



Sustainability Report 2024





		Page
1. Introduction	Letter from the CEO	3
	About Sperre	4
	Sperre Products & Lifecycle strategy	5
	Customer satisfaction	6
2. ESG Response	Sustainability highlights 2024	8
	Our response to sustainability	9
	Industry challenges	10
	Environment	11
	Social Conditions	15
	Governance	18
3. Our Projects	Progress on 2024 projects	21





Letter from the CEO

1 Introduction

Letter from the CEO

About Sperre

Sperre Products & Lifecycle Strategy

Customer Satisfaction

2 ESG Response

3 Projects

This is the fourth time we publish the Sperre Air Power sustainability report. Despite the current geopolitical situation, our company has been able to keep focus on our strategic goals as well as growing the business.

The legacy of our brand is strong, and we work relentlessly every day to maintain our commitment to applying 30 years of spare parts availability, and shipment of parts within 48 hours, to our global customer base. The 2024 customer satisfaction surveys show that we have been able to maintain a leading position, and last year we once more was awarded *Incentra supplier of the year*.

Dependable air power is our mission. At its core is a responsible culture with empowered people with the right competence, enabled by a robust and consistent governance and compliance structure. Our aim is to maintain a leading position in air power solutions in the transition to greener maritime shipping. For Sperre this means enhanced focus on technology and system capabilities, both from a people and product perspective.

We take pride in evolving the company through our people. Every second year we involve our colleagues in our strategy process through storyboard sessions. The present storyboard states that *ESG* and *digital* are core pillars in our future strategy, from which new or enhanced customer values will be derived.

A key sustainability project for 2024 was compliance to the Corporate Sustainability Reporting Directive (CSRD) from the European Union (EU). We conducted a thorough *double materiality assessment* in accordance with the requirements and have started preparation of datasets for such reporting. According to latest signals the CSRD reporting requirements will be scaled down for most companies. This will likely affect our reporting efforts, but little our strategic and operational goals in the sustainability domain.

Another key sustainability project for 2024 was to establish a consistent focus on our internal energy footprint and energy reduction initiatives. In December we received the ISO 50001 certificate. An updated silver ESG rating (Top 15% of all companies rated) from Ecovadis is also a good formal confirmation on our ESG path.

We reaffirm our support to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption, as we want to be recognized as a dedicated partner towards a sustainable future.



Ole Nustad
CEO



Your life cycle partner in Dependable air power

1

Introduction

Letter from the CEO

About Sperre

Sperre Products & Lifecycle Strategy

Customer Satisfaction

2

ESG Response

3

Projects

- › Sperre is a global maritime tech company based in Ålesund, Norway. The company develops, produces, delivers, and provide support to compressed air systems (NACE 28.130).
- › We have been in operation since 1938, and today our company solutions are found on every 5th ship sailing the World’s Oceans.
- › Our compressors are perfected for more than 85 years and designed to last. By offering preventive maintenance, spare part kits, and innovative digital solutions Sperre Air Power can deliver dependable air power for the lifetime of your vessel or plant.

85+

Years experience

20

Locations globally

119

FTEs

37k

Compressors in operation globally

2000+

Compressors delivered annually

66

EURm revenue

Locations

- Sperre Air Power (HQ - Norway)

Sales & Services:

- Sperre Asia (Singapore)
- Sperre China (Shanghai)
- Sperre Rotterdam
- Sperre Korea (Busan)

Our promise:

30 years spare part availability for piston compressors

Our response:

Any part to any place within 48 hours

Digital solutions

Sperre value cycles

Released for public, external consumption

4



Sperre Air Power Products and Applications

Sperre’s Product Lifecycle Strategy

Ensuring a long life-span of our compressors is in the best interest of both Sperre, our customers, and the environment. Therefore, we have developed service intervals and spare part kits with detailed instructions to ensure a long and economically sustainable product life for your compressors.

Sperre offers a ‘life-cycle concept’ featuring 24/7 service, 30 years of spare part availability, and additional value offerings for lifecycle support.

The average lifespan of Sperre’s piston air compressors is 30 years. For screw compressors, we estimate a lifespan of at least 20 years. If our clients comply with the procedures set out in our service manual, an even longer life span can be expected.

Sperre is taking steps to add waste information and end-of-life procedures to the service manual provided to all clients.



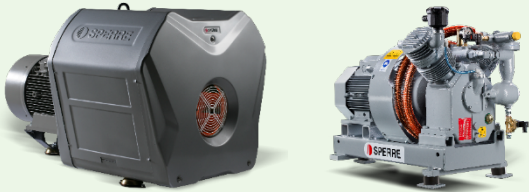
Sperre Air Power provides air systems for a wide range of applications on modern vessels, and our product range continues to expand.

In the maritime industry, there is an increasing demand for compressed air for applications supporting onboard technologies. Exhaust cleaning such as selective catalyst reduction systems (SCR), removing NOx, is already well established. Also, there is an increased need for dry and clean nitrogen systems used for padding or preventing vapor from cargo mixing with air – or for dual fuel vessels to flush the piping when changing fuel source. Both depend on our N₂ feed compressors to prevent undesirable reactions and ensure a safe operation. Additionally, N₂ systems are utilized to prevent an explosive hazardous atmosphere in tanks and fuel pipes filled with low-flashpoint fuels. Our retrofit compressors we have on stock supports the increased need of compressed air on sailing vessels.

Our compressors are run by electrical motors. Hence, the carbon footprint of the products in operation depends on the GHG emission level of the energy sources powering the vessels - most often the emissions of the auxiliary engine(s).

