy were important topics for our stakeholders, as identified in our materiality analysis. We believe the key to the sustainable development of our products and services is found in an operational strategy and supply chain with strong processes which ensure that we meet both quality standards and evolving regulatory requirements.

Circularity concept

In 2024, we defined a concept to show how circularity can contribute to Accelleron's sustainability targets. In doing so, we considered how we can use circularity to further support customers and to deliver a business case that aligns with our growth strategy. The resulting concept consists of a two-pillar approach: one, a program of circularity initiatives for the next five years, which will further embed circularity into the overall sustainability strategy; and two, ongoing development of repair solutions for our turbochargers.

Next steps

We aim to include circularity aspects in the design principles and product design evaluations of our next-generation turbochargers, integrating maintenance and repair, as well as new materials.

Reporting methodology

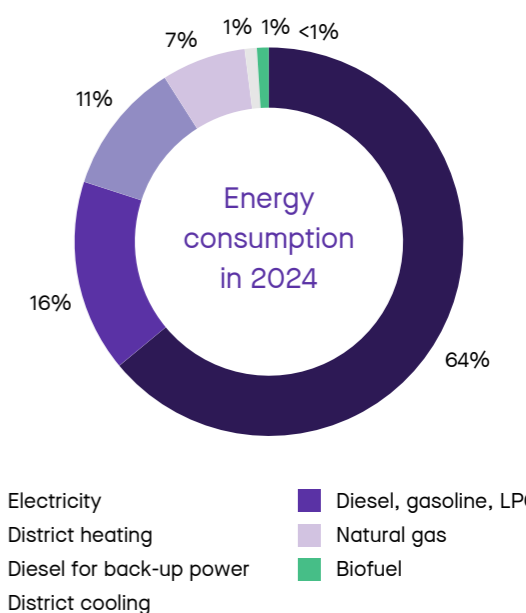
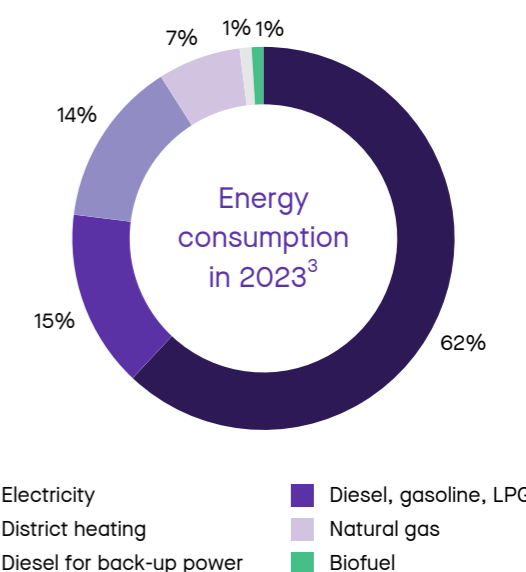
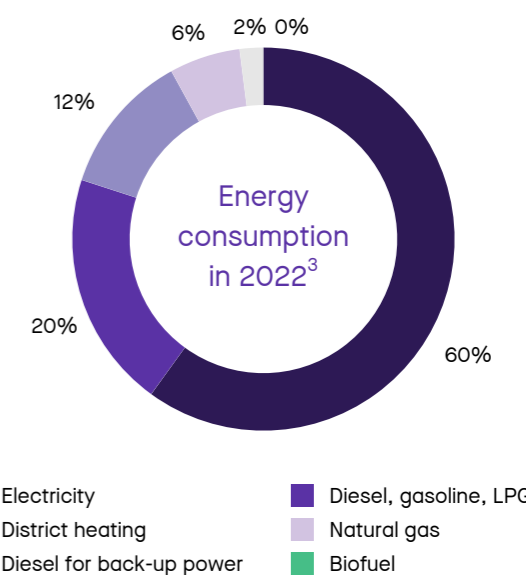
We use a tailor-made, web-based platform to collect environmental data, including data on energy, water usage/consumption, and waste, from most of our sites². All inputs are reviewed by local health, safety and environment (HSE) managers and approved by the global HSE team and the global sustainability team. Internal controls and processes are implemented to assure the auditability of the information and at minimum a four-eyes principles. In 2024, the Company's internal audit function was integrated in the collection, review, and cleansing of our data.

Energy

The production and on-site maintenance of turbochargers and injectors requires energy. The world is changing and the energy transition may lead to more unstable power access. Therefore,

energy efficiency and energy resilience are key to our business continuity. Our factories in China, Switzerland and Italy, our three biggest sites, started to address energy consumption topics in a systematic way many years ago. The Swiss and Chinese manufacturing sites have been certified in accordance with ISO 14001 since 2009, and the Italian manufacturing site since 2003.

- 1 This section considers data from OMT (excluding OMC2) but not TNM.
- 2 Reporting for waste, water, and energy-related materials includes 86 sites (including OMT starting 2024), with 14 excluded. The 14 sites are out of scope because they are considered as not material (less than 5 headcount, or sites with low activity).
- 3 District cooling was not available as a technology in 2022 and 2023 and therefore could not be reported.



This certification lays the foundation for the continuous performance improvement of key environmental factors. Additionally, our Chinese site has been certified under the ISO 50001 standard, which focuses specifically on energy management, so too our Greek service station. Our Chinese and Swiss factories and other service stations made several changes in 2023, according to their respective energy efficiency roadmaps:

- Replacement of lights by LED, increase of solar panel capacity
- Installation of district cooling and installation of automation
- Replacement of compressed air units
- Reduction of heat loss during non-testing periods and change of industrial equipment

At the Swiss site, a recognized local third party, EnaW, validated measures taken – relating to energy consumption and processes and equipment – and adopted local KPIs. Specifically for equipment and facilities investment, as of 2023, the process includes a criterion related to energy efficiency, weighted at 10–20%, depending on the project.

In the service business, we expanded a pilot program related to energy efficiency to all our sites. Common trends have been identified, such as the need to work on compressed air, air conditioning, and the use of energy for industrial equipment. A global target to reduce energy intensity¹ has been set². The target is reduction by 3% of “bought electricity/revenues” by 2030 vs. 2024 for all Accelleron sites.

Slight increase in electricity usage

In 2024, electricity accounted for 64% of our energy consumption vs. 62% in 2023. In 2024, 61% of electricity came from renewable sources, compared to 70% in 2023. This is due to integration of OMT. Despite the use of solar panels on the roof of OMT’s Turin site, the company is not yet fully supplied with low-carbon electricity³. The remaining

energy share is fossil-fuel based, and is largely used for product quality testing, running the service fleet (16%), heating (7%), and back-up power (1%).

At our Swiss test center, 1% of energy used was biofuel. District heating also accounts for 11% of energy used, with our carbon footprint depending on the local Baden energy infrastructure.

As our primary production site, our Swiss factory is the most energy-intensive site within Accelleron. We installed solar panels in 2023, which started to produce power in December. This project initiative builds on the experience gained from the Indian and Singaporean service sites and enabled the site to cover 10% of its energy needs, producing 980 megawatt hours (MWh) in 2024. The target is to ramp up production to 1,700 MWh by 2028.

In the service organization, we evaluated the possibility of installing solar panels on the roofs and parking lots of our locations. As of the end of 2024, five countries⁴ are installing solar panels, with several others still assessing the potential for solar panel installation.

➤ Next steps

In 2025, we will continue to investigate the potential for solar panel installations in all suitable locations, and develop them wherever possible. We will also launch the implementation phase focused on energy efficiency.

Carbon footprint

Our operations and value chain generate carbon emissions. We report on our Scope 1, 2 and 3 emissions in accordance with the GHG Protocol and GRI 305⁵. Due to the importance and uncertainty of CO₂ emissions in the supply chain, there is a particular focus on establishing processes for collecting and validating CO₂ data. During 2023, we established the foundation for robust, validated data.

Partly due to the lack of maturity in the supply chain, this development needs to be further progressed to enable proper management of our

carbon footprint. In 2024, we developed a methodology for requesting key data from our suppliers, in order to establish a specific emissions factor from the supplied goods category⁶. This information will be used in 2025 to update the supplied goods category, and will help us to drive and monitor the change towards lower carbon footprint inputs across Accelleron’s supply chain.

Accelleron’s products help end users to avoid carbon emissions. These avoided emissions are quantified and Accelleron has access to end-user data on a project basis. These figures are available for Accelleron in the service upgrades business. More information can be found in the section [Service](#) (page 31).

Accelleron has calculated its Scope 1, 2 and 3 emissions on the basis of available operational data, data from our suppliers, publicly available industry averages, and data from our Life Cycle Assessment software.

We started to commit to SBTi

In Q4 2023, following approval by the Executive Committee and our Board of Directors, we started the process to establish a SBTi commitment. We will develop Scope 1, 2 and 3 emissions targets and timeframes in accordance with the SBTi methodology, and seek approval for them from the SBTi.⁷

In 2023, Accelleron acquired OMT. To remain consistent with the GHG Protocol and SBTi, we calculated the carbon footprint of the newly acquired fuel injector company OMT⁸. Due to the lack of available verifiable information, the 2022 carbon footprint was not calculated. Therefore, only the 2023 carbon footprint of OMT is available. Consequently, the 2023 overall carbon footprint of Accelleron is restated to include OMT’s carbon footprint⁹.

Accelleron’s initial Scope 1 and 2 emissions targets were set in 2023, using 2022 as the base year. We will update our emissions targets, using 2023 as the base year and including Scope 3 emissions targets,

in order to comply with SBTi¹⁰ and GHG Protocol requirements. Given the new baseline year and addition of Scope 3 targets, we may need to modify our initial Scope 1 and 2 targets.

One of our 2024 goals was to get our SBTi targets approved. We had to postpone that goal for several reasons. Foremost was the acquisition of the OMT fuel injection business and the integration of OMT into Accelleron systems and processes, which is ongoing. In order to calculate the carbon footprint for OMT, we need at least seven months of data, which we will need to collect after OMT has been fully integrated into the Accelleron business.

