Sustainability report 2025

PowerCell Group

Contents

About this report

This Sustainability Report 2025 is a stand-alone publication presenting PowerCell Sweden AB (publ)'s environmental, social and governance performance, priorities and impacts for the financial year 1 January to 31 December 2025. The report is published separately from the Annual Report in order to provide focused, decision-useful sustainability information for our key stakeholders, while maintaining alignment with the Group's financial reporting cycle.

The report covers PowerCell Sweden AB (publ) and its consolidated subsidiaries (see note 15 of the Annual Report). Unless otherwise stated, data relate to the Group's own operations. PowerCell Sweden AB is a Swedish public company and its shares are listed on Nasdaq Stockholm. Its headquarters are in Gothenburg. PowerCell has operations in Sweden, and sales representatives in Norway and the USA. In the report, the company name is abbreviated to PowerCell.

This report has been prepared in accordance with the GRI Standards (2021). Comparative data are provided where available to support year-on-year analysis. Where errors have been identified, prior year figures have been restated. Changes in calculation methods and their effect on comparability, as well as any limitations in data availability or scope, are described in the relevant chapter or Methodologies section.

This report includes forward-looking statements which are based on current assumptions and are subject to uncertainties related to market conditions, technology development, regulation and other external factors. Actual outcomes may differ from those expressed or implied. The Sustainability Report 2025 has not been subject to external assurance.

Questions regarding the report or its content may be directed to PowerCell via the contact details provided on the company's website.

We are a signatory to the UN Global Compact and aim to reduce our Scope 1 and Scope 2 emissions intensity by 50 percent between 2023 and 2030.

CEO statement on sustainability

In 2025, the rationale for accelerating the energy transition remains fundamentally industrial. Heavy industry, marine, aviation and critical power applications require solutions that combine high utilisation, long lifetime and predictable performance. For these segments, the transition is an engineering and execution challenge.

PowerCell's role is to industrialise hydrogen fuel cell stacks and systems that replace or complement fossil-based engines and turbines in demanding, regulated environments. Our solutions generate electricity and heat with water vapour as the only byproduct at the point of use. The value we deliver lies in clean, low-emission performance combined with reliability, safety and integration capability.

Climate change remains a structural driver. For many, it has felt abstract or long-term. That is changing. Extreme weather events, infrastructure damage, insurance losses and supply chain disruptions are increasingly visible. Climate risk is moving from forecast to financial reality and will continue to grow in relevance.

Air pollution, however, is immediate. It affects communities today and commands broad societal support for action. The health impacts near major port complexes like the ports of Los Angeles and Long Beach illustrate this clearly. Health impacts in port-adjacent communities are not abstract: assessments have reported cancer risks between 500–900 in a million near ports. These levels are far above commonly used risk-management benchmarks applied in U.S. and California practice (often in the 30–50 per million range). While risk has declined over time, diesel particulate matter remains the main driver of air toxics cancer risk, reinforcing the need to accelerate the shift away from combustion in goods movement as volumes grow.

Emissions of particulate matter (PM2.5) and nitrogen oxides from ships, heavy-duty trucks and cargo handling equipment are also associated with higher rates of asthma, cardiovascular disease and premature mortality. The World Health Organization estimates that 99 percent of the world's population are living in places where the WHO air quality guidelines levels are not met, causing millions of premature deaths globally each year. With projected growth in cargo volumes, incremental efficiency gains alone are unlikely to offset emissions growth without a structural technology shift.

For PowerCell, this dual context is central. Climate change is a long-term structural factor. Air pollution is an immediate public health challenge with measurable costs today. Hydrogen-electric solutions address both by reducing greenhouse gas emissions while eliminating local exhaust emissions at the point of use.

Sustainability is therefore embedded in our business model. Our impact depends on two linked outcomes: enabling customers to transition away from fossil fuels, and delivering systems that meet the highest standards of safety, durability and lifecycle performance in mission-critical applications.

During 2025, we strengthened the operational foundations for responsible deployment. This includes structured application-specific risk assessments, certified management systems and continuous improvement based on field data and customer feedback. Credible impact requires transparency regarding limitations. For fuel cell systems, lifecycle performance depends on hydrogen production pathways, which remain the largest contributor to total emissions.

Our priorities include supporting the scale-up of low-carbon hydrogen, improving system efficiency to reduce hydrogen consumption per delivered kilowatt-hour, and advancing product design to enhance durability, serviceability and future circularity.

Responsible scale-up depends on people and partnerships. Delivering industrial-grade systems requires disciplined execution and a safety-first culture. It also requires capable suppliers. Through our Supplier Code of Conduct, aligned with the UN Guiding Principles on Business and Human Rights, we apply risk-based assessments and ongoing dialogue to strengthen responsible sourcing. Integrity remains non-negotiable. Our Code of Conduct, whistleblower channel and governance processes support zero tolerance for corruption, bribery and fraud across operations and the value chain.

Looking ahead, we will scale in segments where hydrogen-electric solutions create the highest value, strengthen operational excellence and maintain transparency on performance and challenges. The pace of transition depends on infrastructure, hydrogen availability and customer adoption. Within those constraints, we remain disciplined and long-term in how we build sustainable industrial value.

Richard Berkling
Chief Executive Officer
PowerCell Group

PowerCell business model and value chain

PowerCell creates value by developing and industrialising hydrogen fuel cell stacks and systems for demanding applications. Our market segments include marine, aviation, stationary power, and selected mobility and industrial applications. These sectors demand high reliability, range, and utilisation, and they increasingly value solutions that reduce climate impact and air emissions.

The company's offering is intended to replace or complement fossil fuel combustion engines and turbines where direct electrification is insufficient. Value creation is driven by our ability to translate technology leadership into repeatable, scalable series production and delivery of fuel cell stacks and systems that OEM customers can deploy and operate over their full operating life. According to the Sustainable Industry Classification System (SICS), PowerCell operates in the Renewable Resources & Alternative Energy sector and in the Fuel Cells & Industrial Batteries industry.

Our Value chain - From electrochemistry to customer uptime

PowerCell's upstream value chain includes procurement of advanced materials and precision components, supplier sub-assembly and inbound logistics. Own operations include research and development, engineering, production assembly, validation and testing, quality management, and the governance processes that support safe and compliant delivery. The downstream value chain includes system delivery and integration with customer platforms, commissioning, operation and service, and longer-term handling of products and materials at end of life. This description defines the boundary for how PowerCell assesses impacts and opportunities across its value chain in this report.

Within this boundary, value is created through a connected set of activities that turn innovation into customer performance and system impact. Technology and platform leadership is built through development of high-power-density fuel cell stack platforms where efficiency, durability, cost and lifetime performance are key determinants of competitiveness. Stacks are integrated into complete, application-specific fuel cell systems tailored for robust operation. Deployment at scale is enabled through strategic sourcing, manufacturing partnerships and supply chain collaboration intended to support repeatability, cost reduction and industrial delivery. Customers are supported across commissioning and operation through structured service offerings designed to maximise uptime and optimise total cost of ownership. Operational learning and customer feedback provide a continuous improvement loop, translating field experience and qualification learnings into verified design updates and next-generation products.

Operational learning, field data and customer feedback drive continuous improvement

1 Technology and platform leadership

We design high-power-density fuel cell stack platforms where efficiency, durability and lifetime performance define our competitiveness.

Electrochemistry • Materials • IP

2 Industrialisation and supply ecosystem

We scale technology through automotive-grade processes, strategic sourcing, manufacturing partnerships and supply-chain collaboration.

Repeatability • Cost-down • Supply-chain partners

3 Systems, integration and delivery

We integrate stacks into complete, application-specific fuel cell systems tailored for high-utilisation, mission-critical applications.

Engineering • Validation • Application fit

4 Lifecycle services and optimisation

We support customers across commissioning and operation through structured service offerings that maximise uptime and optimise total cost of ownership.

Uptime • Efficiency • Performance intelligence

5 Customer outcomes and system impact

We enable clean, low-emission power where reliability, range and utilisation matter, in applications where electrification alone is not sufficient.

Decarbonisation • Predictability • Resilience

Sustainability embedded across the value chain

- Lifecycle efficiency and durability reduce total emissions
- Responsible sourcing and supplier standards
- Design for longevity, serviceability and circularity

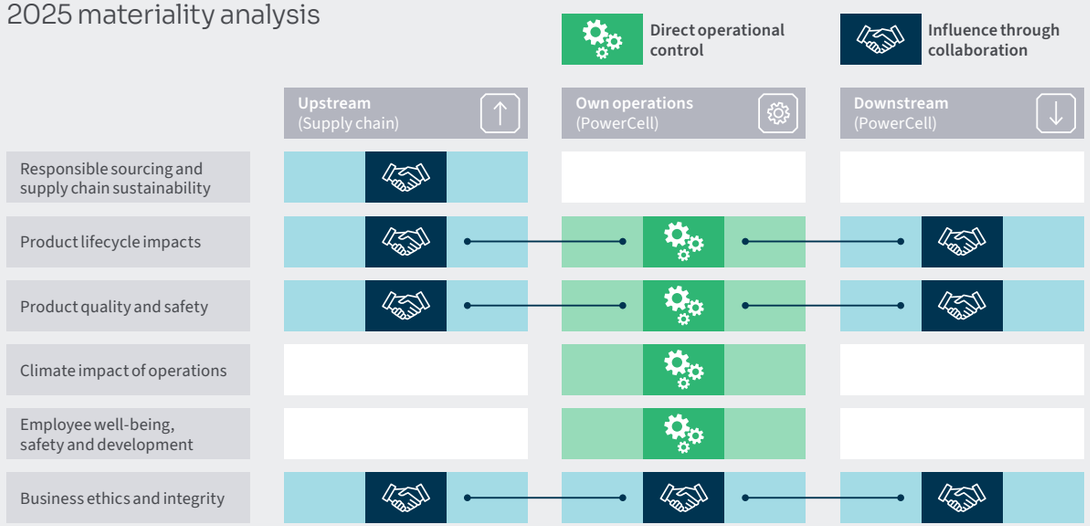
Marine | Off-road & Rail | Stationary power | Aviation

Sustainability embedded across the value chain
Sustainability is addressed through a value chain perspective aligned with PowerCell's refreshed materiality analysis for the Sustainability Report 2025 (see page 9). Product lifecycle impacts are primarily shaped in the design and use phases, where system efficiency, durability and performance over time influence hydrogen consumption and total emissions. Responsible sourcing is addressed upstream through supplier requirements, risk-based assessments and collaboration across procurement, with expectations anchored in PowerCell's Supplier Code of Conduct and referenced international standards, including the UN Guiding Principles on Business and Human Rights. Product quality and safety are treated as prerequisites for value creation and are embedded through verification, standardisation, traceability and documentation that support customer qualification and certification. Climate impact of operations and Employee well-being, safety and development are largely within PowerCell's direct operational control, while Business ethics and integrity span governance and business relationships across the value chain.

Ecosystem, dependencies and footprint
PowerCell operates within a broader ecosystem shaped by electrification, hydrogen infrastructure and advanced manufacturing. Technology scale-up depends on access to advanced materials and precision components, as well as a maturing hydrogen value chain that can provide reliable availability of low-carbon hydrogen for customers. External developments in customer markets, regulatory frameworks and certification requirements also influence deployment pathways and the pace at which sustainability outcomes can be realised. PowerCell's resilience and ability to deliver on its strategy are therefore linked to both internal execution and the evolution of these external enabling conditions.

PowerCell's supply chain and customer base are internationally distributed. In 2025, sales were concentrated in Europe , and procurement was predominantly from European suppliers (87% Europe, 4% North America, 9% Asia).

Material topics across the value chain: 2025 materiality analysis



Selected sustainability indicators 2025

The indicators below summarise the indicators and outcomes we use to track progress across emissions, resource efficiency, operational performance, people, and responsible sourcing.

	Target 2025	Outcome
Reduce Scope 1 & 2 emission intensity (t CO_2e/MSEK revenue) from 2023 baseline	0.15 (–19%)	0.07 (–63%)
100% non-fossil electricity	100%	100%
Amount of mixed waste as % of total waste	<30%	19%
Amount of hazardous waste as % of total waste	<5%	0.2%
Delivery precision	95%	98%
Standards and certifications	Type approval & CE for MS225 Maintain AS9100 certification	Achieved
Ratio of basic pay and allowances of women to men (Women/Men %)	50%	51%/49%
Diversity in workforce (% female of total workforce)	30%	26%
Absence due to illness (sick days as % of total working hours)	<2%	3.1%
Lost Time Accident (h)	0	4h
eNPS	>20	21
% of preferred and strategic suppliers who align with our SCoC	90%	100%
Proportion of suppliers with low- medium ESG risk score	>90%	91%
New direct suppliers screened with ESG questionnaire	100%	100%

From renewable electricity to clean power

PowerCell's technology is part of a broader energy system built on renewable electricity, hydrogen and fuel cells. Together, these elements can support the transition to a fossil-free and more resilient energy system, particularly in sectors where direct electrification is difficult.

How hydrogen and fuel cells support a sustainable energy system

Renewable electricity from wind and solar power is clean but variable. Electricity production depends on weather conditions, and generation does not always match demand. During periods of surplus renewable electricity, energy can be stored by converting it into hydrogen. Compared to batteries, hydrogen can also support longer-duration energy storage, helping manage multi-day or seasonal gaps in renewable generation.

Hydrogen can be produced through a process called electrolysis, where electricity is used to split water into hydrogen and oxygen. When the electricity comes from renewable sources, the resulting hydrogen can have very low lifecycle greenhouse gas emissions. This is often referred to as renewable or green hydrogen. Hydrogen can also be produced from natural gas which is often called grey hydrogen. When the carbon dioxide generated during production of grey hydrogen is captured and permanently stored, overall emissions can be reduced compared to conventional fossil fuels. This pathway is commonly referred to as low-carbon or blue hydrogen and may contribute during the transition to higher shares of renewable energy.

Once produced, hydrogen can be stored and transported. This makes it possible to use renewable energy across different sectors and at different times, providing flexibility to the energy system. Hydrogen can also strengthen energy resilience. Countries and regions with access to renewable electricity can produce and store hydrogen locally, reducing dependence on imported fossil fuels and contributing to a more diversified energy system. In addition to energy storage, hydrogen also serves as a low-carbon energy carrier for applications that require high energy density, and it can be used directly or as an input to hydrogen-derived fuels in sectors where direct electrification is not practical.

