

Annual Report

2025





Table of contents

Report Section	4	Sustainability Report	33	Corporate Governance Report	86
At a glance	4	Stakeholder Letter	35	Compensation Report	103
Milestones 2025	6	Progress on our 2027 sustainability targets	36	Financial Report	123
Letter to Shareholders	8	Our strategic approach	37	Consolidated income statement	126
Key figures	11	Our material topics	39	Consolidated balance sheet	127
Company Strategy	12	Our commitment	60	Consolidated cash flow statement	128
Systems Division	17	Extended key figures	66	Consolidated statement of changes in equity	129
Services Division	23	Extended climate reporting	71	Notes to the consolidated financial statements	130
Company values, footprint and history	29	GRI content index	77	Financial Statements of Burckhardt Compression Holding AG, Winterthur	157
		Independent practitioner's limited assurance report	82	Imprint	167
		Declaration of the Board of Directors	85		

We create leading
compression solutions for
a sustainable energy future

Burckhardt Compression creates leading compression solutions for a sustainable energy future and the long-term success of its customers. Together with its brands Burckhardt Compression, PROGNOST, SAMR Métal Rouge and Shenyang Yuanda Compressor, the Group is the only global manufacturer that covers a full range of reciprocating compressor technologies and services.

Its customized and modularized compressor systems are used in the Chemical/Petrochemical, Gas Transport & Storage, Hydrogen Mobility & Energy and Industrial Gas sectors as well as for applications in Refinery and Gas Gathering & Processing. Since 1844, its passionate, customer-oriented and solution-driven workforce has set the benchmark in the gas compression industry.





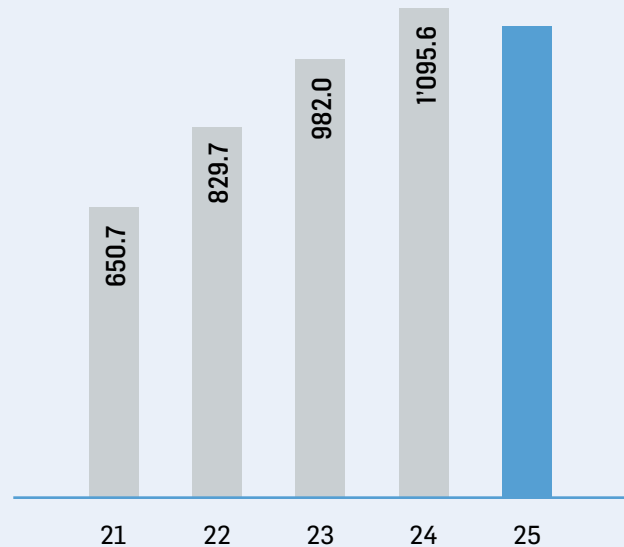
Sustained value creation

The fiscal year 2025 marks near-record sales and an increase in profitability. New financial records include operating income (EBIT) at CHF 141.0 mn and net income of CHF 110.1 mn.

Sales

in CHF mn

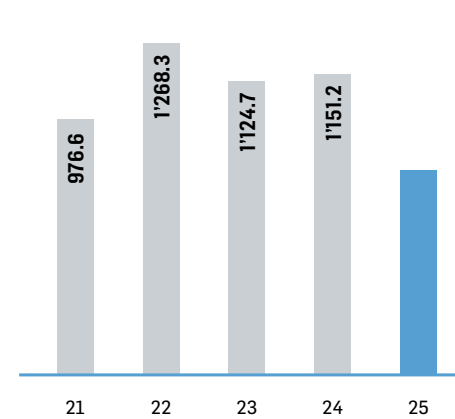
1'057.1



Order intake

in CHF mn

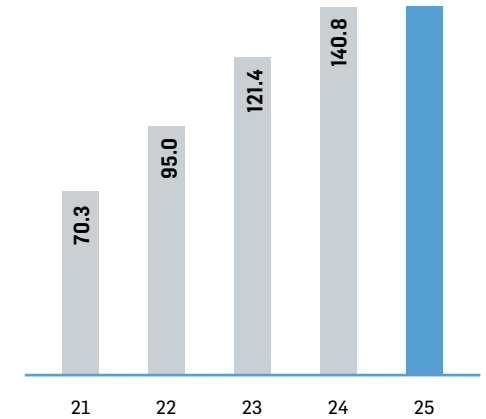
784.3



Operating Income (EBIT)

in CHF mn

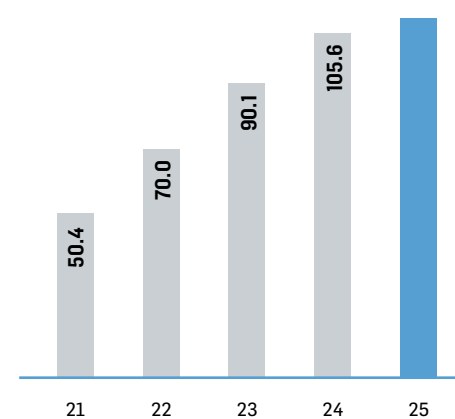
141.0



Net income

in CHF mn

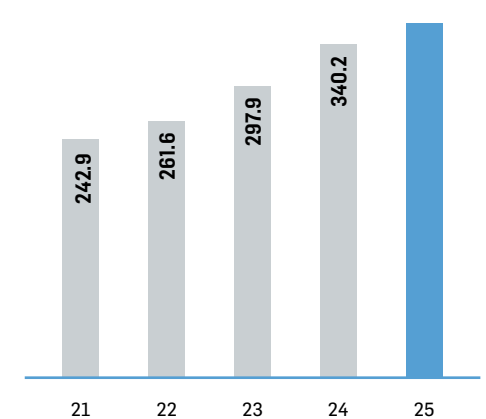
110.1



Shareholders' equity

in CHF mn

361.6





At a glance

Reduction in our greenhouse gas emission intensity

-32%

The 32% reduction in our greenhouse gas emission intensity (Scope 1 and 2) showcases our sustainability commitment.

Our Lost Time Injury Rate (LTIR) has further improved

0.3

Our Lost Time Injury Rate (LTIR) has further decreased from 0.4 to 0.3, clearly below our Mid-Range Plan target of 0.7.