In parallel, we conducted multiple Scope 3 assessments. We determined that a number of external and supply chain factors – including technology development, business development, and geopolitical issues – can significantly impact our ability to meet an SBTi Scope 3 target as we do not have control over all of them.

1 Energy intensity: MJ/revenue.

2 Due to integration and learning, the target excludes OMT, OMC2 and TNM.

3 Excluding OMT, the share of renewable power would be 76%.

4 Ecuador, India, Indonesia, Taiwan, Australia.

5 Accelleron is not active in agriculture, land, or forestry. Its carbon footprint is related to CO₂ and refrigerants emissions in Scope 1, 2 and 3. All CO₂ calculations consider CO₂ equivalents based on the recommendation of the GHG Protocol and its consolidation approach is operational control.

6 Until now, we have had a partial view of the specific emissions of our supplier baseline. We conducted an internal assessment to access specific emissions factors based on lifecycle analysis. From this assessment, we extracted the key elements needed to calculate or establish sufficient trust in the specific emission factor. The elements are based on the alloy type, the type of energy and the amount of energy to process the supplied goods, the waste generated to process the supplied goods for one kg of supplied goods.

7 SBTi minimal expectation is to reduce by 50% on Scope 1 and 2 as a short-term target.

8 OMT covers the Turin site only; OMC2 is out of scope.

9 The OMT carbon footprint for 2023 is composed of the following categories: Scope 1 (158 t CO₂e), Scope 2 – market-based (1,514 t CO₂e), Scope 2 – location-based (1,674 t CO₂e), Scope 3 – upstream part of energy (401 t CO₂e), Scope 3 – supplied goods (6,944 t CO₂e), Scope 3 – upstream and downstream transportation (1,884 t CO₂e), Scope 3 – emissions from waste (140 t CO₂e), Scope 3 – business travel (320 t CO₂e), Scope 3 – employee commuting (370 t CO₂e).

10 OMT will be integrated within the future SBTi target and will have a specific roadmap in the future.

Given the increased market uncertainty in 2024 surrounding the feasibility of SBTi targets, we consider it our duty to assess the potential risk of SBTi commitments and proceed with care before submitting targets. We recognize that setting SBTi targets and fulfilling them can have significant financial consequences, and requires careful consideration. However, we remain committed to decarbonization across all scopes where possible, and we will continue to pursue an ambitious emissions reduction program.

Accelleron's carbon footprint focus

Due to integration of OMT into Accelleron carbon footprint, a restatement of the 2023 carbon footprint is presented below, with a differentiation between Accelleron and OMT.

In 2024, Scope 1 and 2 represent 9% of Accelleron's total carbon emissions, while Scope 3 represents 91%. In total, the overall Scope 1 and 2 emissions of Accelleron represent 3% and 6%, while Scope 3 emissions represent 91%.

Scope 1 emissions are mainly driven by the Swiss test center, natural gas usage for heating purposes, direct usage of fossil fuels for fleet vehicles and forklifts, and usage of diesel for back-up power generators where the grid is not reliable enough to provide electricity. For Scope 1 carbon emissions,

we are working on changing the fuel used for product testing in Switzerland to a less carbon-intensive fuel and establishing a strategy to transition the fleet towards electrical vehicles where technically possible¹. In 2024, we ran more tests than in 2023. In 2023 we started to use a blend of biofuel and fossil fuel and in 2024 we continued to gain experience with a blend of 18% biofuel. We plan to steadily increase the share of bio-based material, starting in 2025 with 30%, increasing to 40% in 2027, and reaching 80% in 2030.

Thanks to this approach, we managed to limit the increase of Scope 1 for our Swiss test center, despite higher volumes. For Scope 1 emissions there was an increase in CO₂ due to several factors: increased usage of company fleet vehicles, increased use of diesel back-up power generators in countries where the electricity grid is not reliable, and an increase of natural gas use for heating purposes. Compared to 2023, Scope 1 emissions increased by 8%.

Scope 2 emissions are driven by electricity and district heating. We managed to slightly increase the number of sites that are fully supplied with low carbon electricity². Due to this, and thanks to a lower consumption of district heating in Switzerland, combined with a milder winter, Scope 2 emissions decreased by 6% compared to 2023.

Compared to 2023, Scope 1 and 2 emissions have decreased by 1%.

Measured against our original baseline year of 2022 (before the OMT acquisition, so excluding OMT), we have reduced emissions by 13%, making progress towards our goal of a 70% reduction by 2030, compared to 2022.

Our value chain carbon footprint primarily represents supplied goods (47%) and upstream/downstream transportation (29%). Our Scope 3 emissions increased in 2024, mainly driven by our supplied goods category. Higher procurement volumes led to an increase in emissions related to supplied goods, while emissions related to the transportation of goods upstream and downstream decreased by 6% due to a program using more sea and rail transportation compared to transportation by air.

In the future, we plan to reduce Scope 3 emissions further by continuing the low-carbon transportation initiative and reducing the carbon footprint of supplied goods by engaging with dedicated suppliers with decarbonization plans. Other options identified include partial replacement of fossil fuel by sustainable aviation fuel (SAF) for air freight. These solutions will be offered to customers to assist them in reducing their carbon footprint.

OMT carbon footprint focus

OMT's carbon footprint differs slightly from Accelleron's because OMT's supply chain is purely European, which means that OMT transports exclusively by truck. In addition, the absence of an OMT service function means that carbon emissions from air travel and transportation are proportionately lower than at Accelleron.

2024 provided OMT with a comprehensive understanding of its global carbon footprint. Scope 1 and 2 emissions account for 11% of the total emissions, while Scope 3 constitutes 89%. The primary contributors to OMT's value chain carbon footprint are supplied goods (54%) and

transportation (28%). More details can be found in the notes on pages 39 and 41.

OMT will contribute to Accelleron's future SBTi targets by reducing its Scope 1 and 2 emissions. The Scope 1 emissions will be reduced thanks to electrification of the vehicle fleet while Scope 2 emissions will be reduced by the procurement of low carbon electricity through a Guaranteed of Origin contract.

The carbon footprint of the supplied goods category is predominantly driven by metal-based products, where the challenges are similar to those facing Accelleron's supply chain. However, one of OMT's key suppliers has had its decarbonization target validated by SBTi, promising a bright outlook for OMT's future decarbonization plans.

As a facilitator of decarbonization in the marine engine fuel injection sector, OMT must expand capacity to meet customer demands. Due to historical factors and the business growth strategy, transportation-related GHG emissions are expected to rise for several years. Following a period of stabilization, these emissions will then enter a phase of reduction.

➤ Next steps

In 2025, all European and North American sites will be supplied with low carbon electricity through revised electricity contracts where possible.

We will continue the low carbon-intensity transportation program, and we will focus on the establishment of specific emissions factors related to the supplied goods category, helping to fine tune our approach to SBTi, and setting a due date for target approval.

¹ The transition may be limited to grid charging infrastructure, charging time, mileage options, and minimum cargo weight.

² Switzerland, China, India, Turkey, Belgium, Netherlands, Italy, UK.

Energizing operations with sunlight

As Accelleron fulfills its commitment to convert to renewable energy and reduce its global carbon footprint, the Company has launched a global solar energy program. Beginning at the Company's headquarters and chief global production facility in Baden, Switzerland, the program includes the city's largest solar panel installation. The 2,500 solar panels can generate one gigawatt hour of electricity and met 10% of the Company's energy needs in 2024, which will increase to 1.7 gigawatt hours by 2028.

Additional installations have followed at other key locations – in Ecuador, Taiwan, India, Indonesia and Australia – helping to reduce Accelleron's carbon footprint. 2025 will see the addition of significant solar installations at facilities in Spain, the UK, Brazil, Italy, and South Africa.

Carbon footprint of Accelleron^{1,2}

	Location-based	Market-based	2022 ¹¹ (t CO ₂ eq)	2023 ¹² (t CO ₂ eq)	2024 ¹³ (t CO ₂ eq)	Assurance (2024 data)
Scope 1 ³	x	xx	2,230	2,528	2,723	☑
Scope 2 – Market-based ⁴		xx	3,860	4,734	4,429	☑
Scope 2 – Location-based ⁴	x		6,079	7,095	7,415	☑
Scope 3 – Upstream part energy ⁵	x	xx	1,200	1,631	1,603	
Scope 3 – Supplied goods ⁶	x	xx	27,400	32,344	36,968	
Scope 3 – Upstream and downstream transportation ⁷	x	xx	20,900	24,384	22,923	☑
Scope 3 – Emissions from waste ⁸	x	xx	1,310	1,530	1,515	
Scope 3 – Business trip ⁹	x	xx	1,570	5,330	5,848	
Scope 3 – Employee commuting ¹⁰	x	xx	2,270	2,640	2,774	
Total CO₂eq – Market-based (xx)			60,740	75,122	78,784	
Total CO₂eq – Location-based (x)			62,959	77,483	81,770	

1 All figures are given with three significant digits.

2 Carbon footprint refers to metric tons of CO₂ equivalent.

3 Gases included in the calculation are CO₂, CH₄, N₂O and refrigerants. Emission factors are sourced from DEFRA 2023 regarding direct usage of fossil energy and from the following sources for the refrigerant uses: Bundesamt für Umwelt BAFU (Übersicht über die wichtigsten Kältemittel 2020) and GHG protocol. For biofuels, the emissions factor comes from the Swiss Biofuel association. The diesel, gasoline, and LPG emissions factors are sourced from DEFRA 2023 and the gas is from specific suppliers and from DEFRA 2023.