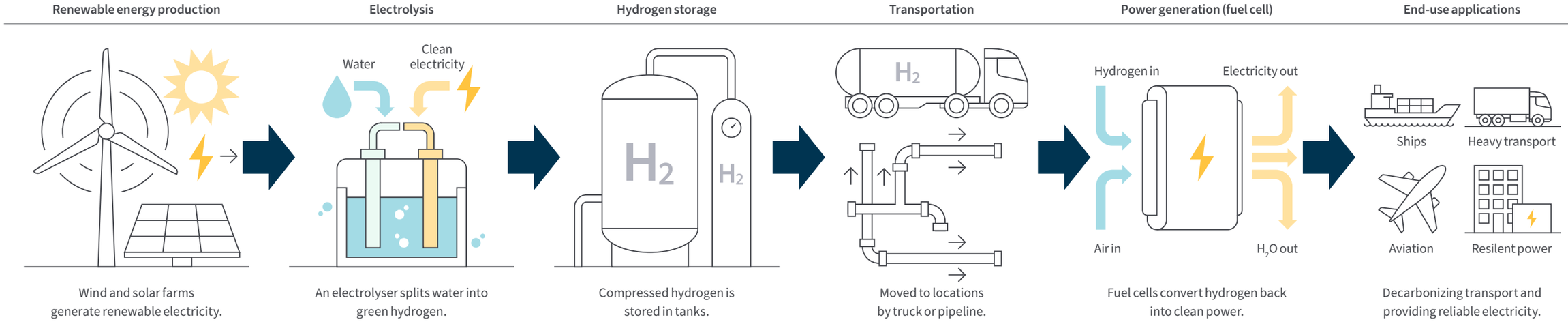
How fuel cells turn hydrogen into clean power

A fuel cell converts hydrogen to electricity. Inside the fuel cell, hydrogen reacts with oxygen from the air in an electrochemical process that generates electricity, heat and water. There is no combustion and no direct carbon dioxide emissions or local air pollution at the point of use. The electricity produced can power ships, heavy-duty vehicles, aircraft, stationary installations and industrial applications.

Direct electrification with batteries is often the most efficient solution where feasible. Hydrogen and fuel cells complement electrification by enabling long range, rapid refuelling and continuous operation, as well as energy storage over longer periods, in applications where batteries alone are not sufficient.

Through this energy chain, renewable electricity can be converted into hydrogen, stored and later transformed into zero-emission power at point of use with low climate impact on the full lifecycle.

This integrated system can support the transition to a more flexible, resilient and fossil-free energy system.



Our products and technology

PowerCell's product portfolio is designed to help customers replace combustion-based power with hydrogen-electric fuel cell solutions in applications where utilisation rates are high, operating profiles are demanding, and requirements on safety, noise and integration are strict. In operation, the systems generate electricity without combustion and therefore avoid air pollutants at the point of use, supporting improved local air quality alongside reduced noise.

Our product portfolio spans fuel cell-based power generation solutions from tens of kW up to multiple MW, supporting both smaller installations and scalable, multi-unit configurations, capable of running on pure or reformed hydrogen, for example from methanol.

Portfolio at a glance

Stacks: Fuel cell stacks provide the technology core that enables OEM integration and platform development. The stack portfolio includes the S3 fuel cell stack and the next generation HDS fuel cell stack, positioned for high power density applications and scalable system architectures across multiple segments.

Systems: Integrated fuel cell systems are designed for simple installation, scalable deployment and reliable operation in demanding environments. The system portfolio includes Marine System 225, PowerSystem 225, PowerSystem 190 and the M2Power variants, which together cover customer needs across marine, power generation, heavy-duty off-road and rail applications. Beyond the standard product range, PowerCell also offers customised integration services, including support for emerging application areas such as aviation.

PowerPods: Our PowerPod solutions are containerised, plug and play systems that can replace traditional internal-combustion gensets with scalable, transportable and rapidly deployable fossil-free power with zero exhaust emissions. PowerPods are engineered for both stationary and mobile use, delivering dependable output with minimal site preparation.

Industrialised Products

S3 stack

Built to strict quality standards for long-term durability and reliability, the S3 delivers zero-emission electric power with high power density in a compact form factor. Co-developed with Bosch GmbH, it is a fully industrialised solution backed by more than 200,000 hours of validation and testing cumulative across stacks, offering broad flexibility for application integration.

PowerSystem 190

Highly integrated and compact system solution for hydrogen electric medium-duty applications. Bosch original products integrated with the PowerCell Distributed Master Controller combine Bosch's industrial reliability with PowerCell's system-integration expertise, delivering a powerful, scalable platform for OEMs and EPCs with intelligent control and seamless connectivity.

Marine System 225

Marine System 225 is a fuel cell system delivering 225 kW of electric power with zero emissions at point of use. It has received Type Approval from Lloyd's Register and is engineered for marine environments with high efficiency, low noise and easy installation. Designed to be fuel-flexible and scalable for megawatt outputs, it empowers the electrification of everything marine.

PowerSystem 225

PowerSystem 225 is a CE-marked fuel cell system delivering 225 kW of power, scalable to megawatt output. It combines high efficiency, low noise and easy installation, making it ideal for power generation applications such as containerised fuel cell gensets. Fuel-flexible by design, it can operate on reformed renewable fuels for low-emission power generation today and tomorrow.

Technology Development

HDS stack

The HDS stack is PowerCell's next-generation proton exchange membrane fuel cell stack, designed to meet aviation-grade requirements. Developed to deliver compact, high gravimetric power density suited to propulsion demands. It provides 300 kW of power and is engineered for modular integration, supporting multiple units to be combined into megawatt-class systems.

Industrialisation

M2Power 250 / M2PowerSystem 250

This methanol-to-power solution delivers 250 kW of efficient, reliable and low-emission electric power at point of use. Designed to replace traditional diesel gensets, the system combines methanol reforming with fuel cell technology, simplifying decarbonisation by generating hydrogen on demand for seamless integration.

On Demand

PowerPod

Containerised, plug-and-play fuel cell gensets that can replace traditional internal combustion gensets with resilient and rapidly deployable zero-emission power at point of use. PowerPods are engineered for flexible use and cover a broad power range – from a mobile version to the One, Plus and Max models, which can scale up to megawatt-class installations for industrial and utility needs.

Integrated Software

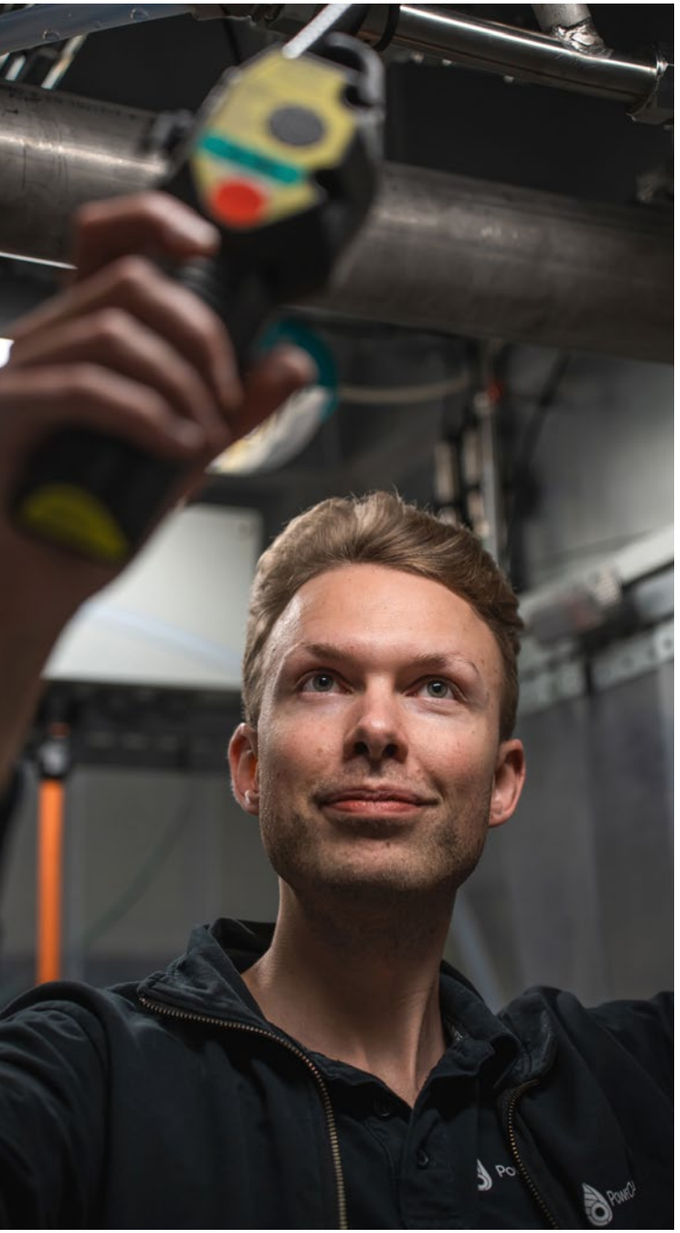
Distributed Master Controller

Our Distributed Master Controller (DMC) provides seamless integration and smarter performance. It provides dynamic, adaptive control that evens out demand across fuel cell stacks – improving efficiency, extending stack lifetime and cutting total ownership costs. The DMC simplifies integration into power generation applications and improves overall performance.

Stakeholder engagement

PowerCell conducts ongoing dialogue with stakeholders who have the greatest influence on the Group's operations and those over whom the Group has the greatest influence. These dialogues inform strategic priorities and are a key input to the materiality assessment presented in this report. In connection with the refreshed materiality analysis, stakeholder expectations were consolidated for 2025 to ensure that the sustainability focus areas reflect the most significant impacts and current stakeholder concerns across the value chain.

Stakeholder	Impact in the area of sustainability	Purpose of dialogue	Dialogue opportunities	Prioritised sustainability issues	Management
Customers	Decarbonization and local air quality. Customers influence PowerCell's commercial development through adoption of hydrogen-electric solutions. PowerCell influences customers through product performance, safety, reliability and the potential to reduce operational emissions.	To develop and industrialise value-adding applications together with customers, and to support safe deployment and scaling in demanding and, where applicable, regulated environments.	Business meetings, tenders and negotiations; customer events and industry forums; training, technical documentation, qualification and ongoing operational follow-up.	Product quality, reliability and safety; certification and standards readiness; lifecycle footprint of products including efficiency, durability and end-of-life pathways; supply chain sustainability and ethical sourcing expectations.	Maintain disciplined product development, verification and quality management; strengthen lifecycle design considerations such as durability, serviceability and circularity; support customer qualification through structured documentation and interfaces; integrate customer feedback and field data into continuous improvement.
Employees	Employees enable execution, learning and customer delivery; PowerCell influences employees through working conditions, development opportunities, wellbeing and workplace safety.	To create a high level of motivation among employees, maintain a safe, healthy and inclusive work environment, and to build competence and engagement as the organisation scales with entrepreneurial spirit.	Regular employee appraisals and all-staff meetings; employee surveys; training and competence planning; structured health and safety work; day-to-day leadership dialogue; speak-up channels; trade union cooperation.	Occupational health and safety; wellbeing and work-life balance; competence development and training; diversity, inclusion and fair working conditions; maintaining a constructive culture during growth.	Apply systematic health and safety management and follow-up; monitor workload and address stress risks in employee dialogues; provide access to health support and preventive measures; maintain processes for fairness, inclusion and speaking up, including whistleblower functionality.
Strategic partners	Partners influence PowerCell through joint development priorities, industrialisation pathways and go-to-market plans. PowerCell influences partners through product roadmaps, delivery capability and sustainability expectations in collaboration models.	To enable coordinated development and commercialisation, manage shared quality and safety requirements, and reduce scaling risks through aligned execution.	Business meetings; joint tenders, negotiations. Joint training and qualification activities with customers and integrators.	Technology roadmap alignment; product quality and safety; scaling readiness including supply chain robustness; transparency on performance, delivery capability and compliance expectations.	Maintain joint plans, governance and clear accountabilities; integrate sustainability considerations in partnership execution including quality, safety and responsible sourcing requirements; use structured verification and documentation to support qualification and deployment.
Suppliers	Suppliers influence PowerCell through quality, delivery reliability, capacity and sustainability performance; PowerCell influences suppliers through purchasing requirements, forecasting, audits and supplier standards.	To ensure stable supply, quality, cost competitiveness and delivery reliability while strengthening responsible sourcing and supply chain sustainability as volumes scale.	Business meetings; tenders and negotiations; supplier assessments and site visits; industry events; performance follow-up and capability reviews.	Supplier Code of Conduct implementation; human rights and labour standards; environmental compliance; capacity and long-term partnership expectations; demand forecasting to avoid waste or forced overtime.	Implement and follow up Supplier Code of Conduct and risk-based supplier assessments; human rights due diligence, including site visits in higher-risk contexts; work with key suppliers on capacity, quality and compliance improvements.
Investors and potential investors	Investors influence PowerCell through expectations on transparency and governance as well as long-term financing conditions; PowerCell influences investors through reporting and our ability to create value.	To support long-term value creation through credible reporting, clear governance and transparent communication on business priorities and progress.	Investor meetings arranged by banks or directly with investors; ongoing reporting and stakeholder communications.	Transparency in ESG reporting, progress on goals; climate action and credibility as a scalable climate solution; governance and integrity including anti-corruption, risk management and linkage between sustainability and financial outcomes.	Strengthen reporting transparency and consistency; integrate sustainability, business ethics and compliance into risk management and follow-up; maintain zero-tolerance approach to corruption and provide relevant training and speak-up mechanisms.
Regulators, standardisation and certification bodies	These stakeholders influence PowerCell through laws, regulations, standards, certification requirements and audits; PowerCell contributes through compliance performance and technical expertise in relevant forums.	To ensure regulatory compliance and robust management systems, and to support customer qualification through standards, certifications and disciplined documentation.	Audits and approval processes; permitting and regulatory dialogue; participation in selected industry organisations and technical forums.	Regulatory compliance; certification readiness; expectations on emissions reporting frameworks and responsible business conduct.	Maintain certifications and compliance processes; participate in relevant industry bodies to follow and contribute to standards development; ensure internal governance supports compliance and safe operations, including escalation routes for critical concerns.
Society and local communities	Society influences PowerCell through climate and reporting expectations and through local acceptance and permitting context; PowerCell influences society through emissions-reduction enabling technology, employment, tax contribution and responsible local operations.	To communicate PowerCell's role in emissions reduction and maintain trust through responsible local operations, including preparedness and transparent dialogue.	Meetings with authorities and local representatives; permit applications and follow-up; selected community and educational engagement activities; employee volunteering where relevant.	Contribution to climate and policy goals through deployment of hydrogen-electric solutions; local environmental impact and safety expectations; communication on safety measures; local job opportunities, internships and education engagement.	Comply with laws, regulations and guidelines; manage risks related to local impacts through established governance and controls; monitor community-related topics as the business scales.



Materiality assessment

PowerCell's materiality analysis underpins the 2025 Sustainability Report by identifying the sustainability topics where PowerCell has the most significant actual or potential impacts and where stakeholder expectations are highest. The refreshed 2025 analysis builds on PowerCell's prior materiality work and stakeholder dialogues. It has been conducted in line with the GRI Standards' materiality principle, focusing on PowerCell's impacts across the value chain.