Performance FY 2025

Total shareholder return FY 2025 in %

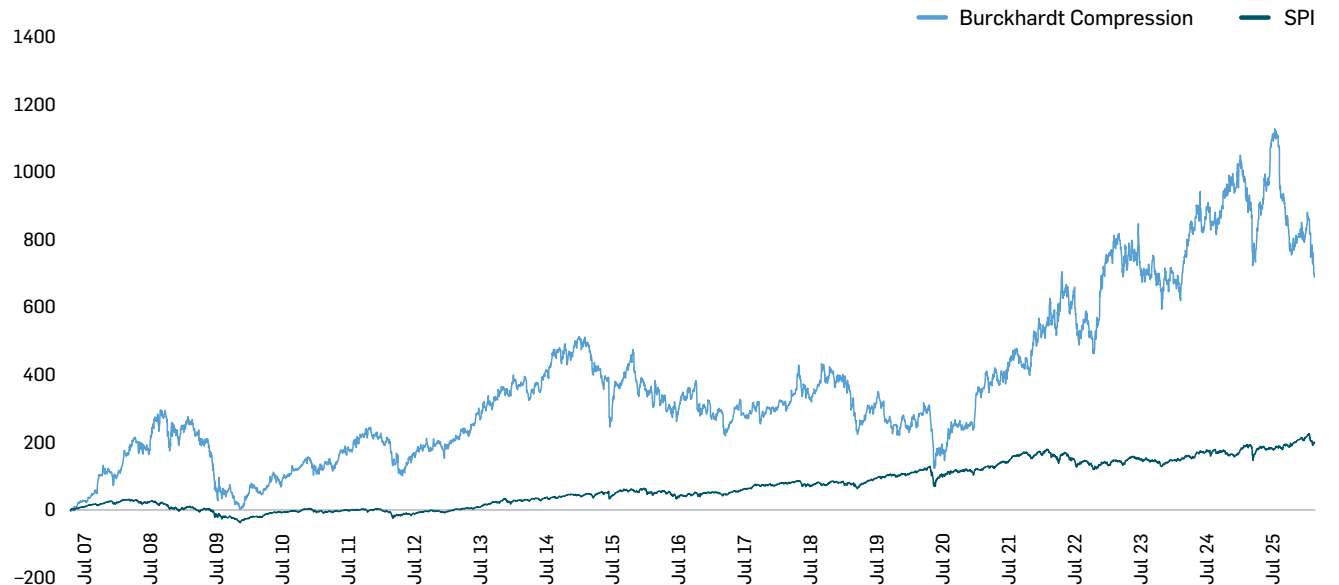
-18.17 +6.16



Performance since IPO

Total shareholder return 26 June 2006 to 31 March 2026 in %

+706.5% +206.9%



Milestones 2025

Landmark order for world's first ammonia bunkering vessel

As global shipping accelerates its transition toward net-zero emissions, ammonia has emerged as a promising next-generation marine fuel. In 2025, Burckhardt Compression took a pioneering step in supporting this transition by securing an order for the world's first purpose-built ammonia bunkering vessel, developed in cooperation with Nissin Gas Engineering.



Commissioned by Itochu Corporation and its subsidiary Clean Ammonia Bunkering Shipping, the vessel will play a key role in establishing the infrastructure required for ammonia-based marine fuel supply. Our proven Laby® Compressor technology will serve as a core component of the fuel handling system, enabling the safe and efficient transfer of ammonia during bunkering operations.

This milestone reinforces Burckhardt Compression's role as a trusted technology partner in the maritime energy transition and marks an important step toward enabling net-zero shipping.

Expanding our global service footprint

In fiscal year 2025, Burckhardt Compression expanded its global service footprint by opening a total of seven new Service Centers, including locations across Brazil, Canada, Japan, three locations in the United States (USA), and an authorized Service Center in Vietnam. In addition, a local agent was established in Namibia and construction began on a new spare parts production facility in India.

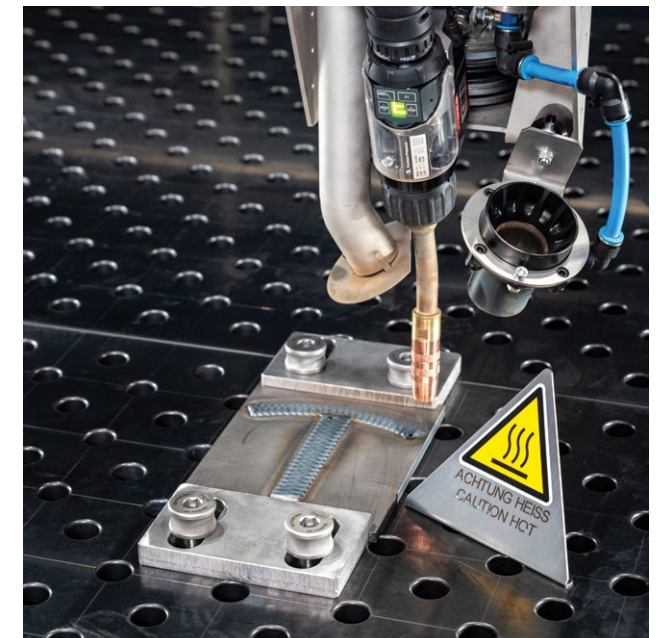
Two of the USA locations were added through the acquisition of Advanced Compressor Technology (ACT) — a service company specializing in reciprocating equipment. Holding strong positions in key markets such as industrial gases, petrochemical, and refinery, the acquisition of ACT supports our growth strategy in the USA by expanding our service network close to downstream customers and enabling the local manufacturing of spare parts.

9 new service locations across the globe

WAAM project delivers first 3D-printed parts

During the past fiscal year, the WAAM (Wire Arc Additive Manufacturing) project progressed from system setup to the qualification and testing of its first 3D-printed structures.

In early 2026, we installed a large-scale metal 3D printer at our Winterthur site, marking the start of in-house additive manufacturing for spare parts. The first test components have been successfully printed and entered the endurance testing phase to evaluate their performance. This milestone lays the foundation for faster, more flexible spare part production and supports our long-term service strategy to improve our customers' uptime and service planning.



Major order for next-generation BOG compressors on LNG carriers

In fiscal year 2025, Burckhardt Compression secured a major order from Hanwha Ocean to supply 14 boil-off gas (BOG) compressors for seven next-generation LNG carriers. This is the first order for the new compressor platform for vessels running on high-pressure engines.

Integrated into Hanwha Ocean's latest vessel platform, the compressors will contribute to improved energy efficiency and reduced methane slippage. This order, the largest single marine contract in our history, further strengthens our position in the LNG carrier market and supports the ongoing transformation of marine transport toward lower emissions.

14 next-generation BOG compressors ordered by Hanwha Ocean

Groundbreaking for new spare parts production site in India

A landmark milestone occurred last October with the groundbreaking for our new production site in Vadodara, India. By producing spare parts for the Indian and Asia-Pacific markets, the future site will strengthen our local and regional supply. This reflects our continued investment in local capabilities and closer collaboration across regions, supporting sustainable growth of Burckhardt Compression in one of its key markets.



Family Day at SYCC celebrates creativity and curiosity

Last August, our Shenyang facility (SYCC) hosted a Family Day centered around a Children's Talent Show, welcoming more than 200 family members of employees for an energetic and inspiring celebration. The day began with guided factory tours, where children explored the manufacturing processes up close.



The atmosphere truly came alive when the young performers took the stage with music, dance, and theatrical acts. By combining industry, art, and family engagement, SYCC delivered a memorable day that strengthened community bonds and celebrated the next generation growing alongside Burckhardt Compression.