The source for energy consumption was bills from energy suppliers. Accelleron exclude any GHG trades from the calculation of gross direct (Scope 1) GHG emissions. The increase of CO₂ between 2023 and 2024 is related to increased fossil fuel usage for operations. OMT CO₂ in 2024 was 222 t CO₂ and Accelleron (excl. OMT) CO₂ emissions amounted to 2,501 t CO₂. In 2023, OMT CO₂e was 158 t CO₂ and Accelleron (excl. OMT) CO₂e was 2,370 t CO₂.

4 Accelleron reports its Scope 2 based on market-based information and on location-based information. Where market-based information is not available, we use the location emissions factor to calculate the CO₂ emissions of a specific site. The CO₂ emissions used in Scope 2 calculations consider the direct CO₂ emissions used to produce electricity, district heating, and district cooling. If other GHG gases than CO₂ are present, they are already included in the emissions factor provided by the supplier (market-based information) or present in the location-based emissions factor. Market-based emissions factors are sourced from electricity and district heating suppliers and the source of location-based market emission factor is carbonfootprint.com – International Electricity Factors from 2023 as the 2024 emissions factor was not due until Q1 2025. Reporting on electricity, district heating, and district cooling consumption was sourced from supplier bills. Accelleron excludes any GHG trades from the calculation of gross direct (Scope 2) GHG emissions as well as other indirect (Scope 3) GHG emissions. Overall, we observed a decrease of CO₂ (Scope 2 market-based) due to an increase of sites using low-carbon electricity sources, implementation of an energy efficiency program, and lower usage of district heating in Switzerland due to a milder winter. On the other hand, OMT increased its CO₂ (Scope 2 market-based) higher working hours and greater machine usage under the OMT growth plan. OMT CO₂ in 2024 was 1,641 t CO₂ and Accelleron (excl. OMT) CO₂ emissions in 2024 was 2,788 t CO₂. In 2023, OMT CO₂e was 1,514 t CO₂ and Accelleron (excl. OMT) CO₂e was 3,220 t CO₂.

5 Upstream energy is composed of two elements: transmission and distribution (T&D) and well-to-tank (WTT).

The international average from the [countries ranking for electric power transmission and distribution losses \(% of output\)](#) was used to calculate T&D losses and applied to the total amount of electricity consumed.

For reporting WTT electricity and district heating, each site that has access to primary electricity reports on the share of primary energy. For those sites that use location based information, we used the carbonfootprint.com – International Electricity Factors from 2023. Based on these sources, WTT emissions were calculated considering average emissions factor by energy type (oil, coal, biomass, natural gas, wind, sun, hydropower, geothermal, and nuclear) (source: <https://base-empreinte.ademe.fr/donnees/jeu-donnees>).

WTT direct fossil energy usage is based on DEFRA 2022 WTT fuel conversion factors. Emissions factors for bio-based fuel is drawn from the Swiss biofuel association.

6 The supplied goods category is calculated based on procurement by our manufacturing sites in Switzerland, India, China, and Italy for the material used to produce and package the turbochargers, injectors and spare parts. Specific emissions factors were sourced from suppliers where possible, with industry-average factors used elsewhere. In 2024 we observed an increase in CO₂ for supplied goods due to increased spending on direct materials required for the manufacturing of our products. OMT CO₂ in 2024 was 9,367 t CO₂ and Accelleron (excl. OMT) CO₂ emissions were 27,601 t CO₂. In 2023, OMT CO₂ was 6,944 t CO₂ and Accelleron (excl. OMT) CO₂ was 25,400 t CO₂.

7 95% of the carbon footprint related to transportation is calculated by our logistics provider. These CO₂ emissions are audited under a "limited assurance" scheme. The rest is calculated internally using [EcoTransIT World](#). Transportation emissions are based on the mass, distance, and means of transport. Reduction of CO₂ related to upstream and downstream transportation due to systemic effort in the supply chain and business divisions of Accelleron. In 2024, OMT CO₂ emissions were 4,899 t CO₂ and Accelleron (excl. OMT) CO₂ emissions were 18,024 t CO₂. In 2023, OMT CO₂ was 1,884 t CO₂e and Accelleron (excl. OMT) CO₂ emissions were 22,500 t CO₂.

8 Reporting sites are required to report the type of waste and its destination. Based on the key destination (recycled, sent to landfill, incineration) and the type of waste, we use industry average emissions factor from ECOINVENT database to calculate the GHG emissions from the generated waste. We observed a slight decrease in CO₂ related to waste due to reduction of landfill of practice. In 2024, OMT CO₂ emissions were 105 t CO₂ and Accelleron (excl. OMT) CO₂ emissions were 1,410 t CO₂. In 2023, OMT CO₂ was 140 t CO₂e and Accelleron (excl. OMT) CO₂ emission was 1,390 t CO₂.

9 Business travel is calculated by our travel agency using the criteria of departure, arrival, mileage, flight class. For OMT business travel, myclimate data was used for air travel, and Ecotransit for train travel. We observed an increase of CO₂ emissions due to a rise in business travel. The proportion of business flight class and economy flight class did not change between 2023 and 2024. In 2024, OMT CO₂ emissions were 738 t CO₂ and Accelleron (excl. OMT) CO₂ emissions were 5,110 t CO₂. In 2023, OMT CO₂ emissions were 320 t CO₂ and Accelleron (excl. OMT) CO₂ emission were 5,010 t CO₂.

10 In 2023, we conducted a global survey to understand the commuting practices of our employees based on key parameters (non exhaustive list: commuting distance, mode, frequency, vehicle consumption, type of fuel) and to gauge changes. A review of the responses of 1,293 out of a total of 2,519 employees invited to participate in the survey and information from specific management team sites assisted in the analysis and allocation of GHG emissions across Accelleron (excluding OMT). All OMT employees travel by car to the factory. In 2024, we considered the survey still valid and we applied an increase factor to CO₂ emissions based on the rise in the workforce. We applied an incremental approach based on the increase of population in comparison to 2023 (+3.5% for Accelleron and +14% for OMT). In 2024, OMT CO₂ emissions were 422 t CO₂ and Accelleron (excl. OMT) CO₂ emissions were 2,352 t CO₂. In 2023, OMT CO₂ was 370 t CO₂ and Accelleron (excl. OMT) CO₂ emissions were 2,270 t CO₂.

11 2022 excludes OMT.

12 2023 adjusted including OMT.

13 2024 includes OMT.

Tackling transportation emissions

Over 90% of Accelleron's emissions are Scope 3, indirect emissions generated primarily through the transportation of materials, components, and products, in the supply chain and to customers.

To reduce its carbon footprint, the Company has introduced a sustainable transportation program that will shift supply and customer shipments from air freight to sea and rail. This entails new routes, processes, and agreements, to ensure goods are transmitted securely and in accordance with customer and supply chain needs.

With new processes in place and based on global averages, the Company expects to see an emissions reduction of approximately 80% from air to rail, and of 95% from air to sea per ton of transported goods without extra cost for the customer. As Scope 3 emissions may be assimilated in a domino effect with upstream and downstream impact, this will offer customers a decrease in their upstream Scope 3 transportation emissions.

Water

In 2024, our water use increased by around 18%. This was primarily due to an increase in tests requiring large amounts of water at our Swiss test center, in comparison to 2023 and due to the integration of OMT data¹.

In 2024, Accelleron's manufacturing and service sites mainly used water for operational purposes, which accounts for around 82% of our total water use compared to approximately 90% in 2023. The remainder, around 18% in 2024, is used for domestic purposes.

In operations, we use water for cooling² during the manufacturing and test processes (around 85%) and for cleaning parts of our products during service operations (around 15%).

Half of Accelleron's sites are located in water-scarce areas³ and represented approximately 14% of the Company's water use in 2024 vs. 15% in 2023. In these areas, it is essential to use water even more efficiently. The climate crisis will further affect our access to water⁴ and our business could be affected. As we need to use water to clean and complete turbocharger service on time, it is important that we act responsibly and find solutions to reduce water usage.

We have assessed water usage in the service network and have defined guidance⁵ related to the improvement of the main industrial process using water. We broke water usage down into a four-tier hierarchy. Level 1 is defined as no water reuse, followed by level 2 (water reuse), level 3 (semi-automated water use) and level 4 (fully automated water use). This helped our sites better understand the water issue and think about ways of improving their equipment, processes, and working conditions, and to be more efficient in terms of resources and time. As an example, several of our service stations use a closed-loop cleaning process, saving more than 139,000 cubic meters of water in 2024 (vs. 53,000 cubic meters of water in 2023), in comparison to a single-use system used previously.

This helped us to set targets for sites with low efficiency in water usage (level 1) and to prioritize sites in water-stressed areas, while still addressing the overall volume of water used. We have set a global target because although water is managed locally, it is a global issue.

Our global target is to move away from level 1 by end of 2026. This represents 50% of our Service network locations.⁶

- 1 OMT is responsible for an increase of 4%.
- 2 Cooling refers to the process of circulating water through a piping network, which is then discharged without altering its physical or chemical characteristics.
- 3 As defined by Aqueduct (World Resource Institute).
- 4 Service of turbochargers requires water for cleaning. Due to lack of physical availability and/or enforcement of local government policies, this could result in business interruption if we cannot demonstrate that we are using water efficiently.
- 5 The type of solutions we are looking at are oriented towards technology that supports our business without usage of water or by using closed-loop systems.
- 6 Our three manufacturing sites, representing 85% of industrial water usage, are already equipped with up-to-date closed loop systems (Baden, Chongqing and OMT) and are therefore excluded from the global target for the moment.



Water use

Water sources are broken down into surface water, municipal water, and groundwater.¹ The Swiss manufacturing site is the only site that uses surface water, representing 69% of total water use across all Accelleron sites in 2024, compared to 67% in 2023. Around 29% of the water is taken from the municipal network (30% of water was from municipal source in 2023). In 2024, six sites used groundwater, which accounts for the remaining 2% of the total annual volume. One of these is our Vadodara site, which only has access to groundwater. To counterbalance the impact to the local groundwater system, we invested in a water harvesting system which accelerates the infiltration of rain water into groundwater during monsoon season.