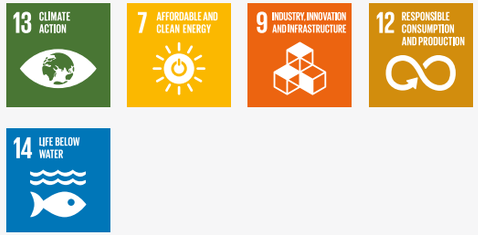
The refresh started from the 2024 baseline and tested whether the topic set remained complete and appropriately prioritised given business developments and evolving stakeholder expectations as outlined on the previous page. To support consistent prioritisation, the assessment applied a structured impact evaluation of actual and potential impacts. These were described across relevant parts of the value chain and assessed for severity (Scale, Scope and Irremediability) and Likelihood to derive an overall prioritisation. The scoring supports comparability across topics, while recognising that inputs include qualitative judgement and approximations where primary data is limited.

The refreshed outcome concluded six material topics for 2025: Responsible Sourcing and Supply Chain Sustainability, Product Lifecycle Impacts, Employee Well-being, Safety and Development, Product Quality and Safety, Climate Impact of Operations, and Business Ethics and Integrity. Community Engagement and Local Impact has not been deemed material in the 2025 materiality analysis because while it remains relevant from a reputation perspective, it is assessed as having limited direct business significance and limited impact significance at PowerCell's current scale.

The topic set also reflects consolidation for clarity, including combining previously separate areas into "Product Lifecycle Impacts," and it retains Climate Impact of Operations and Business Ethics and Integrity to reflect stakeholder expectations and governance needs as the company scales.

Product lifecycle impacts

Our contribution to the UN Sustainable Development Goals:



SDG 13 Climate Action
SDG 7 Affordable and Clean Energy
SDG 9 Industry, Innovation and Infrastructure
SDG 12 Responsible Consumption and Production
SDG 14 Life Below Water

GRI disclosures
301 Materials 2016
303 Water and Effluents 2018
306 Effluents and Waste 2016

A lifecycle perspective on impacts and value creation

Decarbonising heavy duty transport and reliable power supply requires solutions that perform in the real world. PowerCell's fuel cell stacks and systems are developed for applications where customers need dependable uptime while reducing greenhouse gas emissions and improving local air quality. To be credible in these use cases, the climate contribution enabled in operation must be considered alongside the impacts embedded in materials, manufacturing, maintenance and end-of-life treatment. A lifecycle perspective therefore serves as PowerCell's basis for assessing net value creation, identifying the main levers for improvement, and communicating performance transparently to stakeholders.

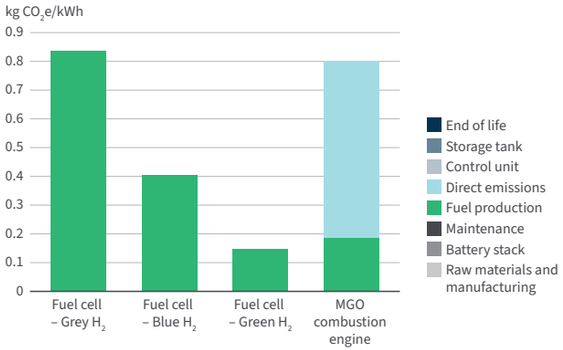
PowerCell integrates lifecycle thinking into product design, validation and in-service support. Product development prioritises efficiency, durability and serviceability to extend working life and reduce resource use per delivered kWh over time. As deployments scale, the company aims to strengthen circular pathways to manage embedded impacts and support circularity, recognising that these capabilities depend on maturing value chains and partner ecosystems. Certified management systems, including ISO 9001 and ISO 14001, support consistent execution across development and delivery, and product compliance processes are maintained to meet regulatory requirements and customer expectations in safety-critical applications. We do our best to reduce the amount of waste and increase the degree of recyclability among the generated waste, for example by dividing waste into relevant waste streams.

Marine Lifecycle Analysis

PowerCell evaluates lifecycle climate impacts using lifecycle assessment to support decision-making in product development and to improve transparency regarding product performance. During 2024 to 2025, RISE Research Institutes of Sweden conducted an LCA of PowerCell's Marine System 225 kW (MS225) comparing a 10 MW fuel cell system in realistic marine applications with conventional marine gas oil (MGO) engines. Two vessel cases were analysed: auxiliary power on a cruise ship and combined propulsion and auxiliary power on a bulk carrier. Results are scenario-based and indicative, and actual emissions may vary depending on vessel design, operating profile, system configuration and fuel supply.

The LCA indicates that the climate performance of fuel cell systems is strongly dependent on how hydrogen is produced. For fuel cell systems, hydrogen production is the largest contributor, whereas for combustion engines the main driver is fuel combustion and upstream fuel supply. This concentration of impact supports prioritisation across two main levers: stimulating access to low-carbon hydrogen, and improving system efficiency to reduce hydrogen consumption per delivered kWh. The second lever not only improves climate impact but also has a direct positive effect on customers' total cost of ownership. Optimisation of embedded impacts through materials efficiency and circularity is a long-term factor that becomes increasingly relevant as the company scales.

Climate impact – Cruise ship auxiliary power example



LCA summary for MS225 (marine applications, scenario-based)

Parameter	Cruise ship (auxiliary power)	Bulk carrier (propulsion + auxiliary)	Notes
Functional comparison	10 MW fuel cell system vs. MGO engines	10 MW fuel cell system vs. MGO engines	System based on MS225 modules; compared to generic MGO engine model
Hydrogen pathway: green hydrogen	Around 80% lower lifecycle climate impact per delivered kWh vs. MGO	Around 80% lower lifecycle climate impact per delivered kWh vs. MGO	Scenario-based; indicative results
Avoided emissions vs. MGO (green hydrogen)	Approx. 0.6 to 0.7 kg CO_2e per delivered kWh	Approx. 0.6 to 0.7 kg CO_2e per delivered kWh	CO_2e basis per study
Lifetime avoided emissions vs MGO (green hydrogen)	Around 0.7 million tonnes CO_2e over 30 years	Around 0.45 million tonnes CO_2e over assessed lifetime	Based on 30-year assumed lifetime
Hydrogen pathway: blue hydrogen	Roughly 50% reduction vs. MGO	Roughly 50% reduction vs. MGO	Assumes hydrogen with CCS
Hydrogen pathway: grey hydrogen	Broadly comparable to MGO reference	Broadly comparable to MGO reference	Highlights dependency on hydrogen production

Applicability across PowerCell's segments
Although the lifecycle assessment performed by RISE is specific to MS225 in marine applications, the underlying lifecycle logic is applicable across PowerCell's portfolio. PowerCell develops fuel cell stacks and systems for high-energy, high-availability use cases that are today predominantly served by fossil fuel combustion. Across these applications, lifecycle climate impact follows the same structural pattern: for fossil systems, emissions are driven primarily by fuel combustion and upstream fuel supply, while for fuel cell systems the dominant contributor is generally the production pathway of the hydrogen used in operation. PowerCell therefore applies the MS225 findings as decision guidance for portfolio prioritisation and product development rather than as a basis for numeric extrapolation to other segments.

The marine LCA identifies three principal reduction levers:
- access to low-carbon hydrogen
- improved system efficiency to reduce hydrogen consumption per delivered kWh,
- long-term optimisation of embedded impacts through materials efficiency and circularity.

These levers are relevant across hard-to-abate segments where direct electrification or battery solutions may be constrained by factors such as grid capacity, weight, duty cycle, refuelling time or uptime requirements.

Water usage
All water consumption in Sweden is supplied locally in Gothenburg and is not sourced from water-stressed areas, according to the WRI Water Risk Atlas. Water is used for office purposes and for cooling during testing of fuel cell stacks and systems. All water withdrawn is returned to the municipal system after use. We regularly verify that water returned to the municipal sewer network remains within regulatory limits. Water used to cool fuel cell stacks and systems during testing is reused in the building's heating system.

Material usage for fuel cell stacks and systems

kg	**2025**	2024	2023	2022
Steel and iron	59,032	18,350	10,250	9,440
Aluminium	1,898	276	388	680
Copper	2,170	587	562	400
Composite plastics	4,112	651	597	470
Mixed electronics	1,932	747	597	2,520
Wood packaging material*	8,976	2,140	1,260	2,430
Paper packaging material*	78	64	139	125
Total	**78,198**	**22,815**	**13,867**	**16,065**

Calculations are based on the number of stacks and systems sold. Quantities of materials per system and stack have been estimated by the engineering department based on the products' Bill of Materials. The change between 2024 and 2025 is primarily due to other sold product mix. All materials were purchased from external suppliers. At present we do not have any data on the percentage of recycled input materials.
* Indicates renewable material.

Waste

kg	**2025**	2024	2023	2022
Mixed	12,132	6,152	17,475	9,465
Paper	4,242	3,415	4,255	2,306
Wood	42,860	7,020	3,540	—
Glass	153	342	235	—
Metals	3,541	3,600	3,516	2,544
Electronics	64	161	310	477
Plastic	773	910	661	350
Other hazardous waste	44	1,186	12	236
Total	**63,809**	**22,786**	**30,004**	**15,378**

As we ramped up production in 2025, waste volumes significantly increased compared to previous years, especially wood which is derived from wood packages from incoming material. Increased number of wood waste also heavily impacted the share of material for recycling and energy recovery. 13,083 kg (8,441) or 21 percent (41) was recycled and 50,726 kg (14,312) or 79 percent (63) was used for energy recovery. All figures come from our recycling contractor's statistical database.

End of waste management

kg	**2025**	2024	2023	2022
Hazardous waste:	**108**	**1,364**	**322**	**1,352**
– Energy recovery	44	1,147	12	136
– Without energy recovery	0	33	0	90
– Recycled	64	184	310	1,126
Non-hazardous waste:	**63,701**	**21,422**	**29,682**	**14,026**
– Energy recovery	50,682	13,165	17,615	8,905
– Without energy recovery	0	0	40	0
– Recycled	13,019	8,257	12,027	5,121
Total	**63,809**	**22,786**	**30,004**	**15,378**

Water consumption (water withdrawal minus water discharge)

	2025	2024	2023	2022
Total water consumption from all areas in megalitres	0	0	0	0
Total water consumption from all water stressed areas, megalitres	0	0	0	0
Water consumption/net sales (l/SEK million)	0	0	0	0
Water withdrawal, megalitres	2.28	1.68	1.84	1.66
Water withdrawal/net sales (l/SEK million)	5,932	5,030	5,943	6,763

Climate impact of operations

Our contribution to the UN Sustainable Development Goals:

SDG 13 Climate Action
SDG 7 Affordable and Clean Energy
SDG 9 Industry, Innovation and Infrastructure
SDG 12 Responsible Consumption and Production
SDG 14 Life Below Water

GRI disclosures
302 Energy 2016
305 Emissions 2016

Climate Impact of Operations

PowerCell's sustainability ambition is closely linked to enabling customers' decarbonisation through hydrogen-electric fuel cell solutions. As demand for our products increases, we are committed to scale our business in a manner that supports the transition to a fossil-free energy system while actively managing the environmental footprint of our own operations. Growth in production, testing and market deployment may lead to higher absolute greenhouse gas emissions if activity levels increase. PowerCell therefore focuses on decoupling financial growth from climate impact by improving energy efficiency, securing low-carbon energy sourcing, and strengthening emissions management across our operations.

In line with this approach, PowerCell has set a target to halve greenhouse gas emissions intensity per MSEK net sales by 2030, compared with the 2023 baseline. This intensity-based target reflects the company's ambition to grow sustainably by reducing emissions per unit of economic output, while maintaining transparency on absolute emissions and underlying drivers.

Reporting approach and boundaries

PowerCell's climate reporting is prepared in accordance with the Greenhouse Gas Protocol and uses an operational control consolidation approach. For Scope 2, PowerCell reports emissions using both the market based and location based methods. The market based method reflects contractual instruments and electricity origin, while the location based method reflects average grid emissions in the relevant region. The 2025 climate accounting applies a 100-year global warming potential and includes the greenhouse gases covered by the Kyoto Protocol, with global warming potentials aligned with IPCC AR5 where applicable. See Note 1 for further details on our GHG calculations.

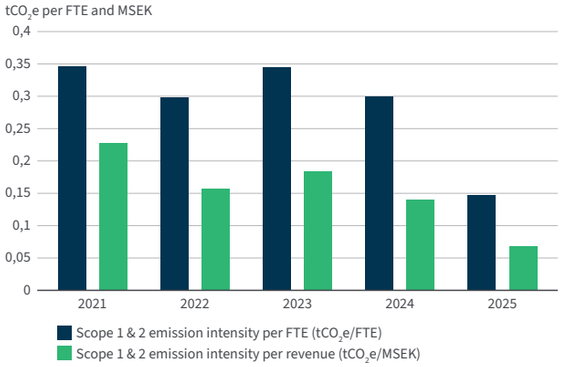
Greenhouse gas emissions performance

We are well on track to reach our Scope 1 and 2 intensity target to 2030. In fact, this year we already reached a 63 percent decrease compared to the 2023 baseline. Our Scope 1 and 2 climate footprint is small in absolute terms compared with the value chain emissions, but for us, it remains important for credibility, cost control, and resilience. Priorities for the coming years include maintaining low carbon electricity sourcing and improving energy efficiency.

Scope 1 emissions in 2025 mainly came from fuel use in company vehicles. Compared with prior years, Scope 1 was lower due to the absence of refrigerant related emissions and the absence of direct CO_2 emissions from laboratory processes recorded in earlier reporting. Scope 2 emissions (market based) were 24.5 tCO_2e in 2025. The year on year decrease in Scope 2 was mainly related to lower climate intensity of district heating supplied to PowerCell's facilities and updated electricity emission factors for the specific energy sources used under the market based method.

Scope 3 emissions represented 99.7 percent of total emissions, reflecting that the majority of climate impact occurs in the value chain. Compared to 2024, total emissions increased by 15 percent, primarily driven by higher emissions associated with purchased goods and purchased services, as well as increased upstream transport and distribution. Forward looking priorities include strengthening activity data for material Scope 3 categories (especially procurement and logistics).

Scope 1 & 2 emission intensity



Scope 3 profile and focus areas

Given the dominance of Scope 3 in PowerCell's footprint, effective climate management depends on supplier engagement, purchasing practices, logistics choices, and improved data quality. In 2025, the largest Scope 3 categories were purchased goods, purchased services, and upstream transport and distribution. In addition, business travel and employee commuting contributed to Scope 3, although at much lower levels than procurement related categories. Year on year changes in Scope 3 were primarily influenced by shifts in product and customer mix and changes in purchasing volumes.

Energy consumption and efficiency

PowerCell's total energy consumption in 2025 were primarily derived from purchased electricity and district heating used in production facilities, laboratories and offices and hydrogen used in our labs. In absolute terms, electricity and heating consumption have increased compared to earlier years, reflecting higher activity levels and increased production volumes as the company scales. However, when viewed in relation to business growth, a different trend emerges. Energy intensity per full-time equivalent (FTE) and per MSEK has decreased 31 percent per employee and 51 percent per revenue between 2021 and 2025.