Sperre is actively seeking new compressor applications where we can use our long experience and expertise to develop new products and solutions in our commitment to staying ahead in the industry.

High Pressure Compressors



Our high-pressure piston compressors are used as starting air for the main engine on vessels and are critical equipment approved by class rules.

We have two series of starting air, The Classic range covering the lower air capacity needed, while the X-range compressors are the latest and most modern member of the Sperre high pressure family and covering the complete range of capacity needed on vessels.

Low Pressure Compressors



Our screw air compressors have few moving parts and are designed with everything in one complete cabinet. This ensures a safe work environment, reduces the risk of oil leakage, and makes maintenance easy.

Sperre screw compressors are the natural choice for installations where a large volume of low-pressure compressed air is needed.

1 Introduction

Letter from the CEO

About Sperre

Sperre Products & Lifecycle Strategy

Customer Satisfaction

2 ESG Response

3 Projects



Customer satisfaction



“

In 2024 we won the Incentra Supplier of the Year. This is providing evidence on our dedication to support our customers.
 – Ole Kristian Aarsund, SVP Sales & Marketing

”

We are dedicated to build strong personal relations to safeguard continuity in maritime operations. This is also visualized in our values. We perform frequent customer satisfaction surveys to ensure we still operate “world class” towards all of our customers:

- › Domestic surveys are conducted annually by Incentra, reviewing ca 40 shipowners and managers. Ten criteria are evaluated. In 2024, we were rewarded with an average score of 4,48/5,0. We also won the Incentra supplier of the year award in 2024.
- › Global surveys are conducted biannually, where the questionnaire is based on the data from the domestic survey to facilitate comparison between the two surveys. Surveys are sent out to all customers with transactions within the last 12 months, no matter the size of the order. In 2023, we were rewarded with an average score of 5,23/6
- › Tracking the product quality helps us to ensure a more responsible production. At end-users, products are operated and maintained according to our high standards and procedures.
- › There where zero product recalls or safety incidents reported in 2024, which confirms our aim to deliver high quality products.

5,23

Global survey
(6-point scale)