Water usage

The Swiss factory uses water from the local Limmat river for cooling purposes. This is the main source of water used for cooling purposes across Accelleron² (98.9%). The use of water as a cooling medium helps to reduce the energy consumption otherwise required for cooling processes. In addition, the site has a closed water circuit that reuses the water as a coolant many times over, before it is returned to the river. The same concept is being applied at our Chinese plant, where a closed-loop cooling system has saved the equivalent of 400 cubic meters of water in 2024.

The service organization accounts for 15% of water used in operations, and primarily uses water for cleaning purposes. Water used for cleaning is either discharged to the local sewage treatment plant as per local regulations, or it is treated by a third-party specialist and then discharged to the sewer, in accordance with local environmental regulations. Several of our service stations have been using a closed-loop system for a number of years, helping to reduce the total amount of water usage.

At OMT, water usage is mainly driven by operations and also uses a closed-loop system.

Water discharge³

Depending on how it is used, water must be processed. In the case of domestic use, the water is sent to a municipal wastewater treatment plant for treatment. Industrial water use is divided into three categories according to local regulations:

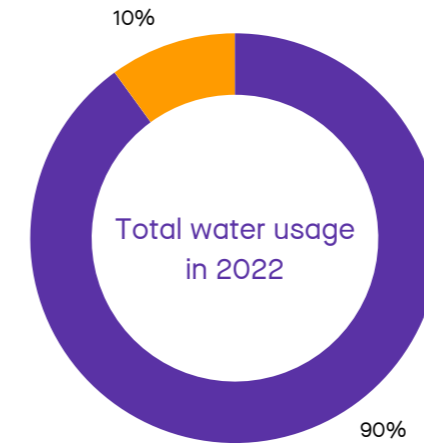
- Sewage
- Surface water used for cooling only
- Hazardous wastewater which requires cleaning treatment by specialized third parties

In terms of discharge, 58% of our sites are equipped with effluent treatment systems, which are used before water is discharged into the sewage system. 40% have primary water treatment and 18% have secondary water treatment based on the Carbon Disclosure Program (CDP) definition of water security.⁴ More details are included in the appendix.

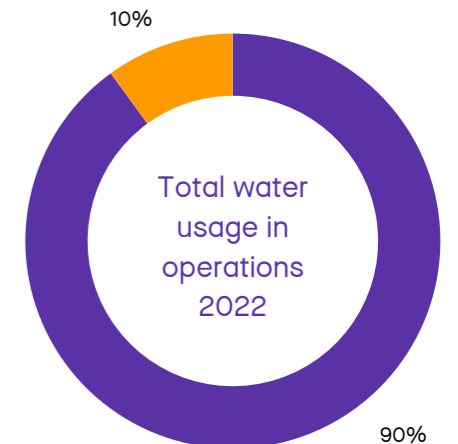
➤ Next steps

In 2025, we will start to implement the plan to meet the 2030 target.

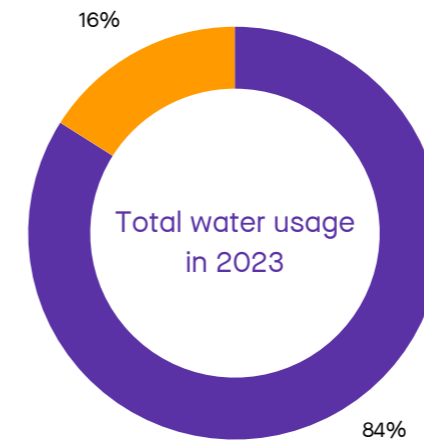
1 GRI definitions apply to surface water, municipal water, and groundwater. Accelleron does not use sea water.
 2 The rest is used by the Turin site (OMT) and our Chongqing factory.
 3 Accelleron has no indication of breaches of environmental requirements in 2024 regarding water usage.
 4 Primary treatment involves the physical removal of suspended solids and floating material, typically by sedimentation. A preliminary treatment may often be applied, which involves the physical removal of large debris, large particles, oils and grease, typically through screens and grit chambers. Secondary treatment involves the degradation of organic matter and reduction of solids through biological treatment. The removal of nutrients (nitrogen and/or phosphorus) can also be achieved at this level of treatment using a combination of chemical and biological treatments. Secondary treatment follows the primary treatment.



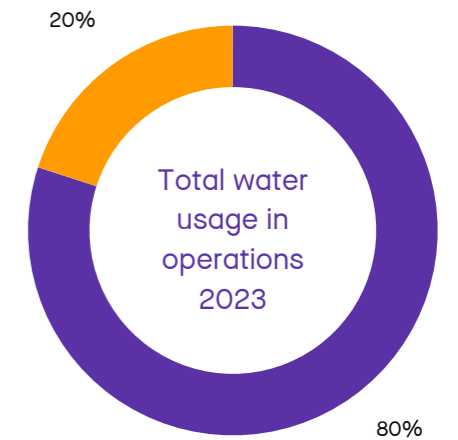
■ Operations ■ Domestic usage



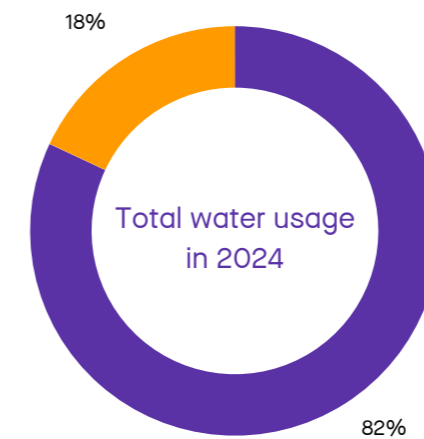
■ Manufacturing processes ■ Service



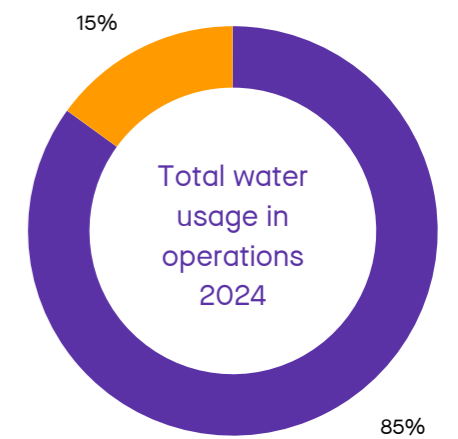
■ Operations ■ Domestic usage



■ Manufacturing processes ■ Service



■ Operations ■ Domestic usage



■ Manufacturing processes ■ Service

Waste

98% of Accelleron turbochargers are made from recyclable materials, mainly steel and other metals. Fuel injectors have a similar recyclable content. These are the main waste elements that we generate. We support the efficient use of materials by ensuring that they are recycled and then reused by other users of metals. In 2023, sites assessed and developed their local roadmaps to contribute to the global targets, and they measure their local progress against those targets. In 2024, some sites have started to make progress. In 2024, we noticed an increase of total amount of waste of 2% due to increase of waste generated and also due to integration of OMT in reporting.

Waste destination

Compared to 2023 we decreased the proportion of total recycled waste from around 76% to 72%. This is mainly explained by three factors:

- Change of location for certain sites, which required us to clean up the sites before we could establish new premises. Some of the waste generated during the installation phases was not recyclable as per local schemes, and had to go to landfill.
- Clean-up operations in USA and Singapore.
- An absolute reduction of waste generated in Baden.

Of the non-recycled waste, 51% was incinerated with energy recovery, 40% went to landfill, 7% was incinerated without energy recovery, and 2% was managed under other treatment, in accordance with local regulations.

Of the total generated waste, 85% is classified as non-hazardous, while 15% is classified as hazardous waste and was systematically treated in accordance with local regulations. Where possible, we ensure full traceability of our waste by using accredited waste management suppliers. In some countries, we have to rely on public waste management services and public information, because there are currently no other options available. One challenge is the lack of recycling

infrastructure in, for example, some areas of the USA and regions such as the Middle East and Africa.

Non-hazardous waste and hazardous waste

In 2024, the amount of non-hazardous waste generated decreased by 4% compared to 2023, thanks to an absolute reduction of waste generated at our Baden facility.¹ Of the total amount of non-hazardous waste generated at Accelleron, 78% was recycled and 22% was otherwise disposed of. In comparison to 2023 (when 80% was recycled and 20% disposed of), we experienced a slight reduction due to a slight reduction in the total amount of non-hazardous waste generated. Nevertheless, in comparison to our target to reach 90% of non hazardous waste being recycled (except in USA, Africa and Middle East) by 2030, we improved from 85% in 2023 to 88% in 2024.

In 2024, metal-based waste accounted for 68% of the non-hazardous waste generated and recycled. The remaining non-hazardous waste was comprised of: paper and cardboard (around 5%), plastic (less than 1%), wood-based material (around 22%), and other types of waste (around 6%). Of the 32% of non-hazardous waste that was otherwise disposed of, approximately 51% was incinerated with energy recovery, around 40% went to landfill, and the remainder was incinerated without energy recovery.

In total, 9% of non-hazardous waste went to landfill in 2024 (vs. 8% in 2023). This shows a slight regression while still following a downward trend, since we reported 10% of waste going to landfills in 2022.