The reduction in energy intensity indicates that operational growth has been accompanied by improved energy efficiency. Contributing factors include more efficient utilisation of production and laboratory facilities, optimisation of testing processes, which is reflected in the lowered hydrogen consumption in 2025. We are also utilizing the generated heat and electricity from the fuel cell labs to heat and power our facilities, allowing us to purchase less heat and electricity externally.

PowerCell will continue to monitor both absolute energy use and energy intensity indicators to ensure that operational scaling remains aligned with our climate target to reduce greenhouse gas intensity per MSEK sold by 50 percent between 2023 and 2030.

Other air emissions, refrigerants, and compliance

In 2025, PowerCell had no emissions related to refrigerants. No ozone depleting chemicals were used in operations during the reporting period. PowerCell's manufacturing and testing activities are electrochemical processes that do not involve combustion and do not generate material emissions of NOx, SOx, volatile organic compounds, particulate matter or other regulated air pollutants. This is consistent with the conditions of PowerCell's environmental permit and with ISO 14001 monitoring, under which no such emissions have been identified as material.

PowerCell applies a precautionary approach, complies with applicable environmental laws, and has not incurred environmental fines or penalties since its establishment.

Energy consumption within the organisation*

kWh	2025	2024	2023	2022
Electricity	1,171,266	1,144,865	1,105,533	1,075,053
– of which renewable	1,171,266	1,144,865	1,105,533	1,075,053
District heating	554,190	545,900	675,720	627,196
Petrol	1,158	987	1,307	5,666
Diesel	558	0	0	1,263
Hydrogen	228,833	424,333	455,867	370,000
Total	**1,956,005**	**2,116,085**	**2,238,426**	**2,079,178**
Energy consumption/ net sales	5,081	6,336	7,214	8,497
Energy consumption per FTE including non-employed workers	10,989	13,478	13,566	16,118

*See Sustainability note 2 on page 28.

Climate impact*

Tonnes of CO_2e	2025	2024	2023	2022	2021
Scope 1	**1.7**	**6.6**	**14.5**	**2.1**	**1.4**
Vehicles	1.7	2.0	1.7	2.1	1.4
Refrigerants	0	0.1	8.3	0	0
Other emissions	0	4.5	4.5	N/A	N/A
Scope 2 (market-based)	**24.5**	**40.7**	**42.5**	**36.4**	**35.0**
Electricity	1.4	1.9	2.1	1.6	1.6
District heating	23.1	38.8	40.3	34.8	33.4
Scope 3	**9,455.5**	**8,196.8**	**9,744.8**	**394.8**	**156.9**
Waste	0.3	0.4	0.7	0.3	0.3
Fuel and energy related activities (not included in Scope 1 or 2)	9.0	24.7	21.4	28.2	27.5
Business trips	333.1	161.3	282.4	83.2	98.0
Upstream and downstream logistics	790.5	286.0	466.0	283.1	31.1
Purchased goods and services	8,189.3	6,799.5	5,879.3	N/A	N/A
Capital goods	77.5	168.2	238	N/A	N/A
Employee commuting	55.4	51.8	57.6	N/A	N/A
Use of sold goods**	0	698.4	2,793.6	N/A	N/A
Treatment of sold products at the end of their operational life	0.4***	6.5	5.8	N/A	N/A
Total carbon emissions	**9,481.7**	**8,244.1**	**9,801.8**	**433.3***	**193.3***

* As we expanded our Scope 3 calculation in 2023, no fair comparison can be made with previous years in terms of our full carbon footprint.
** See the "Out of Scope" table below.
*** See Note 1 for methodology and prior year comparability

Out of Scope

Tonnes of CO_2e	2025	2024
Indirect emissions for production of distribution of fuel for use of goods sold*	9,024	14,777

* Fuel cells emit no CO_2 at the point of use; their lifecycle climate impact is determined by the hydrogen production pathway, which is controlled by the customer and varies over the product's long service life. Grey hydrogen carries significant production emissions, while blue and green hydrogen have a lower impact. Under the GHG Protocol, these upstream fuel-production emissions sit outside PowerCell's Scope 3 boundary, but we estimate and disclose them voluntarily under "Out of Scope" given their material magnitude: in 2025 they amounted to 9,024 tCO_2e — equivalent to 49 percent of our total footprint had they been included. Estimates are based on discussions with customers regarding intended hydrogen sourcing. Where customers use reformed methanol, the resulting direct use-phase emissions are captured in our Scope 3 figures.

Scope 1–3 emissions

Tonnes of CO_2e	2025	2024	2023	2022	2021
Scope 1	1.7	6.6	14.5	2.1	1.4
Scope 2 (market-based)	24.5	40.7	42.5	36.4	35.0
Scope 2 (location-based)	40.6*	250.5	306.0	246.5	242.1
Total Scope 1–2 (market-based)	**26.2**	**47.0**	**57.0**	**38.5**	**36.4**
Scope 3	9,455.5	8,196.8	9,744.8	394.8**	156.9**
Total Scope 1–3	**9,481.7**	**8,244.1**	**9,801.8**	**433.3****	**193.3****

* For location based Scope 2 reporting, the electricity emission factor approach was updated in 2025 from total supplier mix to average grid mix for the Nordic regional grid. As a result, location based electricity emissions for 2025 are not directly comparable with earlier years.
** As we expanded our Scope 3 calculation in 2023, no fair comparison can be made with previous years in terms of our full carbon footprint.

Greenhouse gas emissions intensity

	2025	2024	2023	2022	2021
Scope 1–2 (market based)					
Climate impact per employee including non-employed workers (tonnes of CO_2e/FTE)	0.15	0.30	0.35	0.30	0.35
Climate impact/net sales (tonnes of CO_2e/MSEK)	0.07	0.14	0.18	0.16	0.23
Scope 3					
Climate impact per employee including non-employed workers (tonnes of CO_2e/FTE)	53.1	52.2	59.1	3.4*	1.8*
Climate impact/net sales (tonnes of CO_2e/MSEK)	24.6	24.5	31.4	1.8*	1.2*
Total Scope 1–3					
Climate impact per employee including non-employed workers (tonnes of CO_2e/FTE)	53.3	52.5	59.4	3.7*	2.2*
Climate impact/net sales (tonnes of CO_2e/MSEK)	24.6	24.7	31.6	1.9*	1.4*

* As we expanded our Scope 3 calculation in 2023, no fair comparison can be made with previous years in terms of our full carbon footprint.

Responsible sourcing and supply chain sustainability

Our contribution to the UN Sustainable Development Goals:

SDG 12 Responsible Consumption and Production
SDG 8 Decent Work and Economic Growth
SDG 16 Peace, Justice and Strong Institutions
SDG 10 Reduced Inequalities

GRI disclosures
204 Procurement Practices 2016
205 Anti-corruption 2016
308 Supplier Environmental Assessment 2016
407 Freedom of Association and Collective Bargaining 2016
408 Child Labor 2016
409 Forced or Compulsory Labor 2016
414 Supplier Social Assessment 2016

PowerCell's ability to scale fuel cell solutions responsibly is closely linked to how the company manages sustainability and integrity risks in its supply chain. As the business grows, sourcing decisions influence not only cost, quality and delivery performance, but also the most significant upstream environmental and social impacts associated with purchased materials and components. Responsible sourcing and supply chain sustainability is therefore a material topic in PowerCell's 2025 sustainability reporting and describes how the company sets clear supplier requirements on business ethics, human rights and labour conditions, and environmental responsibility, and how these expectations are applied in procurement and supplier management.

Suppliers are expected to commit to PowerCell's Supplier Code of Conduct or demonstrate an equivalent code, and PowerCell frames these expectations with reference to internationally recognised standards, including the UN Global Compact Guiding Principles and the OECD Guidelines for Multinational Enterprises.

PowerCell's due diligence process applies primarily to direct suppliers and is designed to cover the full supplier lifecycle from screening to escalation. It starts with a regional risk assessment using a country risk index covering corruption, labour rights, human rights, environmental factors and slavery-related risks. As part of onboarding, suppliers confirm adherence to the Supplier Code of Conduct and complete an ESG questionnaire addressing the scope and management of environmental, health and safety, and human rights topics.

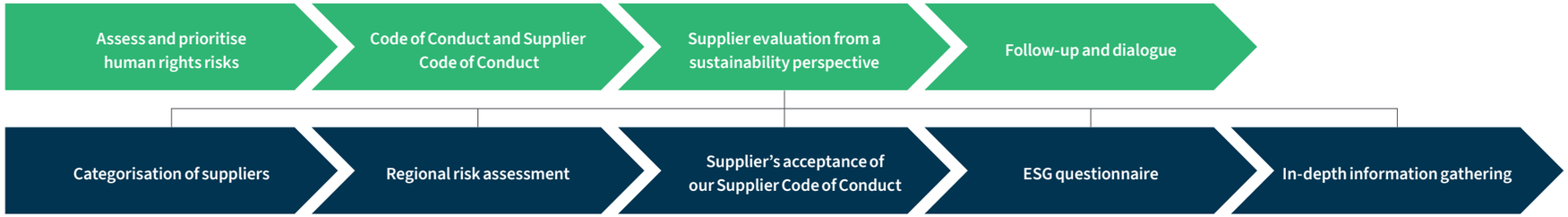
The results of the questionnaire and the risk assessment determine the depth of follow-up, which may include additional information gathering, site visits and in-depth evaluations as verification steps. Where significant deviations are identified, PowerCell establishes a corrective action plan with the supplier and may phase out suppliers that do not accept or implement the plan, with periodic follow-up for new direct material suppliers and continued dialogue with key suppliers.

In 2025, PowerCell completed supplier evaluations for 20 suppliers. Evaluations follow a three-year rolling schedule; the number assessed in 2025 was lower than in 2024, reflecting the significant evaluation effort carried out ahead of the ramp-up to major production that year. All new direct material suppliers were screened against both environmental and social criteria. Of the 20 suppliers evaluated, 7 (35%) provided non-compliant responses to at least one environmental question — 5 of whom had specific gaps related to targets for waste reduction or pollution control. No suppliers were identified as having significant negative social impacts, and no corrective action plans or relationship terminations resulted from the 2025 evaluations. Based on our country-level risk index our Chinese suppliers are currently flagged as having elevated risks for human rights.

In 2025, PowerCell participated in the UN Global Compact Business & Human Rights Accelerator Program, further strengthening the company's approach to human rights risks, including freedom of association, child labour, and forced labour.

PowerCell's grievance and remedy approach is anchored in a whistleblowing policy and an external, independent, anonymous reporting channel available to stakeholders to report concerns, including potential negative human rights impacts and other misconduct. Reported matters are intended to be assessed, investigated where relevant, and handled through corrective measures appropriate to the case and the level of control or leverage available, including supplier engagement and escalation where the concern relates to the supply chain.

Process to safeguard human rights



Product quality and safety

Our contribution to the UN Sustainable Development Goals:

SDG 3 Good Health and Well-being
SDG 9 Industry, Innovation and Infrastructure
SDG 12 Responsible Consumption and Production

GRI disclosures
416 Customer Health and Safety 2016
417 Marketing and Labeling 2016

Product quality and safety are fundamental to PowerCell's licence to operate and to customer trust in hydrogen-electric solutions. PowerCell's stacks and systems are integrated into applications where hydrogen handling, high-voltage components and demanding duty cycles coexist, and where failures can have significant consequences for people, assets and regulatory compliance. For PowerCell, quality and safety are therefore treated as core design and delivery requirements that must be demonstrated consistently as the business scales.

As the fuel cell and hydrogen industry is still developing, responsible deployment also depends on safe integration and correct use in customer applications. PowerCell supports the safe introduction of its technology through application-specific risk assessments based on best practices in relevant industries, and through training for customers and integrators as an integral part of its offering. Together with customers, PowerCell has obtained approvals for installation and operation in demanding applications, including marine and aviation, where requirements are particularly stringent.

Management systems support consistent quality outcomes and enable continuous improvement. PowerCell has been certified to ISO 9001 and ISO 14001 for many years. In 2025, we completed certification to AS9100D (covering design, testing, qualification, manufacturing and maintenance of stack cells, propulsion and auxiliary systems for hydrogen powertrains in aerospace). AS9100D, widely used in aviation and defence, builds on ISO 9001 with additional requirements for reliability, compliance and risk management, providing independent verification that our processes meet stringent criteria for safety critical applications.

The AS9100 framework has also shaped our broader operational governance. Over the past two years, we have strengthened our industrial operations framework across quality and configuration management, product lifecycle management, supplier quality, production verification and cross-functional governance, supported by a daily decision-empowered forum that ensures issues are identified, owned and resolved rapidly.

PowerCell assesses the health and safety impacts of all our product and service categories with the aim of identifying improvements. Assessments are conducted as part of development and application work, including review of relevant use conditions and integration risks. Since PowerCell's establishment, the company has never received any notice, fine or penalty as a result of non-compliance in relation to the health and safety impacts of products and services.

PowerCell's procedures for product and service information and labelling apply across all product and service categories and address four areas: sourcing of components, substance content, safe use, and end-of-life guidance.

Sourcing of components: Suppliers are evaluated using environmental declarations as part of PowerCell's supplier qualification process, ensuring that sourcing information with relevance to environmental and social impact is systematically documented across the supply chain.

Substance content: PowerCell requests REACH and RoHS declarations from suppliers for applicable components and materials. All chemicals used in PowerCell's operations and production processes are reviewed for safety prior to purchase, supporting compliance with substance regulations and enabling informed material choices throughout the product lifecycle.

Safe use: Product manuals describe how products are to be installed and operated safely. The content of these manuals reflects the requirements of the applicable fuel cell standards IEC/EN 62282-2-100 (Fuel cell technologies — Fuel cell modules) and EN IEC 62282-3-100:2020 (Fuel cell technologies — Stationary fuel cell power systems — Safety), which specify mandatory content for safe-use documentation.

Disposal and end-of-life guidance: Product manuals include a dedicated disposal section providing customers with guidance on end-of-life handling.

PowerCell has never received any notice, fine or penalty as a result of non-compliance in relation to information, labelling or marketing communications.

As an operational indicator supporting robust delivery execution, PowerCell has a target of minimum 95 percent delivery precision. The outcome 2025 was 98 percent (97).

Employee well-being, safety and development

Our contribution to the UN Sustainable Development Goals:

SDG 3 Good Health and Well-being
SDG 5 Gender Equality
SDG 8 Decent Work and Economic Growth
SDG 10 Reduced Inequalities

GRI disclosures on GRI 2: General Disclosures 2021
401 Employment 2016
403 Occupational Health and Safety 2018
404 Training and Education 2016
405 Diversity and Equal Opportunity 2016
406 Non-discrimination 2016

PowerCell's ability to grow and deliver on the strategy depends on maintaining a safe, healthy and inclusive workplace, supported by structured competence development and leadership practices. As PowerCell expands, the company focuses on strengthening its work environment management so that safety and well-being are embedded in daily operations.