0

Recalls

+ 0

From 2023

0,6 %

Warranty cost of total revenue

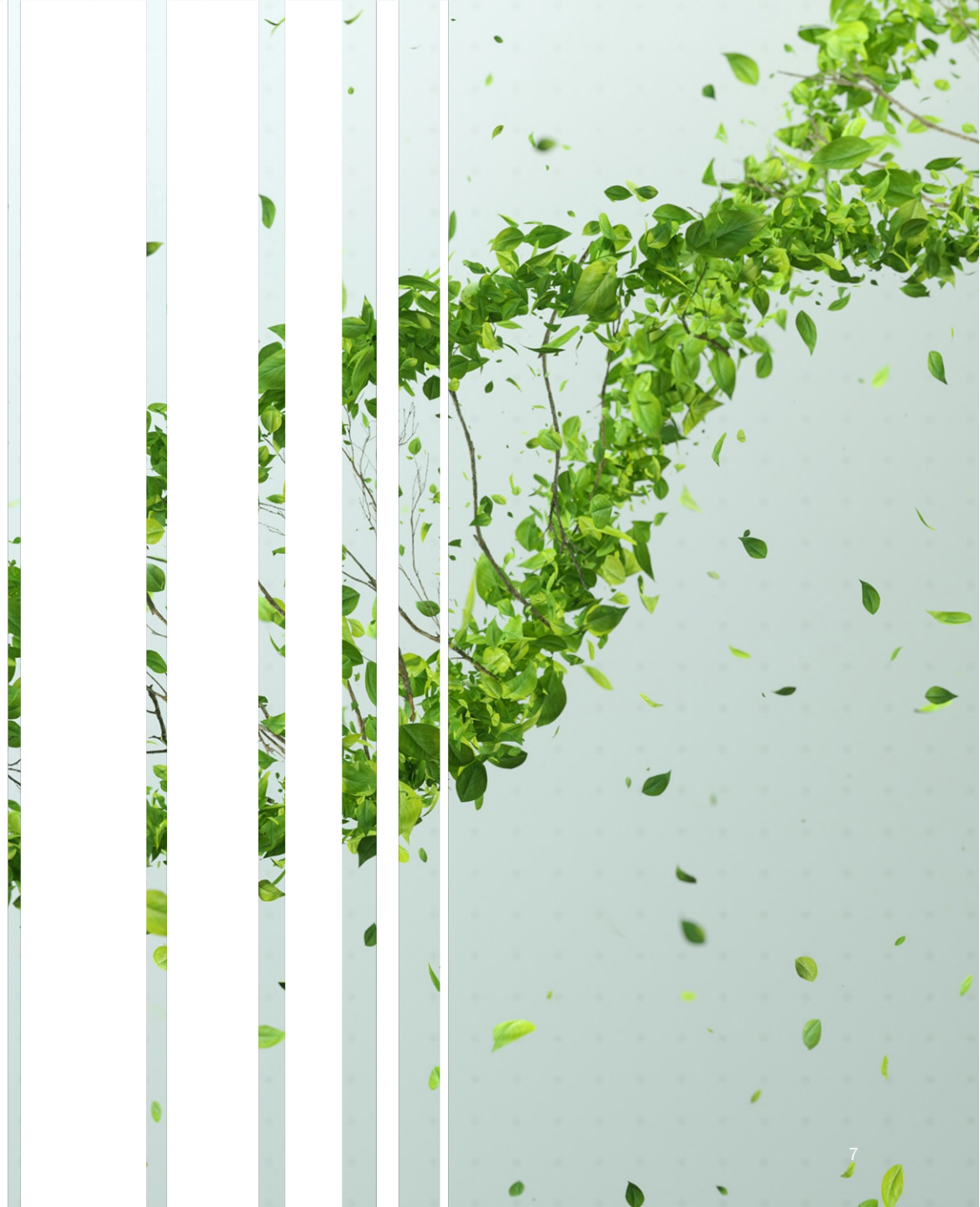


- 0,2 %

From 2023



ESG Response





Sustainability highlights 2024

1	Introduction
2	ESG Response
	ESG Highlights
	Our response
	Environment
	Social Conditions
	Governance
3	Projects

- 2024 was a year full of sustainability achievements:
- We received ISO50001 certificate for our structured work related to energy efficiency activities in our OEM site in Norway.
 - We completed a reassessment in Ecovadis. Achieving the Silver Medal for the second year in a row, illustrates our commitment to sustainability.
 - During the last months of 2024, we applied for the Schneider Electric Sustainability impact award, and was selected, among 450 other partners, as the country winner in Norway for our work within digitalization and sustainability.
 - In 2024 we started the work related to compliance to the EU directive Corporate Sustainability Reporting Directive (CSRD). With the support of external consultants, we created the first version of a double materiality assessment, where both internal and external stakeholders were involved. We also completed a gap analysis as well as a roadmap in order to be compliant at end of 2025. In mid-February 2025, the landscape changed as the EU commission came with a proposed Omnibus package, where companies below 1000 employees are proposed no longer mandated to report according to CSRD with 2025 data.
 - In this 2024 report, we have started to include some of the datapoints relevant from the VSME standard (Comprehensive) from EFRAG
 - We continued our work to establish a supply chain insight platform to better capture ESG data for each supplier.



Our OEM facility in Norway got certified with ISO50001



We were again awarded with Ecovadis silver medal, rated as one of top 15% sustainable companies of all companies rated



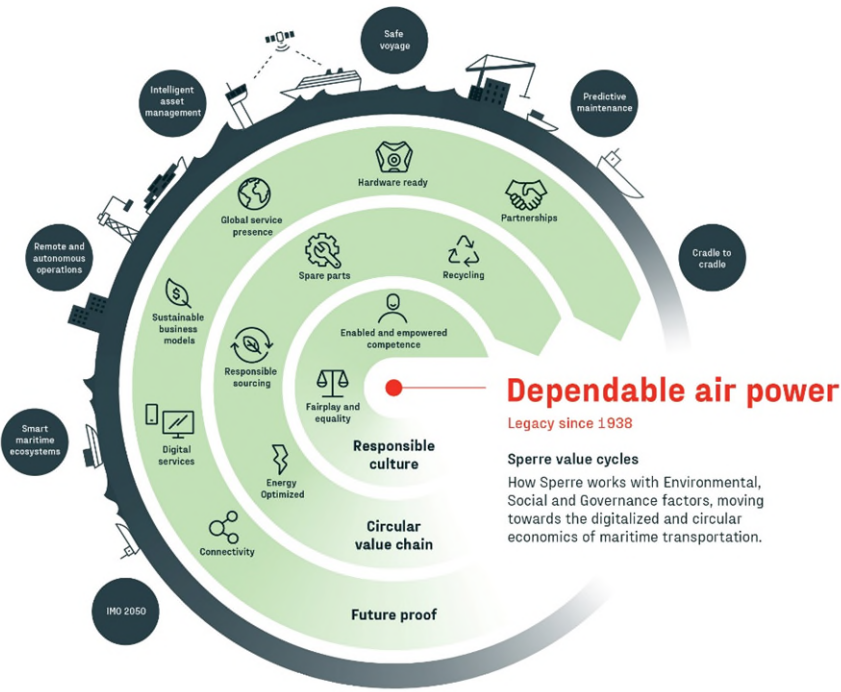
We are country winners in Schneiders Sustainability Impact Awards for our work with digitalization and sustainability.



We started the work to prepare for compliance to the EU directive CSRD, and completed our first double materiality assessment



Our response to Sustainability



Sperre Value Cycles

At Sperre, we aim to have sustainability at the core of our strategy, risk assessment and reporting structure. We are committed to contributing to a sustainable development and to being part of the transformation to a low-carbon society. The Sperre sustainability strategy is captured in one figure with key topics, our value cycles, and the external industry factors surrounding it. As 90% of our business today is within the maritime segment, this market is naturally our primary focus when it comes to sustainability.

Future-proof

Key activities identified to maintain and strengthen our lead position as the customer’s first choice.

Circular value chain

We support the transition to a low-carbon economy and take action throughout the complete value chain to reduce the carbon footprint

Responsible culture

The people working at Sperre are the most important asset and make up the core in our business model.

Our commitment

Our ISO certificates ISO9001, ISO14001, ISO45001, ISO50001 & ISO27001 as well as our Silver medal from Ecovadis are providing evidence to our commitment to sustainability.

In addition to our own sustainability initiatives, we are also continuing our support to UN Global Compact and UN SDGs.

UN Global Compact

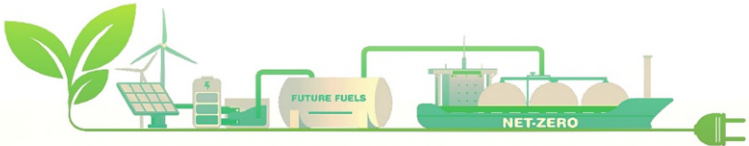
We are reporting our Communication of Progress annually. Since 2020, Sperre has been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption. We are also a signatory to UN Sustainable Ocean Principles.