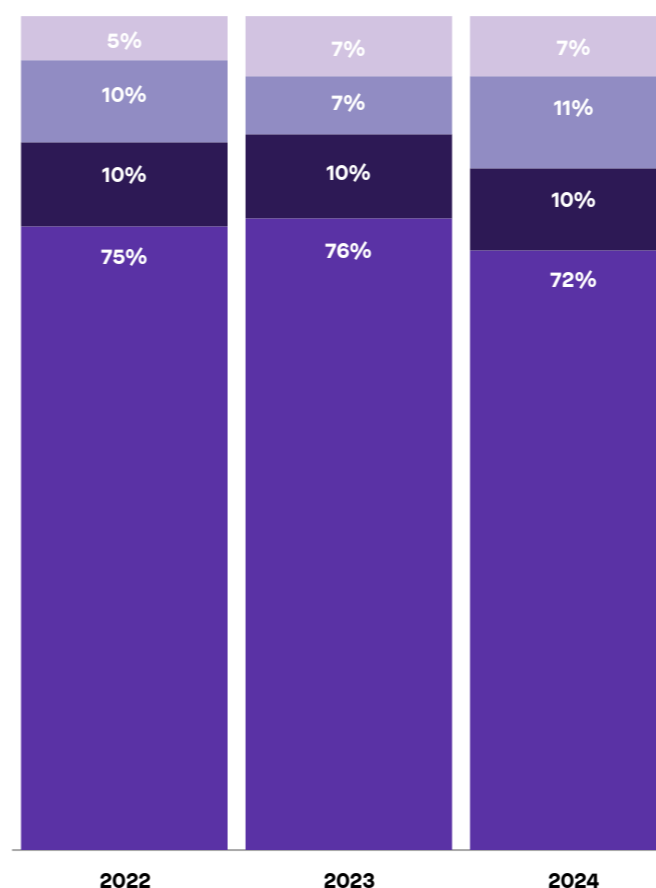
Hazardous waste represented 15% of our total waste, and is mainly the result of cleaning operations at service and production sites. Of the hazardous waste, approximately 38% was recycled by specialized third parties (vs. 49% in 2023) and 62% (vs. 51% in 2023) was disposed of in a specialized, secure landfill.² More details can be found in the [appendix](#).

Next steps

In 2025, sites will continue to follow their site-specific waste roadmaps, supported by the global HSE and sustainability teams. By 2030, we aim to send zero waste to landfill and achieve a 90% waste recycling rate for non-hazardous waste, where the infrastructure exists.

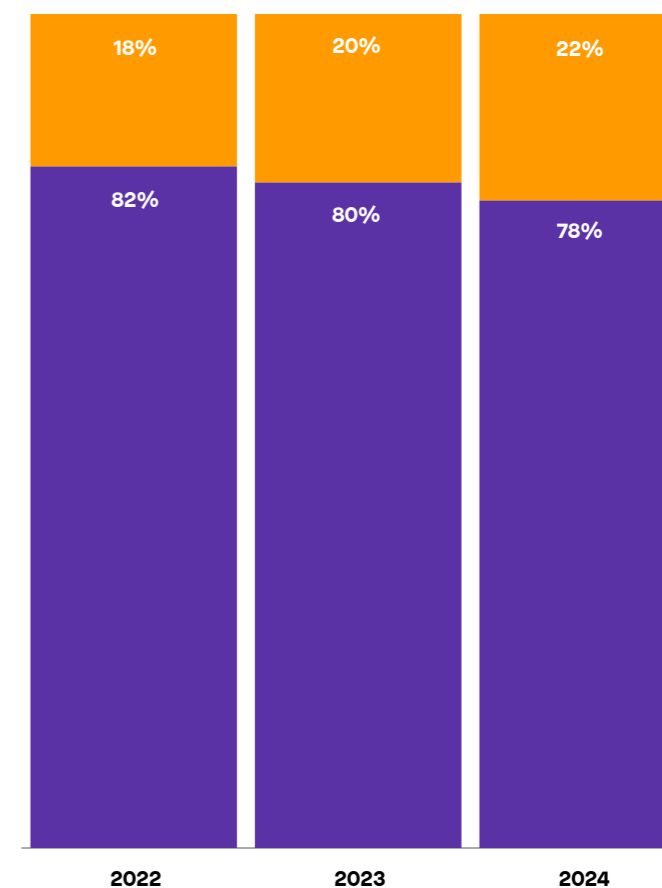
- 1 Baden generated more than 500 t of waste from installation of solar panels on the roof, primarily mud which was sent for recycling.
- 2 None of Accelleron's waste is shipped to another country for disposal. Accelleron has no indication of breaches of environmental requirements in 2024 regarding waste.

Total waste destination



- Landfill
- Incineration without energy recovery and/or treated according to local regulation
- Incineration with energy recovery
- Recycled

Non-hazardous waste disposed



- Recycled
- Non-recycled 2022:
 - Incineration without energy recovery.....5%
 - Incineration with energy recovery.....31%
 - Landfill.....64%
- Non-recycled 2023:
 - Incineration without energy recovery.....1%
 - Incineration with energy recovery.....55%
 - Landfill.....44%
- Non-recycled 2024:
 - Incineration without energy recovery.....7%
 - Incineration with energy recovery.....51%
 - Landfill.....42%

People

Our commitment to the safety and growth of our employees.

Health and safety

Health and safety are vital to our sustainability strategy and our license to operate, and they remain our top priorities in regard to employees. We are committed to operating responsibly, which includes creating and enhancing workplace health and safety for our employees, contractors, and partners across our operations.

Safety aspects

Most employees at risk are based at our manufacturing and service sites. However, field service teams also work in remote locations or on board customer-controlled vessels, challenging environments where our direct influence may be limited. To address this challenge, we rely on a robust health and safety management system which encompasses comprehensive processes, procedures, and tools to minimize risks and prevent workplace injuries and illness.

In 2022, faced with a diverse range of local legacy standards, we unified our approach by creating a harmonized global framework for quality, health, safety and environmental (QHSE) management. By 2024 this framework facilitated internal and external audits across multiple sites, resulting in the global DNV ISO 45001 and ISO 9001 certifications for 69 locations. In 2024, we extended these efforts by training 18 internal auditors to adopt a cross-local unit audit approach, enhancing organizational learning, and sharing best practices.

In 2024, we enhanced our risk management processes with the introduction of a dedicated application. The tool ensures comprehensive evaluation and clear visibility of risk assessments at all sites, while also enabling reassessment when new hazards arise. We engaged third-party experts to evaluate machinery safety controls at the manufacturing site, and focused on strengthening root cause analyses for incidents, ensuring more effective corrective and preventive measures.

Fostering a culture of health and safety

Fostering a culture of health and safety

In 2024, we introduced the global health, safety, and environment (HSE) strategy 2024–2026, guided by the principle “We care for each other.” This strategy focuses on fostering a culture of care and collaboration through three pillars and a solid foundation, as described in the graphic below.

As a part of the HSE strategy implementation, at the global level we piloted safety leadership training in 2024. This will be rolled out company-wide in 2025 to elevate safety awareness and skills among all leaders. Additionally, we introduced the Global Well-being and Resilience Program and established a Cross-Division Safety Committee to promote collaboration and ensure consistency in workplace safety practices.

Why do we work on HSE?



Monitored strategic indicators

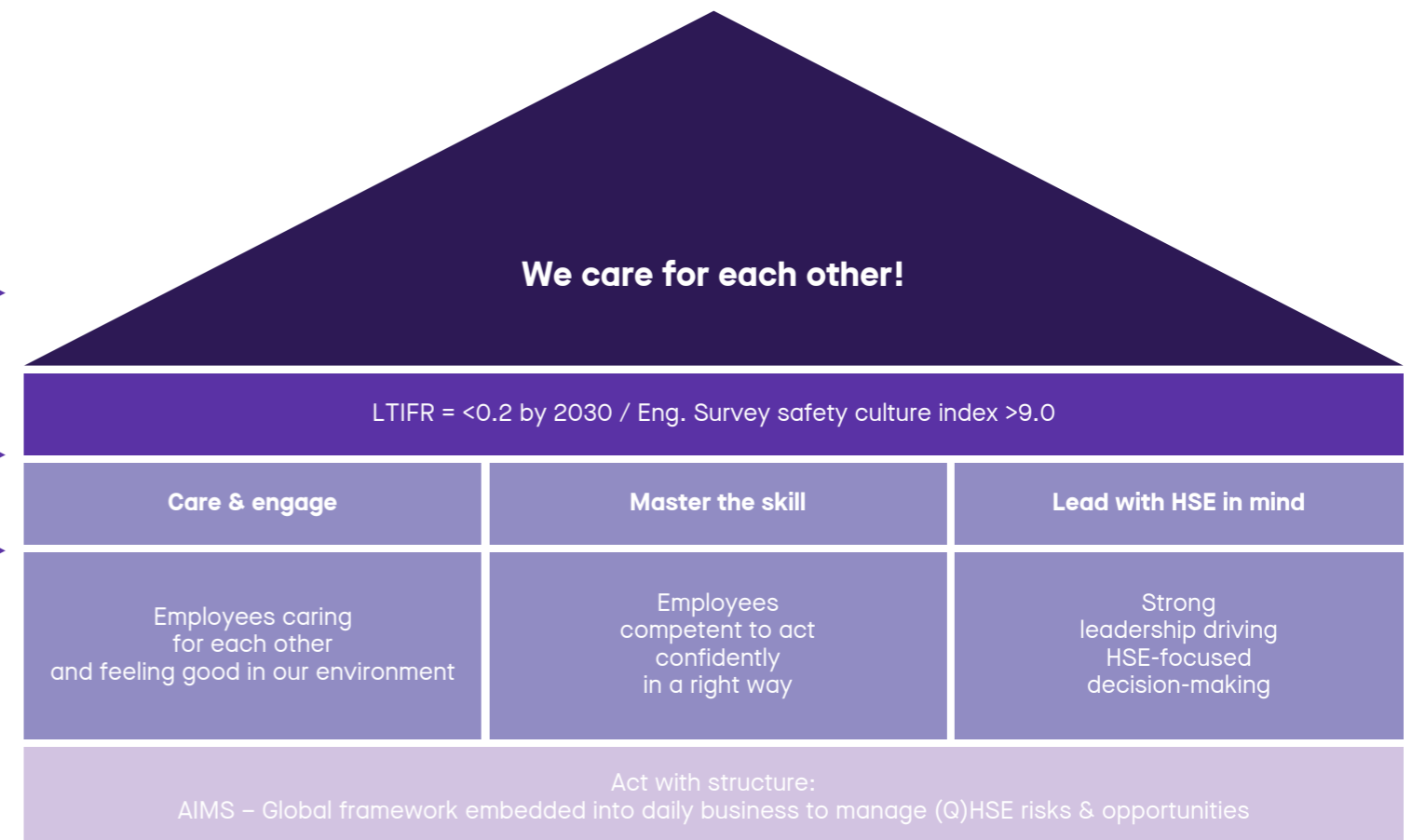


Three focus pillars working together



Ambition level

Foundation to improve performance. Our set of minimum requirements



At the local level, we implemented tailored local safety culture development plans in all countries where we operate. These plans empower local teams to take ownership of safety initiatives, ensuring relevance and alignment with the global strategy. Throughout 2024, we emphasized health and safety awareness via regular global HSE/ sustainability calls and made safety a recurring topic in leadership, operations, and external meetings.