The company applies a systematic approach to occupational health and safety with the objective that no one is injured at work, using risk-based controls, role-relevant training, incident investigation and continuous improvement. The scope includes employees as well as non-employee workers whose work is controlled by PowerCell.

We have a strong culture that is characterised by innovation and based on PowerCell's mission to use our expertise to accelerate the transition towards zero-emission energy solutions. Our goal is to maintain our strong innovative strength, backed up by efficient, future-proof processes. PowerCell's culture is based on four guiding principles that are intended to support managers as well as employees in their daily work (see next page).

Occupational health and safety management
PowerCell assembles products at its Gothenburg facility and applies legal compliance as a minimum level for occupational health and safety. The company complies with the Swedish Work Environment Act, has health and safety officers, and requires task-relevant safety training. Incidents are reported to line management and HR and recorded internally via the quality management system.

Safety rounds conducted by HR, the COO and local health and safety representatives, complemented by ongoing reporting via an intranet-based system for hazards, accidents and incidents. Injuries, risks and hazards are reviewed by a safety committee that follows up corrective and preventive actions.

All of PowerCell's 161 employees and 17 non-employees are covered by the OH&S management system, representing 178 workers in total. Coverage encompasses onboarding, safety instructions, incident reporting expectations and awareness of safety routines. The system is internally audited by the safety committee. Of the 161 employees, 159 are based in Sweden and fall within the scope of the internal audit; the remaining 2, employed outside of Sweden, are covered by the system but fall outside the audit scope. PowerCell's OH&S system is not currently subject to external certification or audit.

In 2025, PowerCell reported seven recordable work-related accidents among employees, with zero among non-employees, and zero high-consequence injuries, and zero fatalities among employees and non-employees. The reported incidents mainly related to minor cuts and bruises and electric shocks. No employees were excluded from this disclosure. PowerCell began monitoring Lost Time Accidents in 2023, and in 2025 the reported lost time outcome was 4 hours.

For occupational health and safety impacts that may be directly linked by business relationships, PowerCell addresses labour conditions in the supply chain through its supplier due diligence processes, including site visits and corrective action plans where needed.

Worker health, work-life balance and well-being
For us, a safe and stimulating workplace with work-life balance is strongly linked to long-term performance and innovation. Stress-related issues are expected to be discussed in employee dialogues, and managers are responsible for following up and monitoring each employee's work situation to prevent stress. PowerCell monitors absence due to illness to identify patterns and enable early action.

All employees are offered personal health insurance and, where required, external healthcare services are procured by HR. Employees are entitled to an annual wellness allowance and 60 minutes of exercise time per week. Employees in Sweden have access to a leisure facility with sports equipment.

Employee engagement and listening mechanisms
PowerCell monitors organisational health through a combination of structured manager dialogues and a digital engagement platform with recurring employee surveys. These channels are designed to provide timely insight into drivers of engagement, workload, collaboration, leadership and psychological safety, and to ensure that concerns are identified early and addressed consistently. PowerCell measures employee engagement using the Employee Net Promoter Score (eNPS). In 2025, the reported eNPS outcome was 21, compared with a target above 20. The engagement score has been fairly stable in recent years.

Skills development and performance dialogue
PowerCell's competence development approach is built around individual performance, supported by annual dialogue and a structured process for skills assessment ahead of performance reviews. For every pay review cycle, we conduct a formal, performance-focused dialogue.

Training examples in 2025 included leadership, electrical safety, fuel cell technology, CPR and crisis management, introduction to PowerCell and cyber security but we do not track training hours per employee.

Diversity, equal opportunity and fair working conditions
PowerCell considers a diverse and inclusive workforce to be an important enabler of innovation, problem-solving and effective collaboration across functions and markets. The company's workforce represents around 30 nationalities, and PowerCell aims to foster an environment where different perspectives are respected and can contribute to performance and development. At the same time, PowerCell maintains clear expectations for equal opportunity and does not accept discrimination on any grounds, with shared responsibility across the organisation to uphold these principles in daily behaviours and decision-making.

One discrimination case was reported in 2025 and handled according to the equal treatment and non-discrimination policy and processes, and was closed during the year.

In 2025, 98 percent of employees were covered by collective bargaining agreements, and employees not covered by a trade union agreement are treated in accordance with the collective agreement. Part-time employees have the same benefits as full-time employees and are also covered by the company's incentive scheme.

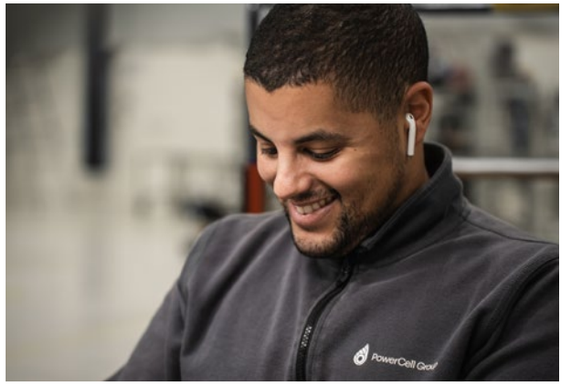
At the end of 2025, women represented 26 percent of PowerCell's employees and 32 percent of leadership representation. PowerCell seeks to improve gender balance over time and, when candidates are assessed as equally qualified, applies a practice of giving preference to female applicants. PowerCell performs an annual gender gap analysis intended to prevent and address unfair conditions. The company notes that recruitment into several technical roles takes place in labour markets where gender representation is structurally uneven, which can affect the pace of change.

Pay and bonuses are reviewed annually through a structured salary review process that includes assessments of equal pay for equal work and analysis of gender pay gaps. The outcome of the most recent review was presented to the Remuneration Committee, which concluded that no special corrective actions were required, as the analysis indicated a balanced position for both equal pay and overall gender balance. Salary adjustments are typically implemented in April after performance reviews in March.

PowerCell's guiding principles

PowerCell's ability to deliver industrial-grade fuel cell solutions depends on skilled, motivated employees and a culture that supports execution, learning and account-ability. Our culture is anchored in the four guiding principles described below to support collaboration and decision-making in daily work.

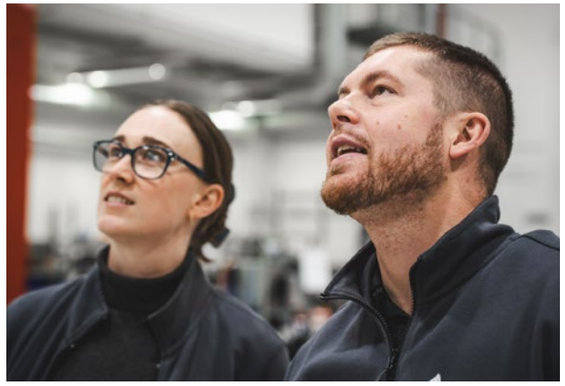
1. Do your Best and Care



Always try your best and try to improve, a little every day. Be ambi-tious, brilliant, friendly and collaborative. Use your time wisely. Take some time now and then to think about how you can improve what we do and how we do it.

Always be accountable for your actions and we all have a mandate to do the right thing!

2. Search for the Positives



It takes zero skill and talent to look for problems. We can learn from how children approach new things; with joy and curiosity, and we can train our minds to look for the positive first. Anyone can find faults and problems. Fortunately, everyone can find the good stuff too.

Spend more time looking for good examples, opportunities and possibilities and less time looking for mistakes, problems and errors. These are important too, but rarely more important. Ask, "How can I contribute?

3. People over Processes

Processes can create a foundation for brilliant people to be just that – brilliant. Processes do not create value – people do. We use process to secure supporting structures. We also use our judgement, collabora-tion and experience. We put our trust in people.

4. Kindness is a SuperPower!

We do things differently here. PowerCell is about "us and we" and we are all in this together. It's all about getting things done, finding solu-tions and taking responsibility.

Accountability and responsibility is about integrity and honesty. Focus on what you/we can do to create value and do not blame others or take credit for other's ideas. Do, however, add to ideas, challenge and disagree with good intentions and consideration and communi-cate openly and directly. And be kind - always!

Employee data

Work-related injuries for all employees

	2025	2024	2023	2022
Number of high-consequence work-related injuries	0	0	0	0
Number of recordable work-related accidents	7	4	5	3
Percentage of recordable work-related accidents, based on 200,000 hours worked	4.2	2.6	3.2	2.6
Number of fatal accidents	0	0	0	0
Total hours worked	**334,880**	**305,760**	**314,080**	**232,960**

No employees have been excluded from this disclosure. Accidents relate mainly to minor cuts and bruises and electric shocks. High-consequence injuries are defined as injuries from which the employee cannot recover or cannot be expected to recover fully within six months. Number of hours worked is estimated by multiplying the number of employees (FTE) at the end of the year by 2,080 hours worked.

Work-related injuries for workers who are not employees

	2025	2024	2023	2022
Number of high-consequence work-related injuries	0	0	0	0
Number of recordable work-related accidents	0	0	1	0
Number of fatal accidents	0	0	0	0
Total hours worked	**N/A**	**N/A**	**N/A**	**N/A**

Workers who are not employees are those who perform work for the organisation and whose work is controlled by the organisation, but they are not in an employment relationship with the organisation. Accidents refer to minor cuts and bruises.

Work-related ill health

Employees	**2025**	2024	2023	2022
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	2
Workers who are not employees				
Number of fatalities as a result of work-related ill health	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0

The recordable cases are due to stress-related illnesses such as burnout.

Absence due to illness

	2025	2024	2023	2022
Absence due to illness (number of sick days in relation to total working hours)*	3.1%	2.2%	2.6%	2.0%
Number of sick days	1,707	961	817	515
Number of sick days per employee**	9.6	6.5	5.4	4.6

*The increase in 2025 is primarily driven by a few individual cases of long-term sick leave, which have an outsized effect on the overall figure

**Employees are measured as full-time equivalents (FTEs).

Performance and career development reviews

Percentage of employees with development reviews recorded during the year, %	**2025**	2024	2023	2022
Women/Men	64/66*	83/78	84/85	91/85

*The decrease from approximately 80% to 65% is a result of a methodological change: figures are now extracted from the HR system rather than collected manually. The underlying completion rate is believed to be broadly unchanged from prior years; the apparent decline reflects system-capture completeness.

Ratio of basic pay and allowances of women to men

Women/Men, %	**2025**	2024	2023	2022
Engineers	51/49	51/49	52/48	50/50
Middle managers	51/49	48/52	48/52	47/53
Group management	49/51	49/51	52/48	54/46

Number of employees by gender and terms of employment

Women/Men	**2025**	2024	2023	2022
Total	**41/120**	**38/109**	**39/112**	**31/81**
Permanent employees	37/111	33/101	31/106	26/74
Temporary employees	4/9	4/8	6/8	3/9
Employees with non-guaranteed hours	0/0	0/0	1/1	4/3
Full-time employees	40/118	38/106	37/111	31/81
Part-time employees	1/2	0/3	2/3	1/1

Calculated as at 31 December of the respective year. All figures are measured as headcount.

Number of employees by region and terms of employment

As at 31 December 2025, number in brackets as at 31 December 2024	Sweden	Rest of Europe	US	**Total**
Number of employees	159 (144)	1 (2)	1 (1)	161 (147)
Number of permanent employees	146 (132)	1 (2)	1 (1)	148 (135)
Number of temporary employees	13 (12)	0 (0)	0 (0)	13 (12)
Number of employees with non-guaranteed hours	0 (0)	0 (0)	0 (0)	0 (0)
Full-time employees	156 (141)	1 (2)	1 (1)	158 (144)
Number of part-time employees	3 (4)	0 (0)	0 (0)	3 (4)

All figures above are as headcount.
The rest of Europe consists of Germany and Norway.

Distribution of Board members and employees by gender and age group

Women/Men, %	**2025**	2024	2023	2022
Board of Directors	**43/57**	**43/57**	**43/57**	**43/57**
Under 30 years old	0/0	0/0	0/0	0/0
30–50 years old	14/14	14/14	14/14	14/14
Over 50 years old	26/43	29/43	29/43	29/43
Employees	**26/74**	**26/74**	**26/74**	**26/75**
Under 30 years old	2/18	7/8	8/18	7/17
30–50 years old	15/38	13/49	13/42	12/41
Over 50 years old	7/20	6/17	5/14	7/16

Calculated as at 31 December of the respective year. Components may not sum to totals due to rounding.

Workers covered by an occupational health and safety management system

	Employees		Non-employees	
	Headcount	Percentage	Headcount	Percentage
Covered by OH&S management system	161	100	17	100
Covered by internally audited OH&S system	159	99	17	100
Covered by externally audited/certified OH&S system	0	0	0	0

The 2 employees not covered by the internally audited system are employed outside of PowerCell's Swedish operations and therefore fall outside the scope of the internal audit.

Number of new employees by region, gender and age

Women/Men, Headcount	Sweden	Rest of Europe	US	Total
Under 30 years old	1/7 (3/0)	0/0 (0/0)	0/0 (0/0)	**1/7 (3/0)**
30–50 years old	3/9 (3/3)	0/0 (0/0)	0/0 (0/1)	**3/9 (3/4)**
Over 50 years old	1/2 (0/1)	0/0 (0/0)	0/0 (0/0)	**1/2 (1/1)**
Total	**5/18 (6/4)**	**0/0 (0/0)**	**0/0 (0/1)**	**5/18 (6/5)**

Calculated as at 31 December 2025, number in brackets as 31 December 2024.

Employee turnover by region and age group

Women/Men, Headcount	Sweden	Rest of Europe	US	Total
Under 30 years old	2/0 (0/4)	0/0 (0/0)	0/0 (0/0)	**2/0 (0/4)**
30–50 years old	2/4 (2/5)	0/0 (0/0)	0/0 (0/0)	**2/4 (3/6)**
Over 50 years old	0/2 (0/3)	0/1 (0/0)	0/0 (0/0)	**0/3 (0/3)**
Total	**4/6 (2/12)**	**0/1 (0/0)**	**0/0 (0/0)**	**4/7 (3/13)**

Calculated as at 31 December 2025, number in brackets as 31 December 2024.

Workers who are not employees

Calculated as the average number of FTEs during the year	**2025**	2024	2023	2022
Number of full time equivalents	17	10	14	17

Consultants are hired mainly in manufacturing, technical design, purchasing and engineering. The number of consultants has been relatively stable over the year.