UN SDGs

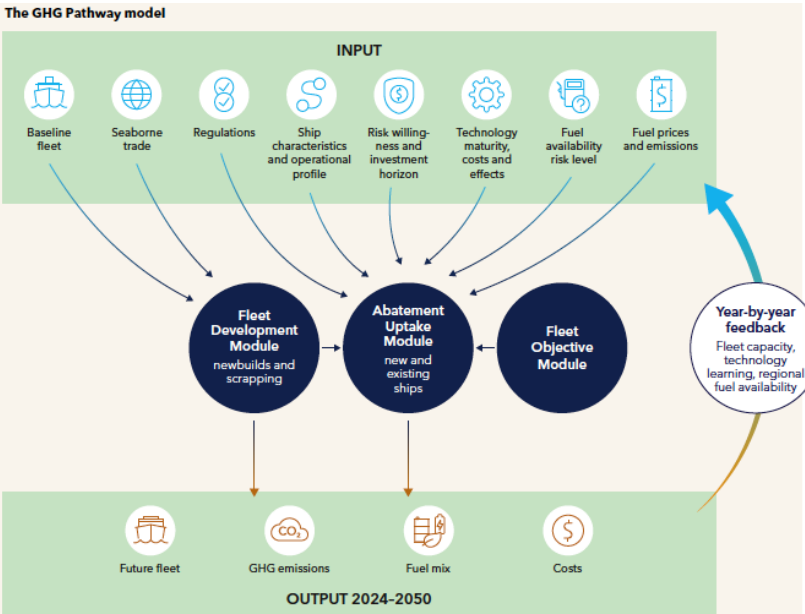
Sperre supports all of the UN’s 17 Sustainable Development Goals, and have especially focus on five of those to contribute positively; 5 Gender Equality, 8 Decent work and economic growth, 9 Industry, Innovation and infrastructure, 12 Responsible consumption and production & 13 Climate Action



Industry challenges



Source: <https://www.imo.org/>



Source: DNV, Maritime Forecast to 2050, report 2024

Decarbonization of Shipping

In 2024, the shipping industry made new important steps towards decarbonization, driven by regulatory and technological advancements such as The International Maritime Organization (IMO) and its greenhouse gas (GHG) emissions reduction strategy, aiming for net zero by 2050.

The adoption of energy-efficiency technologies and alternative fuels continued to rise. Technologies such as onboard carbon capture, fuel cells, wind-assisted propulsion, and other technology developments were highlighted for their potential to significantly reduce emissions. And not at least, there are big expectations for the next MEPC83 being held in April 2025, where the architecture of a technical measure and an economic measure, is expected to be agreed between the 176 member states. The economic aspect of a carbon price will establish a framework moving the industry from ambitions to specifics.

Alternative fuels

According to the Lloyd’s List Outlook Survey 2024, when shipowners were asked which fuel type they would choose if ordering a vessel next year, 32% of the respondents said LNG, 25% dual-fuel methanol, 24% would choose conventional fuel and 19% said dual-fuel ammonia.

If we look at what is in the orderbooks, the DNV Energy Transition Outlook 2024 – Maritime Forecast to 2050, supported by data from IHSMarkit and DNV’s alternative fuel insight, the uptake of ships on order with alternative fuel (as of June 2024), has slightly increased from last year’s 26% to now 27% (1630 vessels), measured in numbers of ships.

We expect that the coming new measures from IMO and EU will start making an even bigger impact for shipowners' decisions when ordering newbuilds, but also, energy efficiency technologies will make its way for the sailing fleet of vessels. This leads to an increasing demand for compressed air applications supporting the decarbonization of the maritime industry.

Sperre Air Power

As technology and applications onboard ships increasingly requires dependable air power to support the green transition, Sperre continues to expand our product range and innovate new solutions. Current onboard applications, such as exhaust cleaning using selective catalyst systems for removing NOx or Nitrogen feed compressors for dual fuel systems, is key to our response. With our evolving product range and innovative solutions, we actively help our customers to reduce their carbon footprint.

From the alternative fuels data above, shipowners face a certain degree of complexity when making decisions on how to invest for the future. Consequently, some shipowners are keeping their vessels sailing for longer. Our life-cycle concept, where compressors are designed for the lifetime of the ship, supported by 30 years of spare parts availability, is as such both supporting new and existing vessels on the journey towards decarbonization.

