Acceleron

Acceleron Sustainability Policy



Purpose and scope

Accelleron is committed to accelerating sustainability in marine and energy by integrating environmental, social, and governance considerations into our strategy, operations, innovation, and decision-making. This policy defines our core sustainability commitments and applies to all Accelleron subsidiaries, employees, and activities worldwide. This Sustainability Policy serves as Accelleron's overarching sustainability commitment framework. We also embed the principles of this policy into our business relationships with suppliers, contractors, and business partners. It is publicly available to all external and internal stakeholders.

Governance and accountability

Sustainability is part of Accelleron’s company strategy and is overseen by the Board of Directors. It works closely with the management on strategy, ambition, targets, decision-making, and monitoring the implementation of the strategy. Under the leadership of the CEO, the Executive Committee is responsible for setting targets, implementing sustainability priorities, and cascading them across the organization. The Chief Human Resources and Sustainability Officer is an EC member and leads the Sustainability Committee, which oversees strategic sustainability projects, reporting, and information provided to the Executive Committee.

Our sustainability principles

Sustainability is a driving force for Accelleron and is embedded in our business model. Our sustainability strategy is based on a double materiality assessment and structured around the dual objective of creating value and resilience. We have identified climate, responsible innovation, and circularity as key value drivers that are highly interconnected, generate strong synergies, and support material efficiency and carbon efficiency. As a signatory of the UN Global Compact, our sustainability efforts reflect the UN Sustainable Development Goals. We comply with applicable laws and regulations and act with integrity, transparency, and accountability.

Products, services, and responsible innovation

We develop technologies and services that help customers improve efficiency, reduce emissions, and navigate the energy transition. We partner to drive responsible innovation and focus on high-efficiency turbocharging, fuel injection, digital optimization, lifecycle solutions, and readiness for carbon-neutral fuels. We continuously further develop our circular solutions, such as repair, remanufacturing, upgrades, and lifecycle services. We consider environmental and safety impacts across the product lifecycle and seek to improve product quality, reliability, and resource efficiency.

Environmental responsibility

We support our customers in their decarbonization journeys while aiming to reduce our own environmental impact related to operations, products, services, and the value chain. We commit to reducing greenhouse gas emissions in line with the goals of the Paris Agreement, and our short-term targets are validated by the Science Based Targets initiative. We comply with applicable environmental laws and regulations and align our environmental approach with internationally recognized environmental management standards. We work systematically to manage and reduce our environmental impacts. We use energy, water, materials, and other natural resources efficiently and aim to prevent pollution, reduce waste, and increase recycling. Climate-related risks and opportunities are assessed, and relevant findings are integrated into business planning, risk management, and supplier engagement.

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People, human rights, and safe workplaces

Our people are the fundament of value creation. We strive to create an attractive workplace that fosters well-being and embraces inclusion and diversity, so that our people learn, grow, and thrive. We respect internationally recognized human rights and labor standards, including the prohibition of forced labor, child labor, discrimination, harassment, and abusive behavior. Our efforts and due diligence are based on the principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the ILO Core Conventions on Labor Standards. We respect the rights of employees to fair working conditions, freedom of association, and collective bargaining.

Safety is fundamental to Accelleron. We are committed to providing safe and healthy working conditions for employees, contractors, and others working at Accelleron. We comply with applicable health and safety laws and regulations and work systematically to identify hazards, manage risks, and prevent work-related injuries and ill health. We expect everyone to take ownership of safety, stop unsafe work, and act with care for themselves and others.

Responsible supply chain

Our Supplier Code of Conduct sets expectations for suppliers on legal compliance, integrity, and sustainability and is an integral part of our supplier management approach. We integrate human rights, fair labor conditions, health, safety and environmental management, climate management, material and trade compliance, and security as relevant sustainability aspects in our supplier management. Supplier sustainability commitment and performance are considered throughout the supplier life cycle through collaboration and exchange, as well as social and environmental assessments or audits.

Business ethics, integrity, and data protection

The Accelleron Code of Conduct and related policies guide expected behavior for all our people. We conduct business ethically and in compliance with applicable global and local laws. We compete fairly, openly, and independently. We do not tolerate bribery, corruption, anti-competitive behavior, conflicts of interest, retaliation, or misuse of company assets. We protect confidential information, personal data, customer data, and intellectual property through responsible data handling and information security practices. We have established multiple ways to confidentially report potential violations of the Code of Conduct or other rules, and we encourage employees and stakeholders to raise concerns through the available reporting channels.

Stakeholder and community engagement

Sustainable progress depends on partnership, collaboration, and active engagement across our value chain and in the communities where we operate. We develop and maintain close relationships with our customers to continuously meet and exceed their expectations. We engage openly and constructively with all stakeholders to understand their expectations, build trust, and improve our sustainability performance. Through local community initiatives, we aim to generate positive social and environmental impact, strengthen relationships with local stakeholders, and encourage employees to contribute to the communities around them.

Targets, reporting, and continuous improvement

To ensure adequate sustainability management, we establish clear accountability and responsibility, set policies, define key performance indicators and targets, and monitor progress on relevant material topics. We report transparently on our sustainability performance in line with recognized reporting standards. We regularly review this policy, our double materiality

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assessment, and our sustainability strategy to reflect changes in our business, stakeholder expectations, regulations, and relevant best practice.

This Sustainability Policy is based on and supported by the following other key policy documents:

- Accelleron Code of Conduct
- Supplier Code of Conduct



Daniel Bischofberger, CEO Accelleron

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