Employees covered by collective bargaining agreements

Calculated as at 31 December of the respective year	**2025**	2024	2023	2022
Percentage of employees covered by collective bargaining agreements	98%	98%	97%	95%

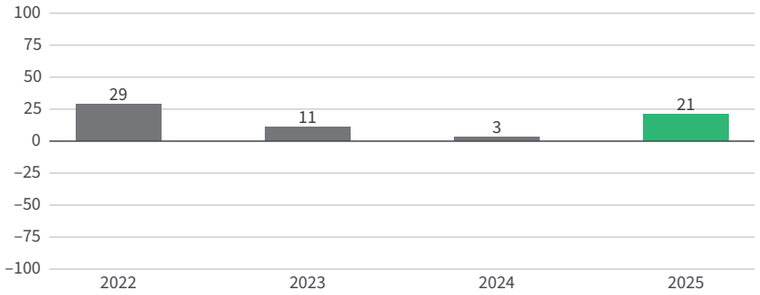
Measured as a percentage of the total number of full time equivalents (FTEs).

Parental leave

Women/Men	**2025**	2024	2023
Number of employees entitled to parental leave	41/120	38/109	39/112
Number of employees taking parental leave	6/24	7/22	8/19
Number of employees returning after parental leave	6/24	7/20	6/19
Number of employees who returned after parental leave and were still employed twelve months after returning	7/20	6/18	6/18
Percentage of employees who took parental leave and returned to work %	100/100	100/91	75/100
Percentage of employees who returned after parental leave and were still employed twelve months after returning, %	100/91	75/95	75/95

Measured as headcount. Prior year figures have been restated to correct errors identified in last year's report. The "still employed 12 months after returning" figure refers to employees who returned in the previous year; it is therefore based on a different cohort than the "returning after parental leave" figure above.

Employee engagement



* Employee engagement is measured according to the Employee Net Promotor Score (eNPS). The scale ranges from −100 to +100. Values between 10 and 30 are considered good, and values above this are considered excellent.

Business ethics and integrity

Our contribution to the UN Sustainable Development Goals:

SDG 12 Responsible Consumption and Production
SDG 16 Peace, Justice and Strong Institutions

GRI disclosures on GRI2:
205 Anti-corruption 2016
206 Anti-competitive Behavior 2016
207 Tax 2019

Business ethics and integrity underpins PowerCell's ability to be a trusted partner in the energy transition and in the safety critical applications where hydrogen-electric fuel cell solutions are deployed.

PowerCell is committed to respecting and promoting internationally recognised human rights throughout our operations. As a signatory to the UN Global Compact, we integrate its principles into our work and operate in accordance with the OECD Guidelines for Multinational Enterprises on Corporate Responsibility.

As PowerCell scales, maintaining high standards of conduct is essential to protect stakeholders, meet regulatory expectations, and safeguard the company's licence to operate across markets and value chain relationships.

Governance, policies and oversight

PowerCell's ethical conduct framework is anchored in board-approved policies, including the Code of Conduct, Whistleblower Policy and Tax Policy. These policies are reviewed and adopted by the board annually, with the review informed by the risks and opportunities identified during the year. Managers are responsible for implementation, while compliance is reviewed through the internal control framework using self-assessments that are escalated to management, the Audit Committee, the Board of Directors and the external auditors.

Our Code of Conduct sets expectations for daily behaviour and business decision-making, including zero tolerance for corruption, bribery, money laundering and fraud. PowerCell applies a formal acknowledgement process under which employees, temporary employees and Board members confirm that they have received and read the Code of Conduct, and the company reports that, by the end of 2025, all employees including the Board had read and approved the Code of Conduct within the preceding 12-month period. Our approach for supplier due diligence is described in the chapter Responsible sourcing and supply chain sustainability.

Training, speak-up mechanisms and remediation

Employees in roles assessed as exposed to elevated corruption risks complete anti-corruption training at least every three years, however, percentage of relevant employees completing anti-corruption training during the year is not tracked. To support reporting and remediation, PowerCell has an external, independent whistleblower service with guaranteed anonymity, available to all stakeholders in Swedish and English, and intended for reporting suspected violations of the Code of Conduct. The reporting model also includes internal escalation routes through line management and HR. In 2025 the number of whistleblower reports received was zero.

Since its establishment in 2008, PowerCell has never received any fines or incurred any losses related to corruption or fraud. Neither has the company had any cases of corruption brought against the organisation or its employees.

During the reporting period, PowerCell did not identify any instances of non-compliance with laws or regulations that resulted in fines or non-monetary sanctions. The company continues to monitor regulatory developments and maintains processes to address potential compliance risks as part of its overall governance and internal control framework.

The company has not experienced any incidents where contracts with business partners were terminated or not renewed due to violations related to corruption. Neither has the Company been the subject of any legal action related to anti-competitive behaviour, anti-trust or monopoly practices. If PowerCell directly causes or contributes to negative impacts, appropriate remediation for affected stakeholders will be determined through our remediation process.

Our tax policy

PowerCell's tax policy is approved annually by the Board of Directors and is available for download at our website. Today, we create the greatest value for local communities through the jobs we create. Our growth plans mean that eventually we will also pay corporation tax. We do not engage in aggressive or artificial transactions whose sole or main purpose is to create a tax advantage. We always abide by the applicable tax rules in each country and municipality where the business is based and we pay our taxes on time. As we grow and gain a foothold in more markets, the complexity of our business transactions will increase. We have therefore started work on developing internal pricing to ensure Group-wide transparency regarding internal pricing that is in line with our tax policy.

Material tax matters and significant risks are reported through the internal governance structure and, where relevant, escalated to executive management and the Board of Directors as part of the company's overall risk oversight.

Sustainability governance

PowerCell's governance is based on the company's guidelines, the principles of the UN Global Compact, the Articles of Association, relevant laws and the Nasdaq Main Market (Stockholm) Rulebook.

At PowerCell, sustainability is not treated as a separate workstream, but as an integrated part of corporate strategy, innovation priorities, and commercial execution. Governance structures and routines are intended to ensure that sustainability considerations are addressed in the same forums, with the same decision discipline, as other strategic and operational matters.

Board oversight and reporting lines

The Board of Directors is ultimately responsible for PowerCell's sustainability work and, accordingly, adopts and follows up strategies, policies and goals. Sustainability is a recurring item on board meeting agendas, with the Chief Analytics and Sustainability Officer typically presenting status, priorities and material topics. Sustainability is also addressed in the Audit Committee, reinforcing oversight of how sustainability-related risks, controls, and reporting processes are managed. Critical concerns relating to sustainability are reported to the Board via ordinary Board meetings, the Audit Committee and the whistleblower service. In 2025, no critical concerns were reported to the Board regarding actual or potential negative impacts from sustainability aspects.

Executive management is responsible for translating Board-approved direction into operational priorities and implementation. The Chief Executive Officer manages the business within the framework set by the Board. Operational responsibility for sustainability is held by the Chief Analytics and Sustainability Officer. Group management conducts regular business reviews under the leadership of the CEO, and sustainability is discussed regularly as it is an integral part of PowerCell's strategy and business model. This integration is intended to support consistent decision-making across product development, commercial prioritisation, sourcing, and operational performance.

Decentralised ownership across functions

PowerCell applies a decentralised operating model for sustainability management. Responsibilities are allocated to the functions that have direct decision-making authority over each sustainability topic, such as sourcing and supplier management, life cycle analysis, research and development, operations, quality, and people and culture. Sustainability requirements are embedded into relevant functional processes and role descriptions alongside other business responsibilities. This approach is intended to strengthen accountability and ownership by placing responsibility with the teams that control the key levers and trade-offs in everyday decisions, while enabling consistent follow-up and escalation through group management and Board oversight.

Sustainability priorities are embedded in PowerCell's planning and risk routines. The identification of sustainability-related risks and opportunities, and the management of those risks, are integrated into the established business planning process. Risk owners are assigned within the relevant functions for each topic, and mitigation actions are followed up through ordinary management routines and internal control processes. PowerCell's risk process focuses on preventive measures and requires incidents or risks relating to the environment, employee safety, human rights or business ethics to be addressed without delay and followed up to minimise or eliminate root causes. This approach is intended to support the resilience of the business model while maintaining credibility in the sustainability performance expected by customers, partners and other stakeholders.

Policies

PowerCell's governance is supported by policies that define expectations and responsibilities in areas including business ethics, sustainability, whistleblowing, health and safety, information security and privacy. These policies provide the basis for implementation across the organisation and support consistent ways of working across functions and the value chain. The annual review and updating of relevant governance documentation is intended to maintain alignment with the company's risk profile and stakeholder expectations. Policy implementation is supported by functional procedures and controls.

Role of the highest governance body in sustainability reporting

The Board of Directors has not been directly involved in the preparation or review of PowerCell's 2025 Sustainability Report. This reflects that PowerCell is currently not legally required to publish a statutory sustainability report. The report is therefore produced on a voluntary basis as part of the company's broader stakeholder communication and transparency efforts.

Responsibility for compiling the report and coordinating the underlying disclosures rests with management. The Board remains informed about sustainability-related risks, opportunities and strategic priorities through regular governance processes, but has not formally approved the sustainability report as a statutory disclosure.

This approach reflects the current regulatory context, where sustainability reporting is primarily driven by stakeholder expectations and strategic communication rather than mandatory reporting requirements.

Policies within the area of sustainability

	Environmental and climate impact	Social, labour and human rights	Anti-corruption
Policy	• Code of Conduct • Sustainability Policy • Whistleblower policy	• Code of Conduct • Tax policy • Whistleblower policy • Corporate governance policy • Information Security Policy • Sustainability Policy • Privacy policy • Health and safety policy • Gender equality and non-discrimination policy	• Code of Conduct • Sustainability Policy • Whistleblower policy
Key themes	• Commitment to the precautionary principle • Reduction of emissions • Prevent and avoid environmental damage • Systematic reduction of PowerCell's environmental impact	• Priority given to quality and safety • Prevent and avoid injuries • Freedom of association • Equal opportunities • No discrimination accepted • Fair competition • Annual performance reviews • Conflicts of interest • Sponsorships and donations • Community engagement and stakeholder relations • Taxes • Quality management system in place • Data privacy	• Zero tolerance for corruption

Statement on corporate governance
In addition to the Sustainability Report, PowerCell issues an annual statement on corporate governance as part of the Annual Report. Among other things, this statement describes the work and composition of the Board of Directors and the internal controls. The statement on corporate governance is on pages 29–32 in the Annual report 2025.

EU Taxonomy overview (eligibility)

In 2025, PowerCell provides a streamlined EU Taxonomy disclosure focused on eligibility. Compared with the 2024 report, the company has limited the level of detail to reflect current reporting priorities and ongoing regulatory developments. PowerCell will continue to assess its taxonomy reporting approach as requirements and guidance evolve. The disclosure is intended to support transparency on how PowerCell's economic activities relate to the taxonomy framework and to contribute to preparedness for evolving EU sustainability reporting requirements.

PowerCell's activities are assessed against the economic activities set out in the delegated acts for climate change mitigation and adaptation (EU 2021/2139) and the environmental delegated act (EU 2023/2486). Based on this assessment, PowerCell considers its main activities to contribute directly to the climate change mitigation objective and has not identified additional activities covered by the other environmental objectives.

Under climate change mitigation, PowerCell has identified taxonomy eligibility for two economic activities. The first is Activity 3.2 (Manufacture of equipment for the production and use of hydrogen), covering manufacturing and sales of commercial fuel cell stacks and systems, including royalties from commercial fuel cell technology. The second is Activity 9.1 (Close to market research, development and innovation), covering non-commercial fuel cell systems and services with TRL level above TRL 6, such as demonstration plants, pilots and customer development projects. PowerCell classifies these as enabling activities under the taxonomy definition.

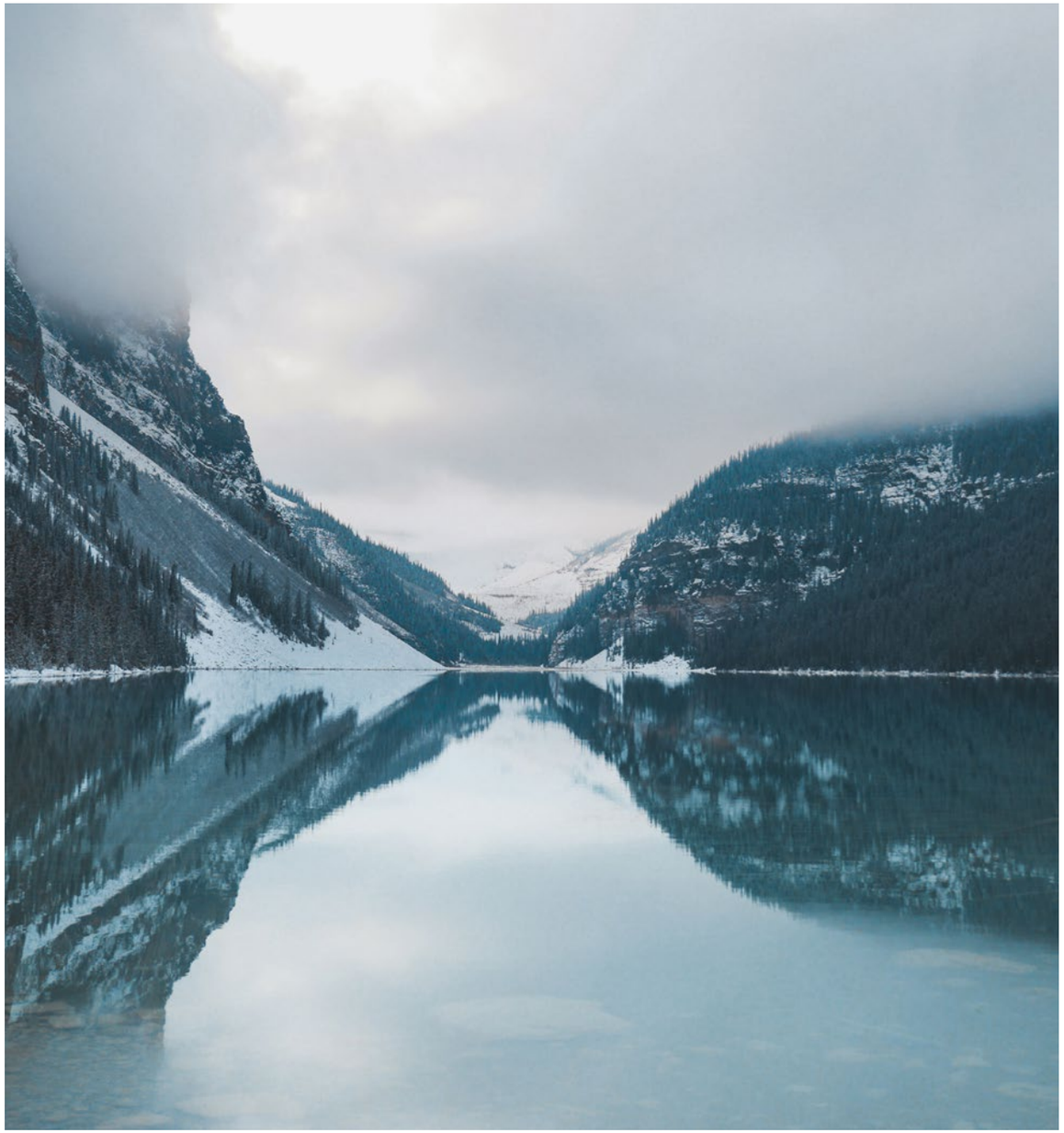
Capital expenditure refers to investments in both tangible and intangible assets, in line with the taxonomy definition. When calculating the share of eligible operating expenditure, we have included direct costs not recognised as assets, relating to research and development, building renovation, short term leases, maintenance and repairs, and all other direct expenditure relating to the day-to-day maintenance of tangible fixed assets and required to ensure the continuous and proper functioning of these assets. As PowerCell's operating expenses in the financial accounting are not currently reported under the taxonomy's economic activities 3.2 and 9.1, the allocation of operating expenses has been derived on the basis of the same distribution as the proportion of aligned turnover

As the taxonomy has a narrower definition of OpEx than the financial accounts, the taxonomy's key ratios for OpEx are not comparable with other operating expenses in the financial accounts. The taxonomy calculations are not audited by a third-party auditor. Given that the taxonomy framework continues to develop, assessments and calculations may change over time.