1 Introduction

2 ESG Response

ESG Highlights

Our response

Environment

Social Conditions

Governance

3 Projects



1 Introduction

2 **ESG Response**

Our response

Environment

Social Conditions

Governance

3 Projects

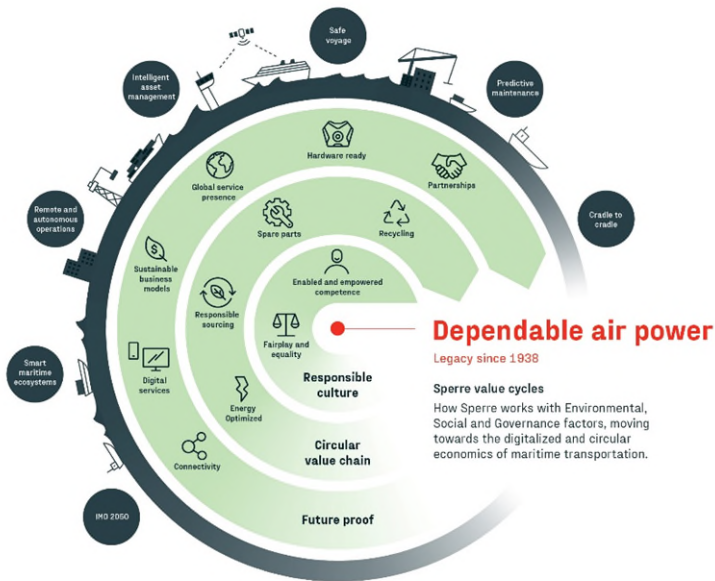
Environment





Our response to climate change

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects



Our ISO 50001 Energy management certificate is an important step forward to reduce our scope 2 CO2 footprint at Sperre. Dedicated employees are continuously working to identify energy savings at our OEM site.

- Anna Söderlind, Sustainability & HSEQ Manager



As any other company, Sperre generates Greenhouse Gas (GHG) emissions, both in our own operations but also from other parts of the value chain, including upstream with the extraction of raw materials, processing, waste, transport etc..

We keep track of the GHG Emissions and are continuously working to reduce the emissions at the same time as the company grows.

In 2024, we received ISO50001 (Energy Management) certificate for our work with energy efficiency activities at our OEM site in Norway.



In our “Supplier Insight” Platform, we have established a Scope 3 module to better understand our suppliers emissions. During 2025, we will continue to work with our suppliers to refine the data and establish action plans to reduce the carbon footprint.



During 2024, we introduced an extensive PLM platform to ensure tracking of all relevant product data during the lifetime of our products. PLM will also enable us to keep track of CO2 emissions from the compressors and all components included in the compressor BOM.



The compressors can be operated with various modes to minimize harm on the local environment during use. One example is our “Harbour mode”, which reduces power usage by the compressor when vessel is in harbour.



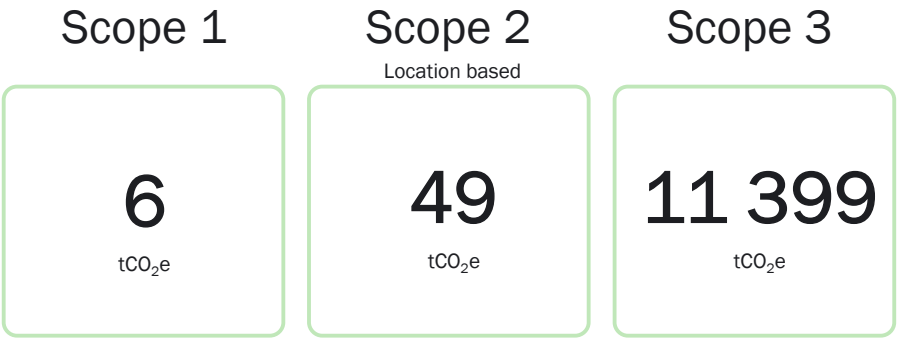
Our response to Sperre carbon footprint

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects

We are continuing to be transparent on reporting Sperre carbon footprint. 2024 data is reported according to requirements from VSME standard.

- Scope 1 emissions are close to zero CO2e emissions, 6 tCO2e is due to petrol cars used at two of our sales offices.
- Scope 2 emissions is primarily from the use of electricity at our OEM site in Norway. During 2024, we have continuously worked to improve our ways of working with energy management at our OEM facility in Norway. In December 2024 we received ISO50001 certificate. Renewable energy mix is based on the countries the offices are located in.*
- Scope 3 emissions represent more than 99 % of Sperre carbon footprint. We are currently reporting on 7 of the 15 categories according to GHG protocol.
 - Purchased goods and services emissions are based on spend data. Work will continue during 2025 to refine the data quality.
 - The emissions from inbound and outbound transport is significant, especially due to extensive use of air freight. In 2023 we signed an agreement with DHL in use of Sustainable Air Fuel (SAF) in order to reduce some of the emissions.
 - The use phase of the products is not reported as the data quality is poor (our compressors can be used in many different applications with different fuels).

In 2025, we will refine the reporting of GHG emissions further to ensure all relevant categories according to GHG Protocol is included.



	Unit	2024
Scope 1 – Direct emissions	tCO ₂ e	6
Scope 2 location based	tCO ₂ e	49
Scope 3	tCO ₂ e	11 399
Total emissions – location based	tCO ₂ e	11 454
GHG Intensity – location based	tCO ₂ e / mEUR	173,5
Scope 2 market based	tCO ₂ e	1 708
Electricity consumption	MWh	3 397
District heating and natural gass	MWh	17
Renewable energy mix	%	94
Share of invested renewable energy**	%	0

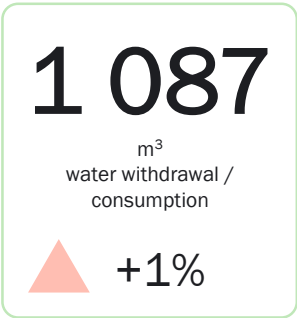
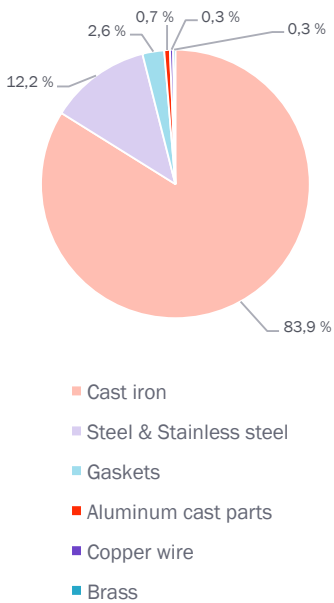
* GHG Emissions defined based on location/country: **Countries & Regions – IEA**
** Sperre has not yet invested in any renewable energy sources, such as solar panels, windmills or similar