Dear Shareholders,

Burckhardt Compression reinforces its leadership position and delivers strong profitability in a challenging market environment

Fiscal year 2025 unfolded amid geopolitical uncertainties and global market disruptions. Despite these headwinds, we maintained near-record sales thanks to our strong opening order backlog and achieved a new record operating income. This performance underscores the strength of our delivery capabilities and integrated business model. Strategically, we reinforced our leadership position in the global reciprocating compressor market by acquiring ACT to enhance local service capabilities in the USA and by signing an agreement to acquire Fornovo Gas in Italy. Looking ahead, the current market disruptions are delaying the achievement of our Mid-Range guidance of CHF 1.2 bn sales at 12% to 15% operating margin. We remain, however, confident in the positive impact of the prevailing energy megatrends and continue to focus on cost discipline, Service expansion, and innovation.

New equipment market disrupted by global geopolitics and US tariffs

In fiscal year 2025, the global new equipment market was characterized by global disruptions. The announcement of US tariffs on April 2, 2025, led customers to postpone large investment projects, as companies carefully evaluated the potential impact of new

trade dynamics. Despite a visible recovery in the second quarter, the anticipated normalization did not occur in the second half of the fiscal year, and the conflict in the Middle East heightened market uncertainty during the final month of the fiscal year. Amid this backdrop, the Systems Division achieved an order intake of CHF 476.1 mn, representing a 42.3% decrease (–38.2% net of currency translation effects).

Service market stable in local currencies, with strong regional variations

The global service market was also disrupted by global uncertainty from US tariffs and, in the last month of the fiscal year, by the conflict in the Middle East. Many customers delayed the procurement of spare parts and the realization of compressor upgrade projects. On the positive side, our strategy to support customers with their digitalization and sustainability journeys continued to generate additional orders, and the Services Division continued to grow our activities in the Marine segment, supported by our growing installed base. Overall, order intake for the Services Division was 5.4% lower at CHF 308.2 mn. Adjusted for currency translation effects and the ACT acquisition, order intake was down –0.5%.

Stable sales and profitability increase in a challenging market environment; dividend proposal of CHF 18.00

Order intake for the Group reached CHF 784.3 mn, a decrease of 31.9% (respectively –27.2% net of currency translation effects), leading to a normalization of our order backlog, following five years of book-to-bill ratio clearly above 1. Sales were down 3.5% (+1.3% net of currency translation effects), at CHF 1'057.1 mn. Gross profit margin reached 28.8%, up 0.8 percentage points (pp) year-on-year, mainly due to a more favorable product mix in the Systems Division. Research & Development expenses amounted to CHF 29.8 mn (2.8% of sales), at a similar level to the previous year. Selling, marketing, and general administrative expenses amounted to 12.1% of sales, slightly below the previous year in absolute terms, highlighting continued cost discipline and effectiveness of SG&A spend. Other operating income and expenses amounted to CHF –5.8 mn (net), mainly driven by negative FX effects. The consolidated operating income (EBIT) recorded a slight increase of 0.2% to CHF 141.0 mn. The Systems Division increased its EBIT margin by 1.6 pp, achieving double-digit profitability for the first time, whereas the profitability of the Services Division slightly decreased by 0.3 pp, resulting in an overall Group EBIT margin of 13.3%, up from 12.9% in the previous year.



Lower financial expenses compared to the previous year and a lower tax rate of 20.3% resulted in a net income of CHF 110.1 mn, which exceeded the previous year's figure by 4.3%. Accordingly, earnings per share attributable to Burckhardt Compression Holding AG shareholders rose from CHF 31.20 to CHF 32.60.

Value creation was further enhanced, with Return on Net Operating Assets (RONOA) increasing from 32.6% to 40.4%, driven by CAPEX discipline and strong net working capital management. Total equity increased to CHF 361.6 mn (CHF +21.4 mn), while the equity ratio increased to 30.7%.

Based on these results, the Board of Directors will propose to the Annual General Meeting a dividend of CHF 18.00 per share, at the same level as in the previous year. This is within the Group's attractive dividend policy of a 50% to 70% payout ratio.

Ongoing progress in the company's transformation

Our Mid-Range Plan continues to target CHF 1.2 bn in sales and an EBIT margin range of 12% to 15%. It is based on four pillars: strengthening the core business, transforming and building new growth avenues, operational excellence, and further enhancing our business foundations. We continue to make tangible progress across these pillars.

For instance, to strengthen our core business, we acquired and successfully integrated the company ACT to bolster our US-based spare parts manufacturing capabilities. The Services Division has also expanded its global footprint with nine new locations. With focus on transforming and building new growth avenues, we signed the Share Purchase Agreement for Fornovo Gas, a European leader for biogas compression, providing us with a platform for future growth in configured com-

pressors. We have also launched new digital services based on artificial intelligence to proactively identify compressor failures and support customers in implementing predictive maintenance concepts. With regards to operational excellence, we further improved our competitiveness by adapting our structure in Switzerland and growing our Global Service Center in India. To further enhance our business foundations, we reduced our greenhouse gas emission intensity (Scope 1 and 2) by 32% versus the previous year and we are well on track to reach net zero (Scope 1 and 2) in 2035. We also successfully rolled out a new ERP System in a first wave of Service legal entities.

Our people are at the core of our strategy. The high participation rate of 92% in the employee survey and a strong engagement score of 4.2 indicate that we are on the right track with our transformation. Our Lost Time Injury Rate (LTIR) further improved notably to 0.3, reflecting the consistent progress in our safety culture.

Leadership transitions in the Board of Directors and Executive Management

In December 2025, Ton Büchner stepped down as Chairman of the Board of Directors after more than five years of dedicated service, during which he played a key role in strengthening the company's governance, strategic focus and long-term value creation. Jacques Sanche was elected as his successor, ensuring continuity in leadership and deep industry and governance expertise. At the operational level, Rainer Dübi handed over the role of President Services Division to Martin Zingg, who brings long-standing service experience and a strong focus on customer proximity and execution excellence. We would like to thank Ton Büchner and Rainer Dübi for their significant contributions, and

are confident that the new leadership constellation will further support Burckhardt Compression in reaching its ambitions.

Fiscal year 2026 guidance – Sales between CHF 900 - 1'000 mn and EBIT margin around 12%

We entered fiscal year 2026 amid significant global disruptions driven by the ongoing conflict in the Middle East, which could lead certain customers to further defer investment decisions and maintenance activities. However, we remain confident in our strategy and our ability to navigate evolving market conditions. Our robust order backlog, coupled with a solid balance sheet and strong customer relationships, continues to provide a stabilizing foundation. Mitigating actions have been implemented and are underway to adapt to current market conditions. Assuming disruptions in the petrochemical value chain linked to the conflict in the Middle East subside in the first part of the fiscal year 2026, that there is no further escalation in trade disputes, and that macroeconomic conditions remain relatively stable, we expect sales to reach between CHF 900 mn and 1'000 mn at the Group level and an EBIT margin of around 12%. Within the fiscal year, we expect stronger sales in the second half due to the timing of project deliveries. We will continue to actively monitor the macro environment and any potential impact it may have on our business.