Taxonomy eligibility summary 2025

	Eligible 3.2 Manufacture of equipment for the production and use of hydrogen	Eligible 9.1 Close to market research, development and innovation	Non Eligible	**Total**
Turnover (kSEK)	342,298 (232,082) 89% (69)	26,597 (49,531) 7% (15)	16,063 (52,665) 4% (16)	**384,958 (334,278)**
OpEx (kSEK)	4,536 (2,036) 89% (69)	352 (434) 7% (15)	213 (462) 4% (16)	**5,102 (2,932)**
CapEx (kSEK)	2,914 (889) 99% (19)	0 (0) 0% (0)	43 (3,874) 1% (81)	**2,957 (4,763)**

The share classified as not covered relates primarily to turnover, CapEx and OpEx linked to Activity 9.1 but where TRL is below 6.



Sustainability risks and opportunities across the value chain

There are various risks that affect or could affect PowerCell's operations and financial position. PowerCell's operational and financial risks are described in the Annual report. The analysis below covers the risks that PowerCell has identified in the area of sustainability. The risk analysis is based on the GRI standard (Global Reporting Initiative) and the company's value chain as described on page 4–5.

Sustainability risks in the value chain
PowerCell conducts its main operations in Sweden, where 98 percent of its employees worked in 2025. Other employees were based in the rest of Europe (Germany and Norway) and the US. In 2025, sales were concentrated in Europe and procurement was predominantly from European suppliers (87% Europe, 4% North America, 9% Asia). Given our efforts to identify and analyse sustainability risks in the supply chain, PowerCell assesses that the sustainability risks related to customers are limited. PowerCell clearly requires our suppliers to communicate our sustainability requirements down the value chain, but during the year we have not had the resources to fully map our largest suppliers' subcontractors, and at present we cannot completely rule out the fact that there may be sustainability risks linked to the supply chain in terms of the environment and human rights. Full mapping of tier-2 suppliers is not yet within scope, and this represents a known limitation in the current assessment.

The business model's resilience to sustainability risks
PowerCell's business model means that the company conducts its main operations in Sweden and directs its sales efforts towards customers in Europe and other geographies. PowerCell offers products that support customers' ability to reduce their emissions of greenhouse gases and particulate matter, and the company's offering is well aligned with the ambitions of states and regulators to accelerate the transition to zero-emission technologies. PowerCell assesses that its capital-efficient business model provides resilience against transition risks and meaningful opportunities as society moves towards zero emissions. The key sustainability risks and opportunities associated with PowerCell's value chain, and how these are managed, are described in detail in the following sections.

PowerCell's strategies against risks
PowerCell's materiality analysis is based, among other things, on stakeholder dialogues and risk analysis. The materiality analysis is described on page 9 and PowerCell's strategies for managing the prioritised sustainability areas are described on pages 10–22.

Risk	Risk management	Opportunities
Climate, environment and use of resources		
Climate change		
In the short to long term, there is a risk that climate change will lead to higher costs at supplier level through increased environmental fees and regulations. In the medium to long term, there is a risk that weather changes, such as storms and higher water levels, may affect transport options and costs. This may affect PowerCell's costs and financial performance. Climate change is a strong driver of demand for PowerCell's products, and the opportunity to counter climate change constitutes PowerCell's business concept and entire business model. PowerCell has therefore identified climate change as a significant value-creating business opportunity.	PowerCell manages the risk of higher costs in the short to long term at supplier level through agreements that provide the option for price compensation. Regarding the availability of transport that may be affected by climate change, PowerCell makes the assumption that in the medium to long term there will be transport available in Europe and North America powered by climate-friendly energy sources. PowerCell has conducted a climate risk analysis to explore how a changing climate could affect the company's physical assets and developed mitigation measures for the climate risks where PowerCell was assessed as having a medium to high exposure or vulnerability.	Climate change is driving demand for PowerCell's products and the entire business model is based on society moving towards zero emissions.
Climate change adaptation		
There is a risk that a changing climate could adversely affect PowerCell's operations, including through changing wind and precipitation patterns or warmer temperatures. PowerCell assesses the risk of significant negative impacts as low in both the short and long term.	PowerCell has conducted a climate risk analysis based on IPCC climate scenarios 4.5 and 8.5 with a time horizon of 100 years where it has been possible to explore how a changing climate could affect the company's physical assets and developed mitigation measures for the climate risks where PowerCell was assessed as having medium to high exposure or vulnerability. The costs of these measures are assessed to below.	
Energy consumption and energy efficiency		
In the short term, there is a risk that PowerCell's costs will increase as a result of its inability to adjust prices and reduce energy consumption or increase energy efficiency. In the medium to long term, the risk of PowerCell failing to reduce its energy consumption and increase energy efficiency is assessed as low. In the short to long term, there is a risk that suppliers will fail to reduce energy consumption and increase energy efficiency, which could lead to higher costs for PowerCell.	PowerCell works continuously to lower its energy consumption and increase energy efficiency. In 2021, PowerCell began mapping its Scope 1–3 emissions, which gives the company a tool for following up and reporting its energy consumption and energy efficiency at least annually. PowerCell works closely with its suppliers and encourages energy efficiency in the supply chain.	The sharply increased need in Europe and North America among companies and organisations to reduce energy consumption, increase energy efficiency and increase the share of renewable energy is a strong driver of demand for PowerCell's offering. Bottlenecks in the expansion of the power grid can also promote demand for off-grid solutions, which can favour demand for PowerCell's products.

Risk	Risk management	Opportunities
Recycling and circular business models		
In the short term, there is a risk that PowerCell or its suppliers will not succeed in establishing procedures for recycling and circular business models. The risk is assessed as having a low impact on the financial performance. In the medium to long term, the risk is assessed as low.	PowerCell is exploring opportunities for increased recycling and reuse of its products. In the industry, the goal is to recycle as much as possible and to explore circular business models together with suppliers and customers. PowerCell is working together with our suppliers Bosch and Dana to explore how increased circularity of fuel cell stacks can be achieved.	Circular business models may be a competitive advantage in future business both in terms of cost and generated customer value. Circular business models can also increase the company's resilience to fluctuating prices of raw materials and components.
Use of water and marine resources		
PowerCell assesses that there is a low risk of negative impact on water and marine resources.	PowerCell has been measuring and reporting water consumption since 2022, and we regularly measure the water quality of the water leaving the property. We also use the WWF Water Risk Filter to assess water risks.	PowerCell sees an increasing demand for its products from the shipping industry driven by its need to reduce harmful emissions.
Biodiversity, ecosystems and red-listed species		
PowerCell deems the risk of impact on biodiversity, ecosystems and red-listed species to be low.	PowerCell is ISO 14001 certified. In 2024, we analysed the risk to biodiversity from our operations using the WWF Biodiversity Risk Filter. PowerCell has no operations in or near areas with protected or sensitive biosystems.	
Pollution and handling of harmful substances and hazardous waste		
The risk of PowerCell violating laws or regulations on emissions or handling is assessed as low in the short to long term. There is a risk of pollution upstream of the supply chain in connection with inadequate processes and procedures for managing and reducing waste and pollution, for example.	PowerCell's policy is to always comply with laws and guidelines. The company has procedures and processes in place in the form of management systems certified to ISO 14001 in order to ensure compliance with laws and guidelines relating to the environment. As far as PFAS are concerned, we are closely monitoring industry developments and discussions concerning upcoming regulations. We have analysed the constituent components to detect and understand PFAS content, and we evaluate PFAS-free substitute materials internally and in dialogue with our suppliers and academics. We manage the risk of supply chain contamination through our supplier assessment process.	

Risk	Risk management	Opportunities
Working environment, health and workplace safety		
Workplace accidents and safety		
In the short to long term, there is a risk that PowerCell's employees, temporary employees or non-employed workers may be injured in the workplace, which could damage PowerCell's employer brand.	PowerCell's policy is to always comply with laws and guidelines. The company has procedures and processes in place in the form of processes, among other things, to ensure compliance with laws and guidelines relating to working environment, health and safety. The company has several health and safety officers at its facility in Gothenburg and conducts regular health and safety surveys, audits and inspections. PowerCell's goal is to offer healthy working environments with a good work-life balance. Stress-related issues also form part of the systematic health and safety efforts with analyses and action plans.	Providing safe workplaces and work-life balance are important elements of PowerCell's employer brand.
Terms of employment		
PowerCell assesses the risk of the company not offering fair pay and reasonable terms of employment as low in the short to long term. Should the risk occur, it could have a huge impact by damaging the company's employer brand and thus financial performance.	PowerCell's policy is to offer fair pay and reasonable terms of employment.	Offering fair pay and reasonable terms of employment are important elements of PowerCell's employer brand.
Skills development		
PowerCell assesses the risk of the company not being able to offer skills development as low in the short to long term. Should the risk occur, it would entail a certain risk of damage to the company's ability to develop its offering and provide value-added customised solutions.	Skills development through internal collaboration, exchange of experience and customer projects are key elements of PowerCell's ambition to constantly provide employees with opportunities for skills development.	PowerCell believes that skills development is important in order to motivate employees and that motivated employees are one of the most important competitive advantages.
Human rights		
Gender distribution		
PowerCell assesses the risk of not being able to establish an even gender distribution among employees in the medium to long term as low. Should the risk occur, PowerCell's employer brand may be damaged.	PowerCell has a policy of equality and non-discrimination. PowerCell's view is that teams with an even gender distribution perform better than teams with an uneven gender distribution. PowerCell's goal is therefore to achieve an even gender distribution within the organisation. This must be taken into account when recruiting new employees and replacements. In 2023, PowerCell clarified our requirements and expectations for our supply chain through the Supplier Code of Conduct, which expressly prohibits gender discrimination.	Even gender distribution among employees and managers helps build a strong employer brand.

Risk	Risk management	Opportunities
Discrimination		
The risk of PowerCell discriminating against any employee is assessed as low in the short to long term. Should the risk occur, it would mean damage to the company's employer brand.	PowerCell's policy of equality and non-discrimination stipulates that no employee or temporary employee may be discriminated against. Anyone who feels discriminated against or who has witnessed acts of discrimination can report this internally or via the external, anonymous and independent whistleblower service. In 2023, PowerCell clarified our requirements and expectations for our supply chain through the Supplier Code of Conduct, which explicitly requires measures to prevent discrimination.	Providing non-discriminatory workplaces is a central element of PowerCell's employer brand.
Freedom of association		
The risk of PowerCell not respecting employees' freedom of association is assessed as low in the short to long term. Should the risk occur, it would mean damage to the company's employer brand. This risk is deemed to be low in terms of PowerCell's entire supplier base, but elevated in individual countries, particularly China.	PowerCell's policy is to respect every employee's right to freedom of association. This is managed in our human rights due diligence process. PowerCell has also established a country risk index that takes into account factors such as labour rights risks. We always conduct site visits to check labour conditions before engaging suppliers in high-risk countries.	Respecting freedom of association is a basic requirement for a strong employer brand.
Child labour, forced labour and modern slavery		
PowerCell assesses the risk of child labour, forced labour or modern slavery in its own operations as very low in the short to long term. Should the risk occur, it would cause very serious damage to PowerCell's brand and would have an immediate significant negative financial impact. The risk in the immediate supply chain is considered low, as 99 percent of the purchase value in 2024 came from European suppliers.	The company has well-established HR procedures and complies with laws and guidelines on personnel and recruitment matters in Sweden and other countries where the company operates. We perform a human rights due diligence in our supply chain. PowerCell has also established a country risk index that takes into account factors such as the risk of forced labour. We always conduct site visits to check labour conditions before engaging suppliers in high-risk countries.	
Negative effects on local communities		
The risk of PowerCell's operations having negative effects on the local community is assessed to be low in the short to long term. If the risk were to occur, it would affect the company's brand, which could lead to a negative financial impact.	PowerCell's policy is to comply with laws, regulations and guidelines, including local ones. The company also strives to provide information about and implement major changes in dialogue with local community representatives.	

Risk	Risk management	Opportunities
Crimes against indigenous people		
PowerCell assesses the risk of crimes against indigenous people in its own operations as very low in the short to long term. Should the risk occur, it would cause very serious damage to PowerCell's brand and would have an immediate significant negative financial impact.	PowerCell supports and respects international conventions on human rights wherever it operates.	
Corruption, money laundering and taxes		
Corruption and money laundering		
PowerCell assesses the risk of corruption or money laundering in its own operations in Gothenburg (100% of our own operations) very low in the short and long term. Should the risk occur, it would cause very serious damage to PowerCell's brand and have an immediate significant negative financial impact.	PowerCell has zero tolerance for corruption, money laundering and fraud. The company has processes in place for checking payment transactions, money transfers, etc. to minimise the risks. Payments and money transfers, account transactions, etc. are reviewed by the external auditors. PowerCell has an external, independent and anonymous whistleblower service for all stakeholders and in 2023 clarified the requirements for suppliers in terms of corruption and money laundering through our Supplier Code of Conduct. PowerCell provides relevant employees with anti-corruption training at least every three years and when hiring new employees in order to identify and prevent corruption.	Strong anti-corruption controls and transparency support trust with customers, investors and regulators.
Cartels		
PowerCell assesses the risk of the company participating in cartels as very low in the short to long term. Should the risk occur, it would seriously damage the company's brand and lead to a negative financial impact.	PowerCell's policy is that business must be conducted on equal and fair terms. PowerCell does not engage in lobbying, take political stances or make contributions to political parties, political representatives or officials. In 2023, PowerCell clarified the requirements for suppliers in terms of ethical business conduct and fair competition through our Supplier Code of Conduct.	
Taxes		
The risk of PowerCell withholding or not paying tax is assessed as very low in the short to long term. Should the risk occur, it could damage the company's brand and lead to a negative financial impact.	PowerCell's tax policy is to pay taxes where the value is created. Our tax policy stipulates that we shall not engage in aggressive or artificial transactions the sole or main purpose of which is to create a tax advantage.	