We also conducted an Accelleron Safety Month, in which we hosted six global sessions focused on incident prevention, well-being, resilience, reflections, and the shift in safety culture. The sessions featured insights from top management, employees, and external experts.

These efforts continued through local initiatives to raise awareness, foster engagement, and highlight safety as a shared value and responsibility across teams.

➤ Next steps

In 2025, we will continue executing our HSE strategy through initiatives aimed at strengthening safety leadership and enhancing HSE competencies at all levels of the organization. We remain committed to implementing our integrated quality, health, safety, and environment management system across all divisions and service sites. Our

ambition of achieving zero accidents remains steadfast. To move beyond the current plateau, we have set a realistic and attainable target of reducing the LTIFR by 10% annually, starting from the 2024 baseline of 0.57 with a strong emphasis on proactive incident prevention. This approach aims to inspire our employees and drive continuous safety improvements, helping us achieve an LTIFR of 0.2 by 2030. Considering recent acquisitions, the review of company-wide HSE targets will be conducted in 2025 to align with the expanded operations and ensure consistency.

We will continue our efforts to reduce LTIFR by implementing targeted initiatives that address common root causes and other findings:

- Rolling out safety leadership workshops for middle and senior managers with external support.
- Strengthening awareness and controls for high-risk operations, emphasizing the role of operational supervisors.
- Enhancing risk assessment capabilities and improving the quality of activity-based risk assessments.
- Advancing the identification and resolution of high-potential hazards.
- Further developing individual HSE target-setting within the organization.

- Enhancing incident management and prevention through collective preventive and corrective actions, as well as shared learnings.
- Further integrating HSE components into the organization's training management process.
- Standardizing and expanding HSE competencies while strengthening collaboration with the Operations team.

Employee learning and development

Accelleron's commitment to continuous learning is a cornerstone of our corporate sustainability efforts and one of the focus areas of our people strategy. We also recognize the importance of being an attractive and responsible employer that takes care of its employees.

People strategy guides development

In 2023, we defined our people strategy, which is a fundamental part of our business strategy. The strategy has four focus areas: culture and purpose, attracting and retaining talent, continuous learning, and leadership. To improve all of those areas, we are working on numerous strategic initiatives, including communicating our purpose and clarifying how every employee can contribute to sustainability; improving resilience and well-being; and defining how artificial intelligence (AI) can be used and training employees to use it.

Continuous learning is in our DNA

We encourage all employees to take ownership of their own development. However, our leaders play a crucial role in ensuring that these opportunities are realized for the benefit of both employees and the Company. This continuous development effort enables us to be more innovative and thus remain relevant for our customers, while our employees can maintain their competitive skills.

We value our approach to lifelong learning and provide every Accelleron employee with access to learning platforms where they can enhance their skills and knowledge. All employees who join the Company receive a tailored onboarding plan and

access to job-relevant learning content. All employees are also required to complete mandatory training, e.g., in safety, integrity, and cyber security.

Each employee has an individual development plan, including actions agreed with the employee's line manager in annual performance discussions. In 2024, 75% of our employees had an agreed and documented development target. We promote various learning methods, including on-the-job learning, mentoring, coaching, project work, job enrichment, job rotation, short-term assignments abroad, and classroom and online learning. We also conduct 360-degree evaluations on our leaders to give and receive feedback that helps our leaders to grow. Additionally, we offer language courses to foster language skills development. We measure learning progress through the reporting of average annual learning hours per employee, which in 2024 was over 17 hours.

Performance management guides target setting

To ensure that learning and development efforts are aligned with the overall performance management system and reinforce the objectives set, all employees have a target-setting discussion at the beginning of the year. As part of this discussion, managers give and receive feedback not only on performance but also on how employees work and collaborate. In 2024, we introduced a new feature for collecting and sharing feedback among colleagues in our performance management system. Leaders are invited to conduct frequent check-in discussions throughout the year to ensure that targets remain valid, and that employees are progressing as planned. An assessment of target achievement and planned development takes place at the end of the year. In 2024, over 96% of our employees completed the year-end assessment of their performance.

Over 91% of employees have a bonus program as part of their total compensation. Our strong focus on sustainability is also reflected in our bonus programs. We have a sustainability target which accounts for 10% of the annual bonus for all employees eligible for the corporate short-term

Lagging indicator 2019–2024



incentive plan. These targets are derived from departmental sustainability targets which employees work towards, such as LTIFR targets, waste reduction programs, or initiatives giving back to the communities in which we operate. In 2024, we introduced a new ESG target as part of our long-term incentive plan with a weight of 20% for executives who are eligible for the plan.

Addressing future talent and skills needs

Accelleron is committed to fostering the development of young talent. In 2023 we became a corporate partner of UNITECH International, an organization dedicated to nurturing talented young STEM students, equipping them to effectively handle future global industry challenges, and facilitating connections between the corporate and academic spheres. Additionally, we frequently engage with university students for project work in areas such as technology, engineering, value chain, and continuous improvement of manufacturing.

Each year, we employ and train around 50 apprentices in a variety of functions, mainly manufacturing, primarily at our headquarters in Baden, Switzerland. These apprentices participate in a rigorous two-year training program, during which we get to know each other. Selected trainees and apprentices are offered permanent positions. Moreover, we offer continuous training globally for all service engineers. Initially, all service engineers are trained at our headquarters in Baden, to ensure that they meet the same Swiss quality standards across all of our global locations. The curriculum includes basic training through an e-learning program followed by on-the-job training covering quality and safety aspects. To ensure that the latest knowledge and technology is shared globally, the service engineers travel to headquarters every three years to complete refresher training.

Listening to our employees

In 2024, we conducted our second employee engagement survey. The response rate was 85%, an increase of 11% since 2022. We are thankful that our employees are so committed to developing the way we work together. Our engagement net promoter score (NPS) of 32 indicated that we are in the top quartile of the industry. Our strengths are related to goal setting, the meaning of work, autonomy, and peer relationships.

The results were analyzed and discussed in the teams which also created development plans to address our weaker points. Management regularly follows up on progress on agreed actions. Our most frequent development focus is on well-being and managing workload. As well as working at the team and local levels in these areas, we also provide dedicated global support and resources, as part of our global people strategy initiative on well-being and resilience.

Acting as a responsible employer providing equal opportunities

Accelleron is committed to non-discrimination and providing equal opportunity for career development and training. All employees benefit from a wide range of learning resources as well as an annual individual development plan agreed in performance management discussions. This combination provides a systematic and efficient development approach.

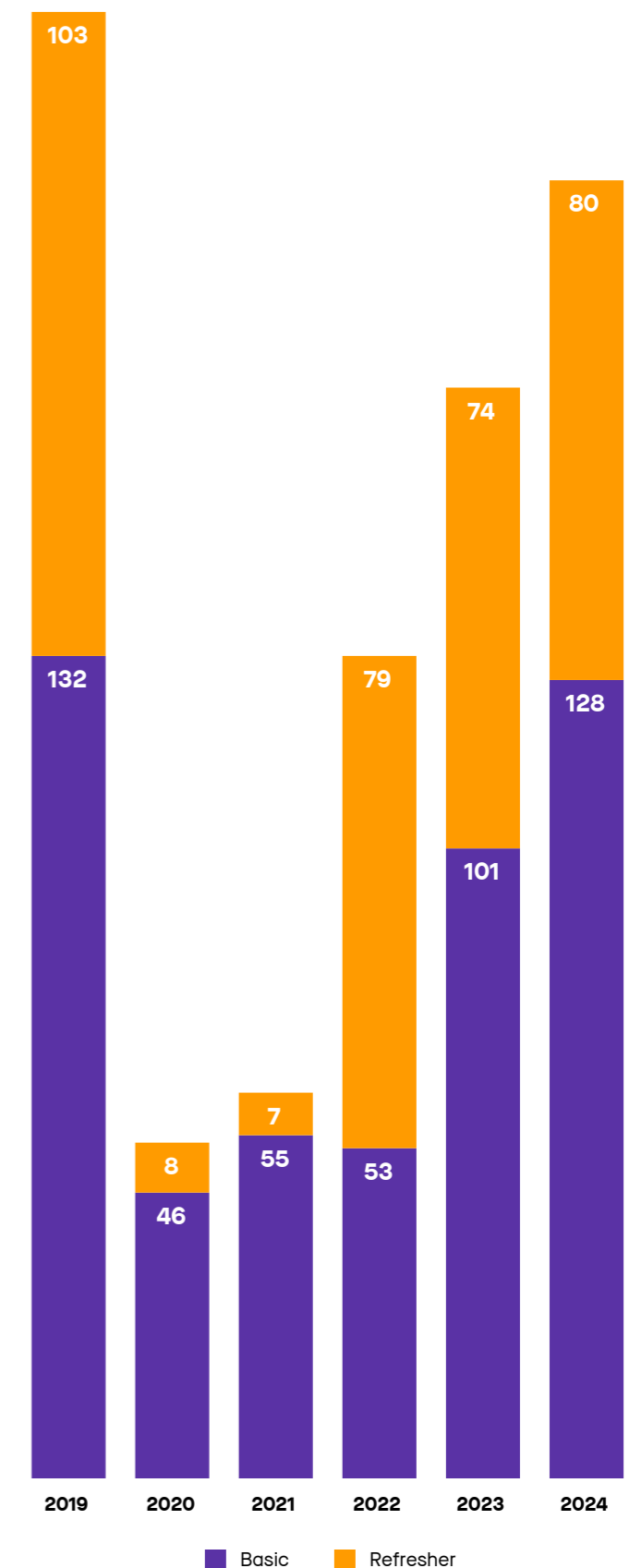
In 2024, we have also started implementing these practices and sharing the existing offering with OMT and OMC2. This work will continue in 2025, as we enroll True North Marine (TNM) in our way of working.