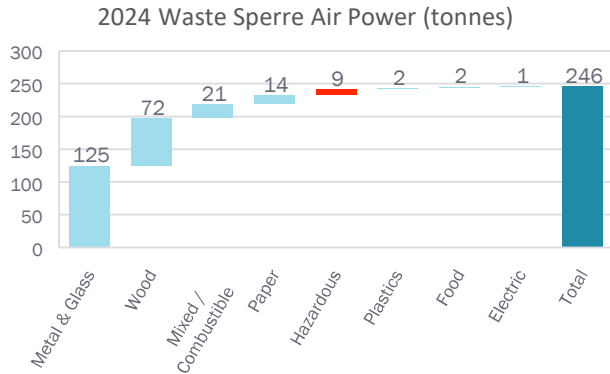
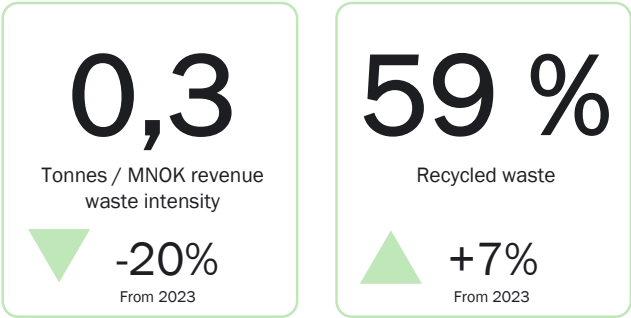
Our response to circular economy

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects

Material input Piston compressor



- › The average lifespan of Sperre’s piston air compressors is 30 years. For screw compressors, we estimate a lifespan of at least 20 years. If our clients comply with the procedures set out in our service manual, an even longer life span can be expected.
- › The main material used in our piston compressors is cast iron, which is recyclable. Some hazardous materials, including paint, cooling fluid and cleaning chemicals, are used in operations. 96 % of input materials are recyclable.
- › We are continuously working to substitute input materials to reduce harm on the environment, both by finding more environmentally friendly materials and also more energy efficient alternatives.
- › We are committed to responsible water management; we have digitalized our water management system in order to gain better insight in out water consumption as well as quickly identify any leaks. This will provide good insight to also possibly reduce our water consumption.
- › Our waste management system keeps track on the separate streams to allow monitoring and performance assessments (e.g., paper, plastic, metal, food, wood, batteries, and electrical waste). Waste is an internal KPI that is reviewed on a monthly basis, and data is now available in a digital waste KPI dashboard.
- › Most of our wood waste (categorized as “not recycled”) is sent to incineration where the energy is recovered.





1 Introduction

2 **ESG Response**

Our response

Environment

Social Conditions

Governance

3 Projects

Social Conditions





Our response to our workforce

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects

Our Sperre team is growing. 15 new colleagues started during 2024, and our onboarding process ensures a good introduction to the company. Our company values are one of the first things new employees are getting familiar with.

Sperre provides all employees with good working conditions, including pay that is above applicable minimum wage in the country they are hired in, pension schemes, insurances programs above mandatory requirements and other benefits such as support to gym membership and others. Our employees receives regular health check up from our occupational health services.

The principles of fair-play and equality are integral in our recruitment policies, conducted without regards to age or gender. Our type of industry is male dominated, but we are dedicated to provide equal opportunities to all. During 2024, the total female vs male gap has unfortunately increased due to type of role that was hired (mainly production personnel). More information related to female ratio in various aspects can be found in the tables to the right.

In beginning of 2025, a new cross-functional working group has been established to work with diversity and equality related activities in Sperre.

We collaborate closely with both domestic and international education institutions, spanning from primary and lower secondary school to university levels, to provide valuable insights to ensure the students get relevant education. We also welcome students to visit our company, write their thesis with us, have a part time job, and other relevant activities to motivate and prepare for a potential future employee at Sperre.

119

FTEs

+15

From 2023

24%

Female FTEs

- 1%

From 2023

7 %

Employee turnover

-30%

From 2023

Our values

Agile
Our team and customers rely on our ability to respond.

Observant
We observe and foresee team and customer need.

Approachable
We are down to earth and always available.