Risk	Risk management	Opportunities
Product safety, customer privacy and data security		
Product safety		
PowerCell has developed products and solutions based on new technology. Throughout the development chain, product safety has always been paramount and still is. The risk that PowerCell's products are not safe is assessed as very low in the short to long term. If PowerCell were to fail to offer safe products, it would seriously impact the company's brand and have an immediate significant negative financial impact on the company.	Product safety is one of the cornerstones of PowerCell's business and a prerequisite for the success of the business concept and the company continuing to create value. For that reason product safety is always included in all internal processes that relate to products and solutions.	Highest product safety and product quality are prerequisites for creating a strong brand and for the company's ability to create value.
Branding, product information and marketing		
PowerCell assesses the risk of misleading marketing or product information or violation of marketing standards as low in the short to long term. Should the risk occur, it would damage PowerCell's brand and have a negative financial impact.	PowerCell's policy is to comply with all laws, regulations and directives, including local ones, regarding marketing and product information. Any irregularities are reported and followed up.	Correct and transparent marketing and product information build credibility and customer loyalty.
Customer privacy and data security		
PowerCell assesses that there is a risk in the short to long term that the company will be exposed to cyber attacks, data breaches or theft of customer data or other information. If the risk occurs, it may have a significant negative impact on the brand, customer relationships and financial performance.	PowerCell has a daily focus on IT security and aims to have relevant and up-to-date systems in place. The company has procedures and processes for how customer data and other data should be handled. PowerCell regularly trains all employees in IT security and strives to maintain a high level of preparedness for cyber attacks, for example.	

Methodologies, definitions and assumptions

Note 1 Sustainability notes

PowerCell's climate footprint has been calculated in accordance with the GHG protocol. Data sources and assumptions used in the calculations are reported below. The consolidation method we used in the climate calculations is operational control and a market-based method for scope 2. The GWP values are applied according to the IPCC's Fifth Assessment Report, 2014 (AR5).

Scope 1: Climate footprint from **vehicles** has been calculated based on type of vehicle and number of registered km for vehicles in PowerCell's vehicle fleet. The climate footprint from **refrigerants** has been calculated based on the amount of refrigerant refilled during the year. Scope 1 also includes emissions of carbon dioxide from lab processes.

Scope 2: Climate footprint has been based on purchased quantities of kWh electricity and district heating. For **district heating**, the grid-specific emission factor from Göteborg Energi has been used. For **electricity**, origin-specific emission values have been used for renewable electricity. Scope 2 also includes the climate footprint from the electricity consumed from driving electric and hybrid vehicles in PowerCell's vehicle fleet. As the origin of this electricity is unknown, the emission factor for the Nordic residual mix has been used from the The Swedish Energy Markets Inspectorate.

Scope 3: Climate footprint from **waste** has been calculated based on registered waste quantities from the waste contractor. **Business trips** have been based on first-hand data from travel agencies. Regarding business trips by air, the carbon dioxide emissions have been calculated by a factor of 1.9 to take into account emissions of particles, NOx and water vapor that occur at high altitude, the so-called "high altitude effect". The figure 1.9 has been developed by researchers at Chalmers and is stated by, among others, the Swedish Environmental Protection Agency and the Swedish Transport Agency.

Upstream and downstream logistics have been calculated based on first-hand data from PowerCell's freight suppliers in cases where PowerCell has ordered the freight. In cases where PowerCell has not ordered the freight itself, the data has been estimated using extrapolation from PowerCell's suppliers' first-hand data and the number of registered deliveries during the year. For downstream logistics where customers themselves were responsible for the shipping, emissions have been calculated based on tonne kilometers and shipping method. Climate footprint for **purchased goods and services** has been calculated by sorting all suppliers based on purchase value. Suppliers accounting for 0–80 percent and 81–90 percent of the total purchase value have been categorized based on the type of product or service purchased. For the suppliers who account for the top 80 percent of the purchase value of goods, we have been contacted to request first-hand data. For suppliers who were able to provide good first-hand data, this has been used. Secondly, data from internal life cycle analysis performed by RISE on PowerCell's PS-100 system has been used, and in other cases standard values based on purchase category and purchase value have been used. All service providers have been calculated based on standard values. The last 10 percent of the purchase value has been calculated by extrapolation. Climate footprint for **capital goods** has been calculated by categorizing all purchases of capital goods based on type of goods and the majority of suppliers have been contacted to obtain first-hand data. In cases where this did not exist, standard values have been used based on purchase value. Employees' commuting for 2025 has been calculated based on a travel habits survey that went out to all employees in January 2026. Climate footprint from the **use of sold goods** has been calculated with the following assumptions: Lifespan and fuel consumption in accordance with product data sheets. Customers have been contacted to ask how the hydrogen they use was produced. Emission factors for the production of hydrogen gas and ammonia have been obtained from the IEA's report "Towards hydrogen definitions based on their emissions intensity". Emission factor for fossil-based methanol without CCS is obtained from the Methanol institute (Well-to-Tank carbon footprint of methanol). Emission factor for direct emissions when using reformed methanol is obtained from the manufacturer of the methanol reformer. **Treatment of sold products at the end of their useful life** has been calculated based on material types and quantities in products sold during the year, with assumptions applied regarding end-of-life treatment per material type. This replaces the methodology used in the prior year, which was based on data from an internal life cycle analysis carried out by RISE on PowerCell's PS-100 system. The change reflects a broader product scope and a more representative basis for calculation. The revised methodology is expected to result in a lower estimated end-of-life impact compared to the prior approach. Prior year figures have not been restated as the methodologies are not directly comparable. The life-cycle emissions from fuel, electricity and district heating that are not included in scope 1 or 2 are reported in the category **fuel and energy-related activities.**

Note 2 Assumptions and data sources for calculating energy consumption

The following assumptions have been used when calculating PowerCell's energy consumption: Diesel consumption company cars: 0.52 l per 10 km, petrol consumption company cars 0.54 l per 10 km (standard value from the Swedish Environmental Protection Agency), petrol consumption plug-in hybrids 0.08 l per km (Volvo V60 PHEV). Fuel consumption has been calculated based on travel bills, type of vehicle and number of registered km for vehicles in PowerCell's vehicle fleet. Energy amount per liter of diesel/gasoline 38.6 MJ / 34.2 MJ. Energy amount per kg of hydrogen gas 120 MJ. Electricity and heat calculated based on first-hand data from the electricity and district heating supplier. Hydrogen consumption calculated based on deliveries from PowerCell's hydrogen supplier.

Note 3 Assumptions for calculation of distribution of origin on purchased goods and services

Distribution of origin of purchased goods and services has been calculated based on the location of the head office for the suppliers who together account for 90 percent of the total purchase value of goods and services.

Note 4 LCA method and boundary conditions (MS225 study)

Item	Disclosure
Practitioner	RISE Research Institutes of Sweden, independently reviewed by marine LCA expert at Chalmers University of Technology
Standard and review	ISO 14040/44; independently reviewed
Product system and comparison	10 MW fuel cell system based on MS225 modules compared with MGO engines sized for the same duty
Use cases	Cruise ship auxiliary power; bulk carrier propulsion + auxiliary power
Key limitation statement	Results are scenario-based and indicative; actual emissions depend on vessel design, operating profile and fuel supply; MGO comparison uses a generic engine model

GRI content index

Statement of use	PowerCell Sweden AB has reported in accordance with the GRI-standards for the time period 1 January 2025 – 31 December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	N/A

General disclosures

GRI-STANDARD	LOCATION, Page reference	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021				
2-1 Organizational details	2			
2-2 Entities included in the organization's sustainability reporting	2			
2-3 Reporting period, frequency and contact point	2			
2-4 Restatements of information	13, 19, 28			
2-5 External assurance	2			
2-6 Activities, value chain and other business relationships	4			
2-7 Employees	19			
2-8 Workers who are not employees	19			
2-9 Governance structure and composition	Annual report 29–33			
2-10 Nomination and selection of the highest governance body	Annual report 29			
2-11 Chair of the highest governance body	Annual report 33			
2-12 Role of the highest governance body in overseeing the management of impacts	21			
2-13 Delegation of responsibility for managing impacts	21			
2-14 Role of the highest governance body in sustainability reporting	21			
2-15 Conflicts of interest	Annual report 30, 33			
2-16 Communication of critical concerns	21			
2-17 Collective knowledge of the highest governance body	21			
2-18 Evaluation of the performance of the highest governance body	Annual report 30			
2-19 Remuneration policies	Annual report 30, 46, 47			
2-20 Process to determine remuneration	Annual report 30	Part b	Not applicable	Information unavailable/incomplete
2-21 Annual total compensation ratio	Annual report 46			
2-22 Statement on sustainable development strategy	3			
2-23 Policy commitments	20–22			
2-24 Embedding policy commitments	21–22			
2-25 Processes to remediate negative impacts	20			

GRI-STANDARD	LOCATION, Page reference	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
2-26 Mechanisms for seeking advice and raising concerns	20			
2-27 Compliance with laws and regulations	20			
2-28 Membership associations	Annual report 14			
2-29 Approach to stakeholder engagement	8			
2-30 Collective bargaining agreements	19			

Material topics

GRI-STANDARD	LOCATION, Page reference	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021				
3-1 Process to determine material topics	9			
3-2 List of material topics	9			
3-3 Management of material topics	9			
RESPONSIBLE SOURCING AND SUPPLY-CHAIN SUSTAINABILITY				
GRI 3: Material Topics 2021				
3-3 Management of material topics	14			
GRI 204: Procurement Practices 2016				
204-1 Proportion of spending on local suppliers	14			
GRI 308: Supplier Environmental Assessment 2016				
308-1 New suppliers that were screened using environmental criteria	14			
308-2 Negative environmental impacts in the supply chain and actions taken	14			
GRI 407: Freedom of Association and Collective Bargaining 2016				
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	14			
GRI 408: Child Labor 2016				
408-1 Operations and suppliers at significant risk for incidents of child labor	14			
GRI 409: Forced or Compulsory Labor 2016				
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	14			
GRI 414: Supplier Social Assessment 2016				
414-1 New suppliers that were screened using social criteria	14			
414-2 Negative social impacts in the supply chain and actions taken	14			

GRI-STANDARD	LOCATION, Page reference	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
PRODUCT LIFECYCLE IMPACTS				
GRI 3: Material Topics 2021				
3-3 Management of material topics	10–11			
GRI 301: Materials 2016				
301-1 Materials used by weight or volume	11			
301-2 Recycled input materials used	11	Part a	Information unavailable	No available data
GRI 303: Water and Effluents 2018				
303-1 Interactions with water as a shared resource	11			
303-2 Management of water discharge-related impacts	11			
303-3 Water withdrawal	11			
303-4 Water discharge	11			
303-5 Water consumption	11			
GRI 306: Waste 2020				
306-1 Waste generation and significant waste-related impacts	11			
306-2 Management of significant waste-related impacts	11			
306-3 Waste generated	11			
306-4 Waste diverted from disposal	11			
306-5 Waste directed to disposal	11			
CLIMATE IMPACT OF OPERATIONS				
GRI 3: Material Topics 2021				
3-3 Management of material topics	12–13			
GRI 302: Energy 2016				
302-1 Energy consumption within the organization	13			
302-2 Energy consumption outside of the organization	GRI Index	Part a, b, c	Information unavailable	Energy consumption outside the organization has not been calculated, but activities outside of the organization have been used as input for scope 2–3 emissions
302-3 Energy intensity	13			
302-4 Reduction of energy consumption	12			
302-5 Reductions in energy requirements of products and services	10			
GRI 305: Emissions 2016				
305-1 Direct (Scope 1) GHG emissions	13			
305-2 Energy indirect (Scope 2) GHG emissions	13			
305-3 Other indirect (Scope 3) GHG emissions	13			
305-4 GHG emissions intensity	13			

GRI-STANDARD	LOCATION, Page reference	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
305-5 Reduction of GHG emissions	12			
305-6 Emissions of ozone-depleting substances (ODS)	12			
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	12			
PRODUCT QUALITY AND SAFETY				
GRI 3: Material Topics 2021				
3-3 Management of material topics	15			
GRI 416: Customer Health and Safety 2016				
416-1 Assessment of the health and safety impacts of product and service categories	15			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	15			
GRI 417: Marketing and Labeling 2016				
417-1 Requirements for product and service information and labeling	15			
417-2 Incidents of non-compliance concerning product and service information and labeling	15			
417-3 Incidents of non-compliance concerning marketing communications	15			
EMPLOYEE WELL-BEING, SAFETY AND DEVELOPMENT				
GRI 3: Material Topics 2021				
3-3 Management of material topics	16–17			
GRI 401: Employment 2016				
401-1 New employee hires and employee turnover	19			
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	17			
401-3 Parental leave	19			
GRI 403: Occupational Health and Safety 2018				
403-1 Occupational health and safety management system	17			
403-2 Hazard identification, risk assessment, and incident investigation	17			
403-3 Occupational health services	17			
403-4 Worker participation, consultation, and communication on occupational health and safety	17			
403-5 Worker training on occupational health and safety	17			
403-6 Promotion of worker health	17			
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	17			
403-8 Workers covered by an occupational health and safety management system	18			
403-9 Work-related injuries	18			
403-10 Work-related ill health	18			

GRI-STANDARD	LOCATION, Page reference	REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 404: Training and Education 2016				
404-2 Programs for upgrading employee skills and transition assistance programs	16	Part b	Not applicable	PowerCell does not currently operate formal transition assistance programmes. The company supports individuals on a case-by-case basis where relevant
404-3 Percentage of employees receiving regular performance and career development reviews	18			
GRI 405: Diversity and Equal Opportunity 2016				
405-1 Diversity of governance bodies and employees	18			
405-2 Ratio of basic salary and remuneration of women to men	18			
GRI 406: Non-discrimination 2016				
406-1 Incidents of discrimination and corrective actions taken	17			
BUSINESS ETHICS AND INTEGRITY				
GRI 3: Material Topics 2021				
3-3 Management of material topics	20			
GRI 205: Anti-corruption 2016				
205-1 Operations assessed for risks related to corruption	26			
205-2 Communication and training about anti-corruption policies and procedures	20	Part d–e	Information unavailable/incomplete	PowerCell conducts anti-corruption training for employees in roles assessed as exposed to elevated corruption risks at least every three years, but does not currently track the percentage of relevant employees who completed training during the reporting year
205-3 Confirmed incidents of corruption and actions taken	20			
GRI 206: Anti-competitive Behavior 2016				
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	20			
GRI 207: Tax 2019				
207-1 Approach to tax	20			
207-2 Tax governance, control, and risk management	20			
207-3 Stakeholder engagement and management of concerns related to tax	20			

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