In 2024, we improved reporting on learning activities and hours throughout our organization. This ensures that development opportunities are actively utilized by everyone, and we monitor usage to avoid bias.

Accelleron has an open job market; we aim to publish all open positions internally for anyone to apply for, and we prioritize our internal applicants. We are committed to increasing the internal fill rate of our vacancies, and we closely monitor and analyze internal career development and rotation. Our average tenure is 11 years. In 2024, out of 268 vacancies published, 20% of vacancies were filled internally. Furthermore, 23.9% of all applicants were female which helps to improve our gender distribution over the years. Our recruiters are regularly trained on unconscious bias, and our recruitment setup and software are designed in a way that mitigates potential biases in the selection process. In 2024 we conducted a thorough analysis of our HR tools, internal policies, and candidate website to identify any wordings or system design that would lead to bias and which could benefit from change.

At Accelleron we want to provide secure employment for our employees, and we are committed to limiting the use of non-regular employment. Globally, around 8% of our employees have a fixed-term employment contract, all of which are due to relevant business reasons or local regulations. We use a contingent labor force in limited areas, such as managing peaks in production volumes or non-specialized or non-core activities at our factories. Our preference is to use our own labor force, and in our largest production site in Switzerland we have set a target of using no more than 20% of contingent labor.

Number of trained Accelleron Service engineers



Basic training and refresher training are 32 hours each.

When using contingent labor, we ensure that the compensation is aligned with our own compensation levels and follow collective bargaining agreements where available, to ensure that our partners are compliant with human rights and follow local legislation. Should we see the need to reduce the workforce, we consult with the local trade unions or employee representatives according to local procedures regarding the details of the reduction, and we aim to mitigate the consequences for individuals by providing appropriate relief, for example, social plans, according to local requirements. In 2024, there were no reductions in the workforce for business reasons.

Inclusion and diversity at Accelleron

We recognize diversity as a fundamental driver of innovation and creativity. It brings together different perspectives and ideas and leads to better decision making and problem solving.

Accelleron operates in over 50 countries, and most of our sites are managed by local people. This makes us a global and culturally diverse company. In 2024, we started to define our diversity and inclusion strategy, to set a clear development focus both globally and locally. We acknowledge that inclusion is essential for business growth and are committed to fostering a safe workplace where employees can be their authentic selves. Efforts to attract diverse candidates and applications are appreciated. We also encourage the development of employee resource groups to drive inclusion.

At Accelleron, we consider health from a broad perspective, covering physical, mental, and social aspects. Understanding that employees face various life challenges, we provide resources to help them navigate those situations. To foster employee work-life balance, we work with Workplace Options, a leading provider of employee well-being solutions, to offer a global employee assistance program. In 2024, we also provided training on mental health and resilience. This was strongly recommended for all leaders, and we invited all employees to join training sessions on

well-being and stress management. Maintaining a healthy work-life balance is further facilitated by a remote working policy where applicable.

Gender diversity, equal pay and representation in leadership roles

We are committed to increasing gender diversity. The goal is for women to hold 25% of senior leadership positions by 2025, up from the current 23.8%. We are proud to highlight that women are leading some of our country organizations. Our service operations, carried out by the largest team in the Company, is also led by a woman. We also strive to increase the overall proportion of female employees, and we have succeeded in raising the proportion from 15% in 2022 to 17.5% in 2024. In 2024, we followed up on our original gender pay gap analysis, with actions in selected countries through which we aimed to identify and address possible inequalities. There were no adjusted pay gaps identified in any of the selected countries. In China, the improvement areas identified in 2023 were addressed satisfactorily. In Switzerland, the analysis conducted by third-party auditor KPMG confirmed our compliance with the principle of equal pay.

Parental leave program

We recognize the importance of supporting working parents. To promote a more inclusive and equitable working environment, a gender-neutral parental leave program has been implemented globally. This program provides paid leave to both caregivers following the birth of a child, and for new parents through adoption or surrogacy.

➤ Next steps

In 2025, we will continue leadership development, introducing a new training concept on health-oriented leadership to support improved well-being and resilience. We will engage our newly acquired entities (OMT, OMC2, and TNM) to follow our policies and join our development initiatives. We will also emphasize activities that improve diversity and inclusion, utilizing new experience gained in a diversity pilot project in India.

Local community engagement

As a global company with over 100 locations in more than 50 countries, Accelleron is committed to being an active participant with a sustainable impact in the local communities in which we operate.

We have global standards for organizing events, initiatives, and activities to support our local communities, and our employees contribute to these efforts enthusiastically. In 2024, we implemented more than 50 initiatives, and we exceeded our 2024 targets by more than 65%. Activities ranged from responding to catastrophic events (Japan) to addressing systemic issues like

pollution (France, Turkey, Dubai), supporting the restoration of biodiversity through planting trees (Germany), running educational workshops (India), and meeting basic needs (Senegal, South Africa, Pakistan).

➤ Next steps

In 2025, we are aiming for 60-70 community initiatives. The coming years will see an increase in similar projects in other locations, with a goal of completing more than 100 projects in 2027, which will meet our target of at least one giving-back-to-the-community project annually in each local unit by the end of 2027.

Building a culture of women's leadership and growth

Accelleron has continued to progress on its firm commitments to grow the representation and leadership of women in senior management and the global workforce. With 23.8% of senior leadership positions currently filled by women, the Company has nearly met its 2025 goal of 25%, and it continues to recruit, to grow the overall proportion of women in the Company, and to feed the pipeline of female leadership.

In a traditionally male-dominated industry, Accelleron has embraced a significant cultural shift in the past years.

One of the vehicles for this change has been the advent of an employee resource group at Accelleron's headquarters in Switzerland, a group led by women, for women. With a three-pillar strategy, "Lead Yourself," "Lead Your Career," and "Lead Others and the Organization," the group aims to encourage women to be bold, take charge, support other women, and actively engage in conversations at every level, throughout the Company, to cultivate cultural practices that put all employees on an equal playing field.

Inaugurated in September 2023, the group offers regular events, guest speaker presentations, training, and mentor opportunities. Most recently, the committee decided to open the group to all Accelleron employees regardless of gender, further encouraging mutual support, inclusivity, and belonging across the Company.

Governance at Accelleron

Building a strong governance framework

Sustainability is a key part of the company strategy and, as such, a fundamental responsibility of the Accelleron Board of Directors. The Board's Nomination and Compensation Committee (NCC) is responsible for sustainability and has integrated it in every meeting in 2024. It works closely with management on strategy, ambition, targets and KPIs, and decision-making. The decisions are aligned with the Board's Audit Committee (AC). Consequently, the AC approves the data collection principles, control mechanism, and audits.

In November 2023, we created the Sustainability Committee, which is led by the CHRISO. It oversees strategic sustainability projects and reporting and information to the EC including climate issues. The CEO and CFO are part of the Sustainability Committee, as well as vice presidents representing communications, value chain, strategy, investor relations, and legal functions. The committee meets on a regular basis to ensure coordination and effective communication with the Executive Committee, all departments and with the NCC and Board of Directors.

Executive Committee members are responsible for implementing the sustainability strategy and cascading targets and measures throughout the organization, including assigning responsibilities and reviewing progress. The CEO and Executive Committee are further supported by a Global Health, Safety, and Environment team as well as a Global Sustainability Manager who reports to the Committee via the Chief Human Resources and Sustainability Officer.

Every Accelleron employee eligible for the global short-term incentive plan has at least one yearly sustainability target, outlined in the section [employee learning and development](#) on page 46.

Further information on the composition and compensation of the Executive Committee and Board of Directors can be found in the corporate governance report on page 53 and the compensation report on page 69 of Accelleron's Annual Report 2024.

Code of Conduct

The Code of Conduct is the cornerstone of our commitment to upholding integrity in all areas. It applies globally to all of our people, including those in consolidated joint venture companies. A separate Supplier Code of Conduct applies to our suppliers and other business partners. For further information, please refer to the section [supply chain](#).

The Code of Conduct establishes fundamental principles of behavior concerning the following areas:

- Conflict of interest
- Anti-money laundering
- Anti-trust
- Fair employment
- Diversity and inclusion
- Trade compliance
- Health and safety
- Human rights
- Anti-bribery and corruption
- Inside information
- Intellectual property
- Data privacy
- Working with suppliers

The Code of Conduct is available on our website. An extended internal version that includes practical guidance and examples is accessible on the Legal and Integrity (L&I) intranet page.

We have a strict zero-tolerance policy towards any illegal behavior or breaches of the Code of Conduct, and we take the appropriate disciplinary and legal actions when breaches occur. The Code of Conduct also sets out how our employees, contractors, and stakeholders can report any concerns via various channels, including an anonymous ethics reporting hotline aligned with EU Directive 2019/1937. For more details, refer to the section [reporting misconduct](#) below.