Global megatrends underpin our mid-term ambition

Beyond short-term uncertainties, our strategy remains supported by global megatrends. A growing global population, especially the middle class in Asia, drives demand for essential products like fertilizers and poly-



Dr. Jacques Sanche, Chair of the Board of Directors and Fabrice Billard, CEO

mers, triggering investment in energy infrastructure. As demonstrated again by the conflict in the Middle East, ensuring a stable and secure energy supply in an unstable geopolitical landscape requires significant investments in energy storage, gas pipelines, and transportation infrastructure, for example for LNG or LPG. In addition, the Middle East conflict has once again highlighted for energy-importing countries the strategic importance of transitioning to locally sourced energies. We therefore expect significant investment in renewable energy infrastructure in the coming years, including solar panels, biogas and low-carbon fuels. All these applications require compressors. With our ability to

develop innovative solutions in partnership with customers, we stand at the forefront of these developments.

Looking ahead with a clear goal in sight

We remain confident in the positive impact of prevailing megatrends, which continue to underpin the attainment of CHF 1.2 bn in sales and 12% to 15% operating margin over the coming years. However, the business environment has experienced considerable disruptions over the past twelve months, compounded by the strengthening of the Swiss Franc. These factors will continue to affect the market in the coming months and are delay-

ing the achievement of our Mid-Range Plan guidance. We will communicate the revised timing once the market visibility improves.

With this clear goal in sight, we would like to thank our employees around the world who have demonstrated remarkable resilience and dedication in the past fiscal year. Their commitment is instrumental in our ability to adapt to and succeed in the prevailing market conditions. We would also like to thank our customers and shareholders worldwide for their continued trust and support.

Kind regards

Dr. Jacques Sanche,
Chair of the Board of Directors

Fabrice Billard,
CEO

Winterthur, June 4, 2026

Key figures

in CHF mn	2025	2024	Change 2025/2024
Total			
Order intake	784.3	1'151.2	-31.9%
Sales	1'057.1	1'095.6	-3.5%
Operating income (EBIT)	141.0	140.8	0.2%
in % of sales	13.3	12.9	
Net income	110.1	105.6	4.3%
in % of sales	10.4	9.6	
Return on net operating assets (RONOA) in %	40.4	32.6	
Systems Division			
Order intake	476.1	825.4	-42.3%
Sales	738.6	748.8	-1.4%
Operating income (EBIT)	79.2	67.9	16.6%
in % of sales	10.7	9.1	
Services Division			
Order intake	308.2	325.8	-5.4%
Sales	318.5	346.8	-8.2%
Operating income (EBIT)	77.7	85.7	-9.3%
in % of sales	24.4	24.7	
Balance sheet			
Balance sheet total	1'176.6	1'167.3	0.8%
Shareholders' equity in %	30.7	29.1	
Net financial position	110.8	69.6	

in CHF mn	2025	2024	Change 2025/2024
Share			
Net income per share (in CHF)	32.60	31.20	4.5%
Dividend per share (in CHF)	18.00	18.00	-
Payout ratio in % of net income	55.2	57.7	
Market capitalization	1'604.8	2'016.2	-20.4%
Employees			
Employees as per end of fiscal year (FTE)	3'305	3'336	-0.9%
Turnover rate in %	10.1	11.1	
Average company affiliation (years)	8.5	8.1	6.1%
Environment			
Energy use (MWh)	49'153	52'566	-6.5%
Greenhouse gas emissions Scope 1 (tCO2e)	3'022	4'170	-27.5%
Greenhouse gas emissions Scope 2 (tCO2e)	4'888	7'551	-35.3%
Water (m3)	75'414	65'297	15.5%

Megatrends driving growth in Burckhardt Compression's markets

Burckhardt Compression operates at the heart of critical industries, supporting energy and infrastructure worldwide. Three key megatrends – growing global population, energy security and energy transition – are shaping the future of our markets, driving mid- and long-term demand for our compression solutions.

Growing global population: rising demand for essential products

A growing global population brings increased demand for chemical products, such as fertilizers, which are vital for food production. Simultaneously, the need for plastics and industrial gases is rising, driven by expanding industries such as automotive, construction, and healthcare. The surge in global trade drives the demand for shipping, packaging, and fuels, all of which require reliable compression technologies. Additionally, rising energy consumption worldwide necessitates continuous investment in energy infrastructure to meet demand efficiently and sustainably.

Energy security: strengthening infrastructure to transport energy

Ensuring stable and secure energy supply in a rapidly evolving geopolitical landscape requires significant investment in energy storage, gas pipelines, and transportation infrastructure. Countries and industries are developing liquefied natural gas (LNG), liquefied petro-

leum gas (LPG), and green ammonia supply chains, driving the need for advanced compression solutions for storage, transportation, and distribution. Our expertise plays a crucial role in supporting these developments, enabling the safe and efficient movement of energy across global markets.

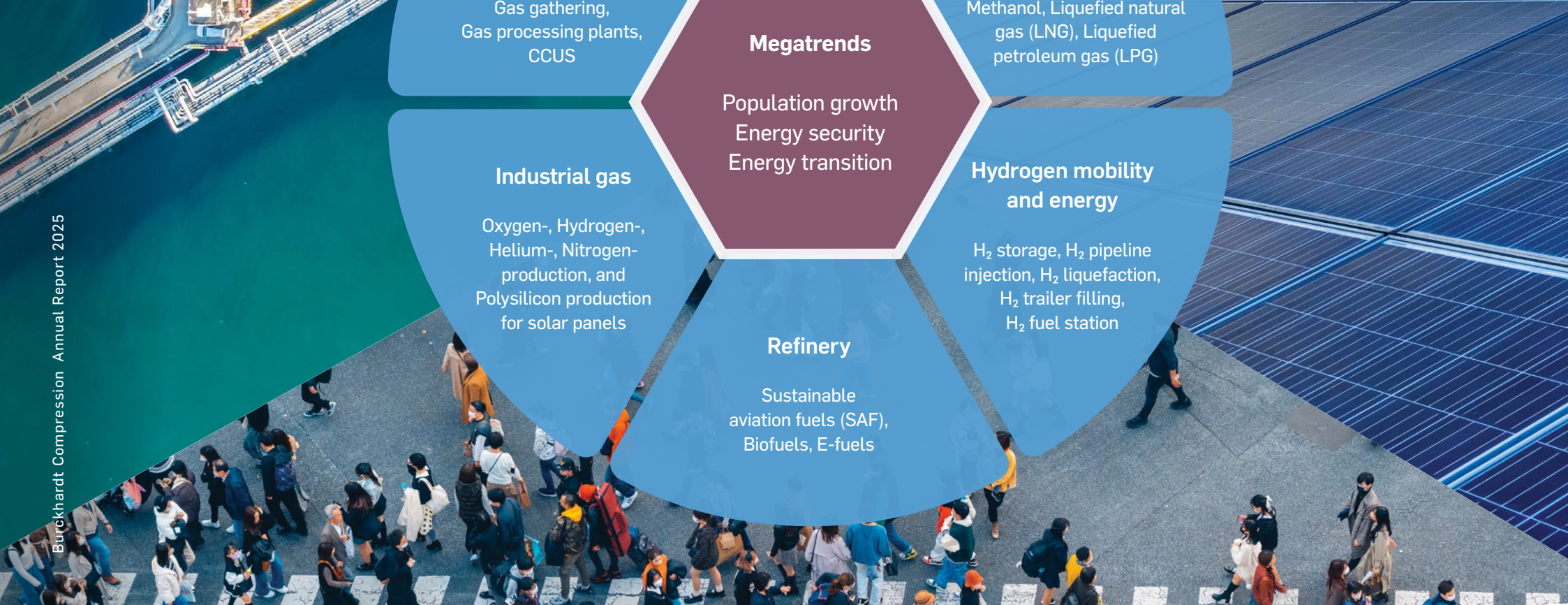
Energy transition: enabling the transformation to a low-carbon economy