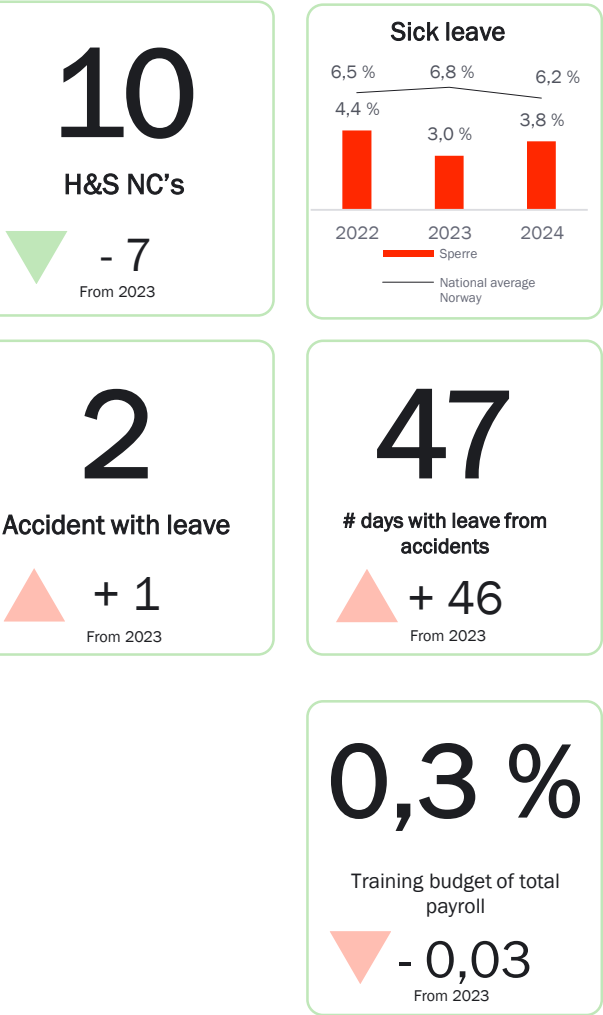
Responsible
We all have a key role to ensure the highest customer satisfaction.

Workforce characteristics						Female ratio YE	
Office	Country	Women	Men	Female ratio	Permanent contract	2024	
Sperre Air Power	Norway	22	73	23%	95	All employees	24%
Sperre China	China	4	11	27%	15	Management team	18%
Sperre Asia	Singapore	2	2	50%	4	Board of Directors	29%
Sperre Rotterdam	Netherlands	0	3	0%	3		
Sperre Busan	South Korea	1	1	50%	2		



Our response to our workforce

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects



The safety and well-being of our employees, hired personnel, customers and business partners are crucial to us. We have a dedicated team working with HSE activities to minimize the risks related to accidents and sick leave.

- › Safety representatives are key resources to ensure the health and safety of our employees. During working environment committee reviews (4 times per year), concerns are discussed, and solutions are found. Together with the occupational health service, we are supporting the employees with risk assessments and occupational health assessments when feasible.
- › During 2024, one of the two accidents, a CNC operator apprentice broke his arm. This is a severe incident which we take very seriously. As with all types of HSE related incidents, this specific issue was investigated thoroughly, and corrective actions were implemented. The apprentice was on sick leave for 46 days and is now back working full time.
- › We have never had any fatal accidents at Sperre.
- › Our sick leave, which includes leave of employees due to sick children, 3,8 %, has slightly increased during 2024, but we are well below the average for our type of industry in Norway (6,2%*).
- › Our internal “Sperre social” team continues to deliver activities to motivate employees to a healthy, active and well-balanced lifestyle.

- We are dedicated to develop a high-performance culture within the organization and committed to support employees career development by providing adequate training.
- › We have completed internal mobility for 7% (8 employees) of our workforce, where employees have given more opportunities to grow, either as a specialist or in a leadership role.
 - › The employees receive annual training courses in both cyber security and energy management, in addition to other training courses.

*<https://www.ssb.no/arbeid-og-lonn/arbeidsmiljo-sykefravaer-og-arbeidskonflikter/statistikk/sykefravaer>



1 Introduction

2 **ESG Response**

Our response

Environment

Social Conditions

Governance

3 Projects

Governance





Responsible culture - Governance

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects

Sustainability policies, certificates and targets

- › Sperre has ESG KPIs and targets in place related to carbon emissions, competence development, flagship initiatives, etc.
- › Key ESG-related policies and procedures have been established and are embedded into its operations.
- › Sperre is ISO 14001, ISO 45001 & ISO50001 certified.
- › In 2024 Sperre was again awarded the silver medal by Ecovadis. This makes Sperre one of the top 15% sustainable companies rated by Ecovadis worldwide in 2024.
- › Annual compliance review according to laws and regulations, including specific focus areas.
- › Sperre is compliant with all relevant local, environmental and social laws and regulations, and is operating in line with OECD guidelines.

Quality of monitoring systems

- › ISO 27001 certified Information Security Management System, certificate received in February 2024.
- › The production facility in Norway is ISO 9001 certified. Sperre has a quality assurance department and procedures in place for quality assurance and testing.
- › Quality assurance checks are performed, including measurement controls, testing and performance documentation.

Compliance management system

- › A robust compliance management system is in place to ensure awareness and that responsibilities are carried out and regulations are met.
- › Annual agent compliance reviews and risk assessments. In addition, annual risk assessments for sales and supply chain.
- › Sanctions and export control are continuously monitored and assessed by the compliance function.
- › The compliance function has focused on Russian sanctions and Ukraine war including other geopolitical disruptions.
- › There is a good awareness and understanding of importance of following the policies, and good cooperation with the compliance function in the organization globally.

Ensuring supplier compliance

- › The Sperre Code of Conduct is provided to all suppliers and must be signed.
- › A separate Purchasing policy is available and communicated to suppliers.
- › Supplier business reviews are conducted on an annual basis.
- › Where required, additional supplier audits are performed.
- › Our suppliers has been evaluated according to the Norwegian Transparency Act. The report from the due diligence assessment is available on the website.

Risk management

- › Based on stakeholder analysis and internal and external factors, an overall risk assessment manages potential risks and opportunities in the company.
- › In addition, risk assessments are carried out periodically in all departments; follow-up action is taken when required. Sperre is continuously working to reduce hazard exposure on-site.
- › All major HSE risks are defined and available in the health & safety handbook (part of the ISO 45001 certified management system).
- › Formal risk process for information management introduced as part of the ISO 27001 standard.