We deliver comprehensive e-learning campaigns to ensure understanding and acknowledgment of the Code of Conduct by all of our employees and the Board of Directors. We also run tailored sessions for employees of OMT and our recent acquisitions, OMC2 and True North Marine. Training for employees who are technically unable to access e-learning modules is conducted through classroom sessions and includes a subsequent written acknowledgment of the Code of Conduct. The e-learning course is also part of mandatory onboarding for newly hired employees, to be completed during the first weeks of their employment.

See the section [anti-corruption](#) below for details on the dedicated e-learning course. Further e-learning courses and classroom training on integrity-related topics are planned in 2025.

Anti-corruption

To address challenges posed by different operational environments in the 50 countries in which we operate, Accelleron has implemented a robust set of measures to address and mitigate

potential anti-corruption risks and uphold the highest ethical standards globally. These include:

- A comprehensive anti-corruption policy
- An externally operated business ethics reporting tool empowering employees and third parties to report concerns confidentially
- A supplier registration and qualification policy – see the section [supply chain](#)
- A corruption risk assessment covering our customers and sales channels

The anti-corruption policy provides comprehensive guidelines across critical areas, encompassing gifts, travel, and hospitality (GTH), facilitation payments, political contributions, sponsorship and donations, conflicts of interest, and third-party management. Addressing high-risk areas like GTH and conflicts of interest, the Accelleron integrity app allows employees to register and request pre-approval for GTH provided and received, and to address situations that involve potential conflicts of interest. The policy underscores our strong stance against corruption, emphasizing our commitment to fostering a culture of ethical conduct and transparency.

Accelleron's supplier registration and qualification policy mandates that each supplier provide detailed information for a comprehensive risk assessment, with a specific focus on anti-corruption risks. For more information, please refer to the section [supply chain](#).

Because our operating model foresees direct sales both in products and services, we have limited exposure to the elevated corruption risks resulting from selling via agents or other intermediaries. To mitigate residual risks,

external sales partners – as well as direct customers in selected countries – undergo a due diligence process which we have taken over from our former parent company.

Additional corruption exposure results from our Service division's global footprint, operating in countries with increased corruption risks, and from the fact that many of our service customers are state-owned enterprises. For this reason, we place high emphasis on our anti-corruption related processes and awareness training.

In 2024, we ran a mandatory global e-learning program for all employees (excluding factory workers) to underscore our clear stance on anti-corruption. Additionally, members of the global Legal & Integrity team delivered numerous training sessions (face-to-face, remote, and hybrid) to various audiences on corruption prevention and related processes, as well as on reporting channels and internal investigation and disciplinary procedures.

We also conducted an integrity risk assessment on key topics of the Code of Conduct, with a special focus on anti-corruption. The results confirmed a positive integrity culture and awareness, as well as the functioning of our integrity management system. The assessment provided valuable input for continuous improvement measures in areas such as policies, procedures, and training.

➤ Next steps

The results of the integrity risk assessment performed in 2024 have been analyzed in detail. They have been included in the formulation of priorities and actions for further development of our integrity management system. These include anti-corruption actions such as the adaptation of onboarding and monitoring processes for existing business partners, and the creation of further training materials for increasing awareness on key areas such as gifts, travel & hospitality, conflict of interest, public officials, and facilitation payments.

Respecting human and labor rights

We are committed to respecting human rights and preventing any involvement in human rights violations. We adhere to the highest standards of human rights, as set out by the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Conventions on Labor Standards, and other relevant national and international frameworks. In 2023, we joined the UN Global Compact, reaffirming our support for its ten principles on human rights, labor, environment, and anti-corruption.

We expect our suppliers, contractors, and other business partners to share our values and comply with similar standards in their operations and practices. We pay special attention to working hours and conditions, discrimination and equality, child labor, fair wages, compulsory or forced labor, and modern slavery. We respect the rights of our employees to freely associate and participate in unions.

We conducted human rights risk assessments across our operations and supply chain in 2022. For more information, please refer to the section [supply chain](#).

In 2022, almost all of our country managing directors, heads of operations and service sales organizations were trained in human and labor rights. Additionally, all employees in a leadership position in procurement have been trained. Detailed information on our supply chain can be found in the section [supply chain](#). In 2023, Focus Right helped us assess human rights at Accelleron. A long term plan was set up in 2024 and will continue in 2025 by incorporating extra elements from the CSRD assessment.

Reporting misconduct

We are dedicated to a culture where employees and stakeholders are encouraged to report any potential breaches of the Code of Conduct or the law without any fear of retaliation. Our leadership teams are accountable for establishing and

fostering an environment that prioritizes integrity and promotes a positive tone throughout the organization. We will not tolerate retaliatory action against an employee who reports concerns in good faith.

Misconduct can be reported through various channels, including anonymously, such as by way of an externally-run website, by telephone, by post, or by email to the Integrity Office. Our organization has a well-established process for receiving and assigning all reported cases to a designated investigator. External investigators are hired to support internal investigators when necessary. Appropriate disciplinary measures and other remedial actions are taken depending on the outcome of investigations. Lessons learned are compiled and shared for awareness and training purposes, where appropriate.

In 2024, we engaged substantially to ensure widespread employee awareness of Accelleron's approach to reporting misconduct and the available reporting channels. One finding of the integrity risk assessment (see the section [anti-corruption](#) above) is the need to further enhance awareness of and trust in the reporting and investigation processes. In 2024, Accelleron closed a total of 13 cases reported through our ethics reporting channels. Among those, eight cases were found to be unsubstantiated, five substantiated. Two cases opened in 2024 were not yet closed at year-end. Most of the reported cases were categorized as low severity. The four substantiated cases closed in 2024 pertained to workplace respect and fairness, private use of company assets, creation of a falsified employment document, and lack of diligence in applying trade processes. All cases were successfully resolved through disciplinary procedures.

➤ Next steps

Following the integrity risk assessment, in 2025 we will enhance awareness and transparency with an additional awareness campaign and revised processes. We will place particular emphasis on increasing transparency of the various reporting channels, including how we secure confidentiality and how we conduct internal investigations and disciplinary procedures to foster trust and comfort to speak up.

Risk management

Accelleron aims to identify risks and opportunities early and respond effectively. Relevant risks for the Company relate to geopolitical challenges, cyber security, and supply chain. We are committed to firmly embedding risk-based thinking across the organization. The Accelleron approach to risk management considers both enterprise and operational risk. The approach to managing risk is based on the recognized international standard (ISO 31000) and has been developed, and continues to evolve, in line with industry expectations. In 2024, Accelleron assessed physical climate risks at key facilities and transitional risk and opportunities. More details may be found in the TCFD report in the appendix.

Crisis management

In the event of a crisis, response teams and plans are in place across the organization. Crisis management is supported by the interdisciplinary Business Resilience Group and the Cybersecurity Resilience Group. The role of these groups is to guide, advise, and assist local crisis teams as required, providing wider expertise and insights. In the event of a crisis, the communications team at the headquarters leads crisis communications in close alignment with the local communications team.

➤ Next steps

We will continue to work on consolidating Accelleron's approach to risk management under a harmonized framework and we will assess the financial impact of climate change in 2025.



Independent limited assurance report on selected Sustainability Information of Accelleron Industries AG

To the Board of Directors

We have undertaken a limited assurance engagement on Accelleron Industries AG's (hereinafter "Accelleron") and its subsidiaries (the Group) following selected Sustainability Information in the Sustainability Report for the period ending on 31 December 2024 (hereinafter "Sustainability Information"):

- Scope 1 Greenhouse Gas (GHG) emissions, which marked with a checkmark (page 41);
- Scope 2 GHG emissions, which marked with a checkmark (page 41); and
- Scope 3 GHG emissions, upstream and downstream transport, which marked with a checkmark (page 41).

Understanding how Accelleron has Prepared the Sustainability Information

Accelleron prepared the Sustainability Information using the following criteria (hereinafter referred to as the "Sustainability Reporting Criteria"):

- Global Reporting Initiative (GRI) 2021 Standards
- GHG Protocol, Corporate Standard

Consequently, the Sustainability Information needs to be read and understood together with these standards and criteria.

Our Limited Assurance Conclusion

Based on the procedures we have performed as described under the "Summary of the work we performed as the basis for our assurance conclusion" and the evidence we have obtained, nothing has come to our attention that causes us to believe that the selected Sustainability Information is not prepared, in all material respects, in accordance with the Sustainability Reporting Criteria.

Our assurance engagement does not extend to information in respect of earlier periods or future looking information included in the Sustainability Report 2024, information included in the Annual Report 2024, information linked from the Sustainability Report 2024, information linked from the Annual Report 2024, or any images, audio files or embedded videos.



Inherent Limitations in Preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.

Accelleron's Responsibilities

The Board of Directors of Accelleron is responsible for:

- Selecting or establishing suitable criteria for preparing the sustainability information, taking into account applicable law and regulations related to reporting the sustainability information;
- The preparation of the sustainability information in accordance with the criteria; and
- Designing, implementing, and maintaining internal control over information relevant to the preparation of the sustainability information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:

- Planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- Forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- Reporting our independent conclusion to the Board of Directors of Accelleron Industries AG.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Board of Directors, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and in respect of greenhouse gas emissions, with the *International Standard on Assurance Engagements (ISAE 3410) Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board (IAASB).



Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.

Summary of the Work we Performed as the Basis for our Assurance Conclusion

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included, among others:

- Assessment of the design and implementation of systems, processes, and internal controls for determining processing, and monitoring sustainability performance data, including the consolidation of data;
- Inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- Inspection of selected internal and external documents to determine whether quantitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- Assessment of the data collection, validation, and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- Analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement; and
- Assessment of the consistency of the disclosures applicable to Accelleron with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Sustainability Report 2024.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.



KPMG AG

Simon Studer
Licensed Audit Expert

Carolina Sundmar-Joge

Zurich, March 11, 2025