The shift towards cleaner energy sources is accelerating, with natural gas increasing its share in the energy mix versus coal and oil due to its lower carbon footprint. At the same time, investments in renewable energy infrastructure — including solar, sustainable aviation fuels (SAF), biogas, green hydrogen, and green ammonia — are expanding, requiring advanced compression technologies to facilitate production, storage, and transport. Additionally, carbon capture, utilization and storage (CCUS) is emerging as a tool in reducing industrial emissions. Burckhardt Compression also supports modernization and efficiency upgrades of existing ener-

gy infrastructure, helping customers lower energy consumption, reduce gas leaks, and minimize CO₂ emissions.

Partnering for a sustainable future

As these megatrends reshape global industries, Burckhardt Compression is well-positioned to provide innovative, efficient, and reliable compression solutions that support essential industries and drive the transition to a more secure and sustainable energy future. Our expertise, global reach, and commitment to technological excellence make us a trusted partner in developing new solutions with customers.



We create leading compression solutions for a sustainable energy future

We are active in markets supporting world's megatrends: Population growth, energy security and energy transition. Our strategy is based on focus, innovation and on an integrated business model with two divisions.

Overview

Our strategy process is based on a Mid-Range Plan, which is defined every five years and reviewed annually. In November 2022, we communicated our Mid-Range Plan for fiscal years 2023 to 2027, together with our purpose: "We create leading compression solutions for a sustainable energy future."

Our purpose is the guiding star for our Mid-Range Plan and provides the basis for our culture, together with our values and behaviors. On our journey towards this purpose, we continue to build an organization that is customer-oriented, passionate, performance-driven, and mindful of its responsibilities towards the environment and society at large.

Our Mid-Range Plan targets CHF 1.2 bn in sales and an operating profit margin in a range of 12% to 15%. While these targets remain underpinned by strong long-term market fundamentals and global megatrends, the current business environment has experienced significant disruption leading to the postponement of large projects. Amid this backdrop, the timeline

for achieving the Mid-Range Plan guidance has been delayed. We remain well positioned to capture potential market upside should conditions normalize more quickly than expected or the energy transition accelerate beyond our current assumptions.

The basis of our strategy is a continued focus on reciprocating compressors and related services in our core segments. We aim to remain the global market leader for new equipment in this field by further developing our product portfolio and securing strong positions in each application where we play. In services, we aim to reinforce our position by expanding our global presence, developing our capabilities, and offering innovative solutions that support customers in their digitalization and sustainability journeys.

With our leading compression solutions, we are competitively positioned in markets that are transforming to ensure energy security and enable the energy transition. Supported by these transformations and continued global population growth, we expect our markets to grow over the mid term. While short-term

developments remain difficult to predict, the world will continue to require more gases — and therefore more compressors.

Focus

Our success lies in our focus on reciprocating compressors and services

Purpose, values and behaviors: the basis for our daily decisions and actions

Along with our purpose, our four values "Partnership", "Passion", "Performance" and "Responsibility" determine our daily decisions and actions. We focus on teamwork and act as "one" company. We are entrepreneurs with a strategic mindset, and act decisively with a focus on operational excellence and innovation. We love what we do and inspire others with the aim of creating a more sustainable energy future for the world. At the heart of it all, we keep ourselves, partners, suppliers, and customers safe. We foster an inclusive environment where everyone can reach their potential and where integrity and reliability are the basis for the trust we enjoy among our colleagues, customers, partners, and suppliers.

Sustainability

and innovation at the core of our strategy

Core elements in our strategy: sustainability and innovation

Sustainability sits at the core of our strategy, with implications on target markets, R&D projects, capital investments, operational KPIs and long-term incentive plans for management. We aim, in particular, to achieve 40% of our order intake from applications that support the world's energy transition and to reduce our greenhouse gas emission intensity for Scope 1 and 2 by 50% compared to fiscal year 2021 until fiscal year 2027. Acknowledging the scale and urgency of combating climate change, we have developed a long-term commitment and roadmap to become operational net-zero for our Scope 1 and 2 emissions by 2035. Achieving these goals is supported by the integration of sustainability into our operational excellence activities and by continuous investments in innovation and digitalization.

Innovation is also an essential thrust in our strategy, especially to develop new markets in our Systems Division and to differentiate ourselves in our Services Division. With our continued investment in R&D in a range from 2.5% to 3.0% of sales, we aim to drive technological advancements to support the world's megatrends and gain market share.

Further achievements in the implementation of our strategy

Our strategy is structured along four pillars: strengthening our core business, focusing on operational excellence, transforming and building new growth avenues, and enhancing our business foundations. A few examples of our progress in fiscal year 2025 are listed below.

Strengthening our core business

In fiscal year 2025, we further strengthened our core business across Systems and Services by advancing partial localization for Hyper Compressors in China, intensifying sales coverage in key regions, expanding the Marine product offering, and strengthening the Services footprint through the acquisition of Advanced Compressor Technology (ACT) in the United States and the opening of new Service Centers in North America, Latin America, Japan, and an authorized Service Center in Vietnam.

R&D

We invest 2.5% to 3.0% of sales in R&D to drive technological advancements to support the world's megatrends and gain market share

Improving operational excellence

We continued to improve operational excellence through the further improvement of our quality pro-

cesses and methods to analyze non-conformity reports. We also progressed in the implementation of the Fit4Growth program in Switzerland and in value engineering initiatives delivering product cost reductions. Our bearing manufacturing site in France was expanded and modernized. In China, the localization of compressors and parts continues with the goal continues to meet the requirements of the local market. In India, a land has been acquired for a new factory, a new global component production center is under construction, and our Global Service Center provides additional competitive engineering, IT and administrative services globally.

Transforming and building new growth avenues

We progressed in transforming and building new growth avenues in the Systems division by strongly growing our presence in sustainable aviation fuel (SAF) applications. We also secured first reference projects for our new compressor platform for LNG tankers, and for ammonia bunker ships. In the Services Division, we recorded first orders for newly launched digital products such as UP! Insight and UP! Detect, launched the Predictive Intelligence module with PROGNOST® NT, expanded BC ACTIVATE to include energy efficiency and safety consulting, and broadened our geographical coverage.