Transparency and reporting

- › The sustainability report outlines Sperre's main initiatives concerning ESG and is issued on an annual basis. The report is available on the website.
- › Sperre is committed to supporting the Ten Principles of the United Nations Global Compact on human rights, labor, environment, and anti-corruption. Communication of Progress is reported annually.
- › In addition, Sperre is a signatory to the UN Global Compact Sustainable Ocean Principles.
- › The Sperre website has an extensive ESG statement and discloses the company's life cycle concept and sustainability ambitions.
- › Our employees has access to a whistleblowing system within our management system. Zero reports related to any breaches to our code of conduct

0

Whistleblowing reports

+ 0

From 2023

0

Corruption incidents

+ 0

From 2023

0

Information Security breaches



Targeted UN SDGs* for Sperre



1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance
3	Projects

Company activity	SDG	SDG target	SDG indicator	Company KPIs										
Potentially impactful activities														
Promote sustainable consumption and production patterns	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle. 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	12.5.1: Recycling rate.	<div>Recycled waste, % IRIS+ (OI2535)</div> <table><tr><th>Year</th><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><th>Value</th><td>42%</td><td>53%</td><td>52%</td><td>59%</td></tr></table>	Year	2021	2022	2023	2024	Value	42%	53%	52%	59%
Year	2021	2022	2023	2024										
Value	42%	53%	52%	59%										
Partnerships with customers and peers to develop more sustainable applications	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>	9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.	9.4.1: CO ₂ emission per unit of value added. ¹	<div>Flagship initiative projects², #</div> <table><tr><th>Year</th><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><th>Value</th><td>12</td><td>12</td><td>15</td><td>Ongoing work to re-establish KPI</td></tr></table>	Year	2021	2022	2023	2024	Value	12	12	15	Ongoing work to re-establish KPI
Year	2021	2022	2023	2024										
Value	12	12	15	Ongoing work to re-establish KPI										
Sustainable activities														
Minimise carbon emissions of operations	<div>13 CLIMATE ACTION</div>	13.2: Integrate climate change measures into (national) policies, strategies and planning.	13.2.1: Number of countries that have communicated an integrated plan for adaptability and resilience to climate change; - For companies: GHG contribution to national emissions.	<div>Electrical energy in operations</div> <table><tr><th>Year</th><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><th>Value</th><td>88,2 %</td><td>88,4 %</td><td>98,9 %</td><td>99,5 %</td></tr></table>	Year	2021	2022	2023	2024	Value	88,2 %	88,4 %	98,9 %	99,5 %
Year	2021	2022	2023	2024										
Value	88,2 %	88,4 %	98,9 %	99,5 %										
Empower women throughout all levels in the organisation	<div>5 GENDER EQUALITY</div>	5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.	5.5.2: Proportion of women in managerial positions.	<div>Women on the board, % IRIS+ (OI2444)</div> <table><tr><th>Year</th><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><th>Value</th><td>29,0 %</td><td>29,0 %</td><td>29%</td><td>29%</td></tr></table>	Year	2021	2022	2023	2024	Value	29,0 %	29,0 %	29%	29%
Year	2021	2022	2023	2024										
Value	29,0 %	29,0 %	29%	29%										
Create safe working environment	<div>8 DECENT WORK AND ECONOMIC GROWTH</div>	8.8: Protect labour rights and promote safe and secure working environments for all workers.	8.8.1: frequency rates of fatal and non-fatal occupational injuries, by sex and migrant status.	<div>Accident rate, #/1,000 FTE IRIS+ (OI3757)</div> <table><tr><th>Year</th><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><th>Value</th><td>22</td><td>0</td><td>11</td><td>16,8</td></tr></table>	Year	2021	2022	2023	2024	Value	22	0	11	16,8
Year	2021	2022	2023	2024										
Value	22	0	11	16,8										

*United Nations Sustainable Development Goals
¹Goal is to establish baseline with life cycle assessment of (key) products and monitor progress accordingly; ² Include flagships in the category "Flagship promotion" which is projects with new green technology, such as full electric, etc. In addition, but not reported, there is a separate category called "Flagship value", which is vessels with dual fuel, biofuel, LNG, etc. In this category, Sperre has delivered a significant higher number of compressors.






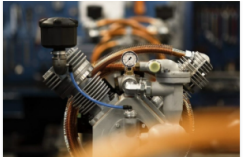
A selection of projects has been defined that contribute to fulfilling our sustainability ambition(s).

Sustainability projects 2024

1	Introduction
2	ESG Response
	Our response
	Environment
	Social Conditions
	Governance

3 Projects

Value cycles	Project overview	Status
 Energy Optimized	ISO 50001 – Energy Management Sperre Air Power <ul style="list-style-type: none">Energy Management System established. As well as internal energy teamMonitoring system or significant energy users establishedISO50001 certificate received in December 2024	Completed
 Responsible sourcing	Sustainability Insight <ul style="list-style-type: none">Internal project to capture ESG data from our operations and partners, thus integrate sustainability into our digital workflows First version of internal platform established. Includes a "Scope 3" app. Work will continue in 2025 to develop it further.	Ongoing
 Sustainable business models	Compliance to Corporate Sustainability Reporting Directive - CSRD <ul style="list-style-type: none">Extensive work cross-functionally in the organization and with stakeholders to establish DMA. Gap analysis completed. Due to Omnibus proposal, work is on hold for now. Looking into VSME reporting standard.	On hold



Supply Chain Insight



Insight about vendors and Sperre supply chain





sperre.com