Enhancing our business foundations

In this reporting period, we further enhanced our business foundations by rolling out enhanced global safety standards, reinforcing process ownership and management, continuing our ERP roll-out in the Services Division, and initiating mental health programs at selected locations to support employee well being. We also re-

duced our GHG emissions intensity by 32% and remain well on track to achieve our net-zero ambition for scope 1 and 2 in 2035.

“In 2025, we reduced our GHG emission intensity by 32%”

Integrated business model

Compressors function as critical components of a larger system with an average lifespan of 40 years or more, so it is vital to have the support of a long-term-oriented organization that offers expertise in all aspects, with highly trained employees. Our two divisions, Systems and Services, cooperate closely and cover the entire life cycle of reciprocating compressor systems. Customers are supported throughout the whole lifecycle of their systems by a wide range of products and services,

from project definition, project execution, systems installation and commissioning, ongoing service, and spare parts through to the complete overhaul of their system or even its conversion for a new purpose. The table below shows the entire life cycle of a compressor project and displays the interaction between the two divisions in the different project phases, which is now supported by our newly added digital products and services

Life cycle of a typical project

Duration	1-3 years	10-22 months	1-12 months	1-2 months	2 years (avg)	40 years (avg)
Phase	Evaluation and start of construction	Engineering and manufacturing of compressor system	Compressor installation	Compressor start-up	Warranty period	Post-warranty
Decisionmaker	End customer/ EPC/licensor	End customer/ EPC			End customer	
Project progression	Decision to build plant and purchase order	Compressor shipped and transfer of ownership		Product acceptance		Repair and maintenance; structural machine build
Division in charge	Systems Division				Services Division	

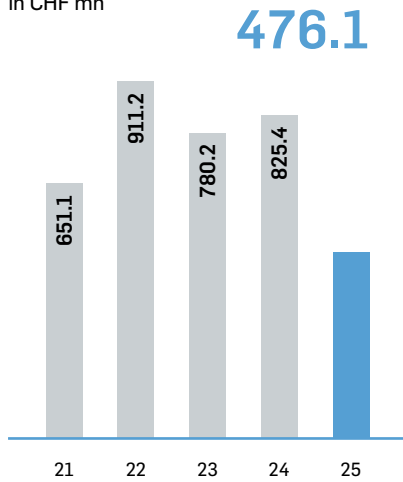
■ Systems Division
 ■ Services Division



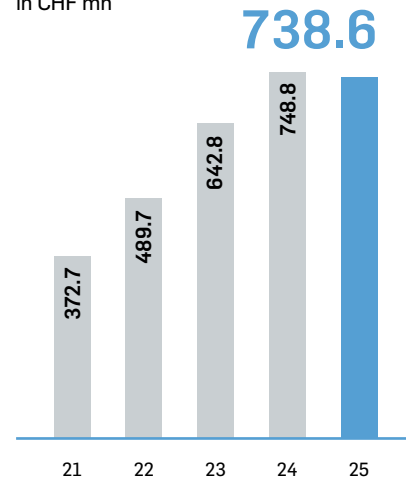
Systems Division

Systems Division: key figures

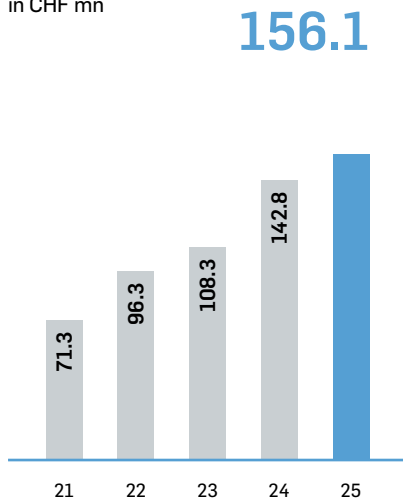
Order intake
in CHF mn



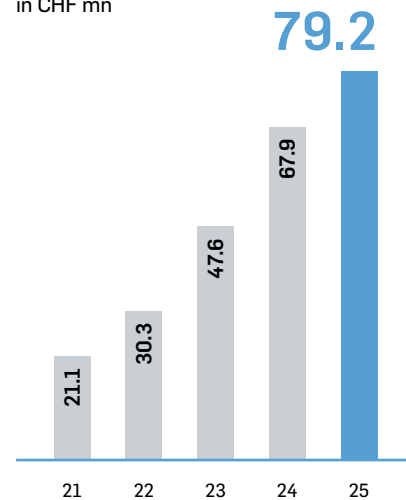
Sales
in CHF mn



Gross profit
in CHF mn



Operating income (EBIT)
in CHF mn



1'000 machines
assembled
worldwide

in CHF '000	2025	2024	Change 2025/2024
Order intake	476.1	825.4	-42.3%
Sales	738.6	748.8	-1.4%
Gross profit	156.1	142.8	9.3%
in % of sales	21.1	19.1	
EBIT	79.2	67.9	16.6%
in % of sales	10.7	9.1	

Systems Division: overview FY 2025

The market environment was challenging throughout the entire fiscal year. Investments were delayed by customers due to geopolitical tensions, tariff-related uncertainties, foreign-exchange fluctuations, and the ongoing conflict in the Middle East. This led to lower order levels and increased competitive pressure across many markets.

As a consequence, order intake was clearly below the prior-year level, but the Systems Division succeeded in protecting its stronghold market segments and increasing its market share.

Financials

The Systems Division reported order intake of CHF 476.1 mn, down 42.3% compared with the prior year (-38.2% at constant exchange rates), reflecting heightened market uncertainty, mainly driven by US tariff developments and the Middle East conflict. On the back of the strong order intake achieved in previous years, sales remained broadly stable at CHF 738.6 mn, down 1.4% year-on-year (+2.9% at constant exchange rates), supported by continued strong operational delivery of the order backlog. Gross profit increased by 9.3% to CHF 156.1 mn, corresponding to a gross margin of 21.1% (prior year: 19.1%), mainly driven by a favorable product mix and the high-capacity utilization in all manufacturing and assembly sites. EBIT rose by 16.6% to CHF 79.2 mn, resulting in an EBIT margin of 10.7% (prior year: 9.1%), supported by the higher gross margin and strict cost management on selling and marketing,

as well as general administrative expenses. This marks the first double-digit EBIT margin since the creation of the Systems Division in 2016.

Market developments

In fiscal year 2025, the global Systems market was characterized by uncertainty and deferrals of new project decisions. The announcement of US tariffs on April 2, 2025, led customers to postpone large investment projects, as companies carefully evaluated the potential impact of new trade dynamics. Despite a visible recovery in the second quarter, the anticipated normalization did not occur in the second half of the year, and the conflict in the Middle East heightened market uncertainty during the final month of the fiscal year, traditionally the company's strongest period. As a result, order intake declined by 42.3% compared to the previous year. Despite this contraction, the division maintained its market share and further expanded its position in focus segments.

Petrochemical and chemical industry

The petrochemical and chemical segment experienced a pronounced downcycle, marked by global oversupply, uncertainty, and muted economic growth. Producers, particularly in Europe and parts of Asia, faced sustained pressure from elevated energy costs, overcapacity, weak margins and ongoing trade tensions. As a consequence, they delayed final investment decisions in their projects. Despite these challenges, Burckhardt Compression maintained a high market share in this segment, supported by its strong market position and proven technical solutions. While LDPE and EVA projects declined significantly compared to previous years, order intake in other applications remained resilient.

Market softness in China had a noticeable impact, but this was partly offset by increased project activity in India, underlining the benefits of Burckhardt Compression's diversified global footprint.

Gas transport and storage

The Gas Transport and Storage market also experienced an overall contraction in global project volumes, but with marked differences between applications. Demand for compressor solutions for new LNG tankers continued at a robust level, reflecting the ongoing importance of LNG in global energy supply chains. LNG-fueled ship applications also remained stable, while LPG vessel activity declined following the exceptionally strong prior year.

Despite the challenging market environment, Burckhardt Compression further increased its market share in this segment. The division strengthened its leading position in compressor solutions for LPG tankers and high-pressure LNG tankers and reinforced its presence in LNG-fueled vessels. In addition, Burckhardt Compression won important projects for several LNG and ammonia onshore terminals in the Middle East and in Asia, underlining its strong positioning across the gas transport and storage value chain.

Hydrogen mobility and energy

The Hydrogen Mobility and Energy (HME) market stabilized at a lower level. Persisting geopolitical uncertainties and elevated electricity prices continued to weigh on market dynamics. Burckhardt Compression remains among the leading pioneers in the development of state-of-the-art hydrogen compression solutions for new applications and secured several reference projects in hydrogen storage, trailer-filling, hydrogen liq-

uefaction, and green methanol. The division will continue its innovation efforts and advance new products for technically demanding applications, including high-pressure, high-capacity, and oil-free hydrogen compressors.

Industrial gas

The Systems Division remains well positioned in applications used in polysilicon production for the solar panel industry. However, the polysilicon market in China is currently experiencing a severe downturn due to significant global overcapacity. Other traditional applications remained stable.

Refinery

The traditional refinery market remained subdued, with many planned projects delayed in extended study and financial approval phases. Capacity additions are expected in the coming years, primarily in Southeast Asia, India, China, and the Middle East. On the positive side, investment momentum increased in sustainable aviation fuels (SAF) and the Division won several reference projects in Europe and China. Continued airline decarbonization commitments and sustained government policies are supporting SAF to develop into a dynamic growth segment.

Gas gathering and processing

Traditional gas gathering and processing applications remain an area of focus, with continued interest across the EMEA region and a solid pipeline of upcoming projects. Burckhardt Compression's solutions for biogas applications are well positioned in markets such as India and are expanding into other key developing countries.

Infrastructure and capacity

During the reporting year, output across the global manufacturing network increased significantly, with 1'000 compressors assembled worldwide, a new company milestone. This increase was achieved in existing factory infrastructure, reflecting improved utilization, greater operational efficiency, and the effectiveness of measures implemented along the value chain.

The strategic initiative to implement a new Make-or-Buy strategy in Switzerland was continued, with increased outsourcing to selected strategic partners. In India, an important milestone was reached with the purchase of land for a new manufacturing facility, laying the foundation for future capacity expansion to meet future domestic and global demand. The Global Service Center in India continued its growth, increasing headcount from 230 to 295 employees, further strengthening global engineering, IT, and administrative service capabilities.

Research and development

During the past fiscal year, Research & Development activities were primarily focused on the development of new solutions for the Marine segment. A major achievement was the launch of a new fuel gas management compressor system for LNG carriers, based on the Systems Division's latest product platform and designed to enhance efficiency and operational reliability. In addition, Burckhardt Compression initiated the development of the next generation, future-fuel-ready boil-off gas compressor for the merchant shipping market, with a focus on improved efficiency and optimized life-cycle cost. Complementing these product developments, the company strengthened its technological capabilities by investing in an in-house state-of-the-art

additive manufacturing machine. This supports further progress in manufacturing technologies and provides an additional basis for breakthrough innovation.

Outlook

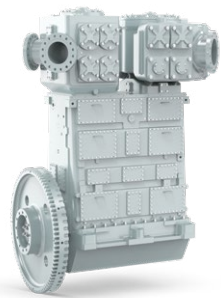
The Systems Division enters fiscal year 2026 in an environment marked by ongoing geopolitical uncertainty and cautious customer sentiment. Continued implications from the Middle East conflict, unresolved trade policy risks, and broader macroeconomic headwinds may still lead to the postponement of investment decisions, particularly in the first part of the year.

At the same time, the division benefits from a robust order backlog, strong customer relationships, and a well-diversified application and regional portfolio, providing a solid degree of resilience. Assuming a gradual stabilization of geopolitical and trade-related conditions, market activity is expected to recover in the second part of fiscal year 2026.

Over the longer term, global megatrends such as energy security, population growth, and the energy transition continue to underpin demand for compression solutions. Against this backdrop, the Systems Division will focus on increasing market share, selectively expanding its addressable markets, and strengthening operational excellence across its global footprint.

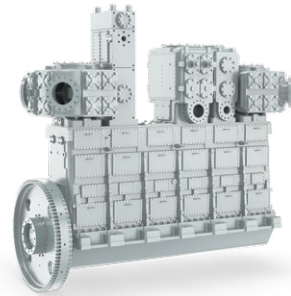
Our compression solutions

Our reciprocating compressors lie at the heart of our customers' processes. Burckhardt Compression's advanced technology ensures excellent reliability and low lifecycle costs.



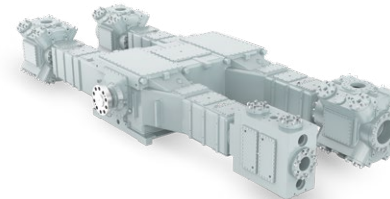
Laby® – Labyrinth Piston Compressors

The Labyrinth Piston Compressor is unique with its exceptional level of reliability and availability. The special labyrinth sealing on the piston and piston rod gland enables a completely oil-free and contactless gas compression. This prevents piston ring debris from contaminating the gas as well as friction-induced hot spots. The result is a longer service life, which has a positive impact on overall reliability and operating costs. The Laby® Compressor is designed to compress bone-dry, dirty, abrasive, and other gases. The gas-tight and pressure-resistant casing reduces gas emissions and losses to the environment to virtually zero. The Laby® Compressor easily manages the compression of LNG boil-off gas at suction temperatures down to $-160\text{ }^{\circ}\text{C}$ ($-250\text{ }^{\circ}\text{F}$).



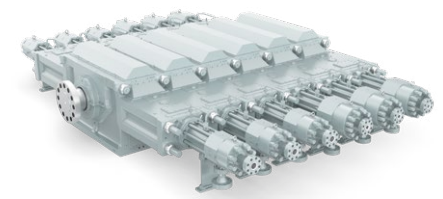
Laby®-GI Compressors

The Laby®-GI Compressor is mainly used in handling LNG boil-off gas on LNG carriers and Floating Storage and Regasification Unit (FSRU). It has a fully balanced design that eliminates unbalanced moments and forces, so it can be used on offshore vessels and installations where strict guidelines on maximum allowable vibration levels on deck structures must be observed. The unique combination of labyrinth seal design and tri-dand-tested ring seal technology makes Laby®-GI Compressors the solution of choice for both lowtemperature and high-pressure applications. The proven technology guarantees maximum efficiency and lowest lifecycle costs without any gas slippages.



Process Gas Compressors per API 618

We have many years of experience in hydrogen compression systems for the refining and industrial gas industry, and we offer advanced compression solutions for hydrogen mobility and energy applications. We provide both non-lubricated and lubricated Process Gas Compressors, available in horizontal and vertical arrangements. These compressors are designed for mid or high-pressure compression of hydrogen, hydrocarbons, and corrosive gases. Our Process Gas Compressors are synonymous with unrivaled availability and long operating lives. Optimal sizing and the use of top-quality compressor components and materials ensure low operating and maintenance costs.

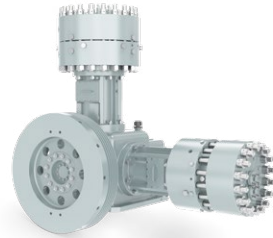


Hyper Compressors

We are the world market leader for Hyper Compressors. The Hyper Compressor is a high-pressure reciprocating compressor for low-density polyethylene (LDPE) and ethylene-vinyl acetate (EVA) plants with a discharge pressure of up to 3'500 bar. We have established an outstanding track record with over 70 years of experience in building this type of compressor. It is characterized by a long operational life and high safety standards, which can be traced to its unique construction design and our global one-stop maintenance and service capabilities. The most powerful compressor in the world, driven by a 33 MW electric motor and compression capacity of 400'000 tons of ethylene a year, was built by us in 2016.

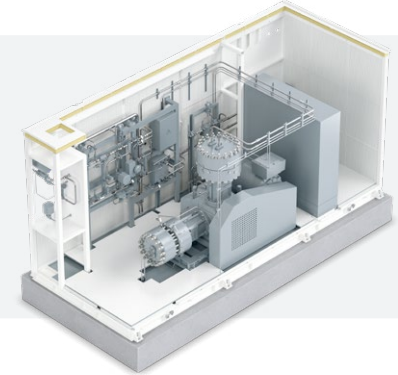
Diaphragm Compressors

Diaphragm Compressors compress gas by means of a flexible membrane. These membranes are usually metallic, used for smaller gas flows at high pressure. The advantage of this technology is that the compressor is technically leakage free during compression and enables very high levels of gas purity. Our Diaphragm Compressors are used for hydrogen fueling and trailer filling stations maintaining fuel cell grade purity during compression.



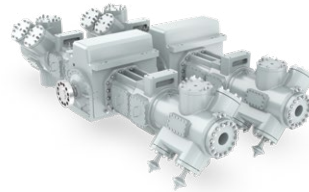
Compressor systems and packages

Beyond the compressor itself, we engineer the complete system in-house to customers' specifications and use proven and qualified suppliers. We work together with our customers' teams to make every project a success for their business.

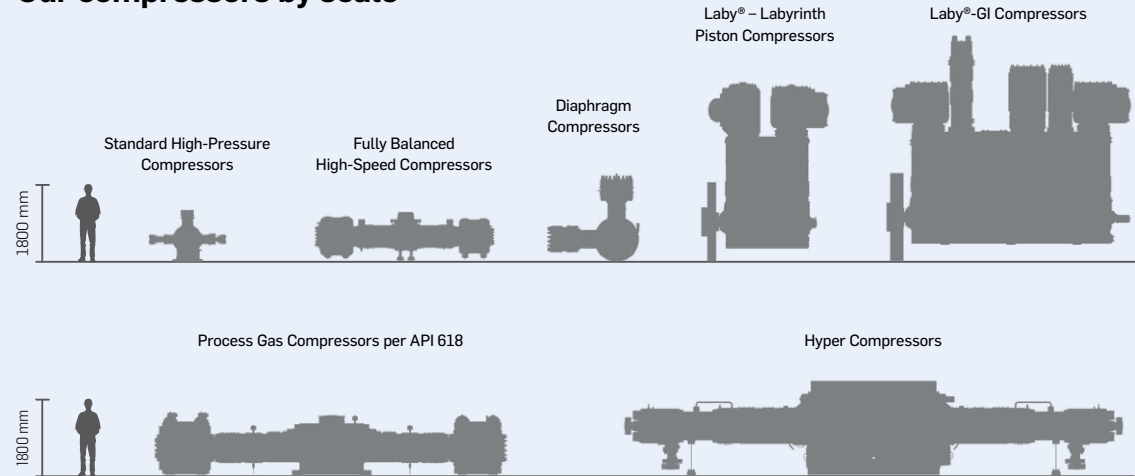


Fully Balanced High-Speed Compressors

High-Speed Compressors belong to our range of Process Gas Compressors featuring shorter strokes and higher rotational speeds. These compressor systems are used for natural gas processing and transport applications. They are fully balanced to eliminate vibrations, ensuring stability without the need for special foundations.



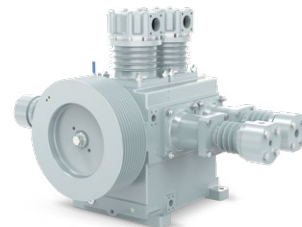
Our compressors by scale



Note: Each compressor is available in different sizes depending on customer requirements. The illustration above provides an average scale comparison between the different compressor types.

Standard High-Pressure Compressors

Our Standard High-Pressure Compressors are reciprocating compressors with a compact design and low weight. They are delivered skid-mounted with structural supports that dampen vibration, so there is no need for a special foundation. The air and water-cooled compressors are used to compress air, hydrogen, nitrogen, helium, argon, natural gas, and other non-corrosive gases and gas mixtures at land facilities and on ships.



Our compressor portfolio





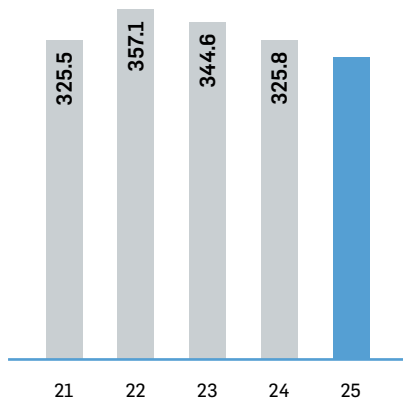
Services Division

Services Division: key figures

Order intake

in CHF mn

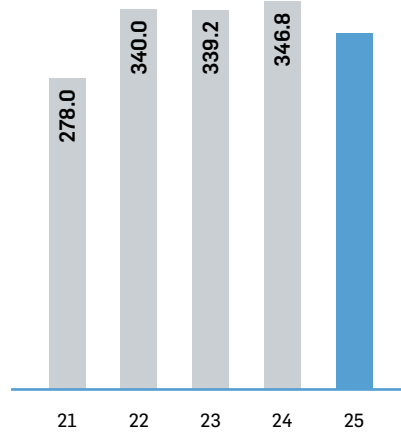
308.2



Sales

in CHF mn

318.5

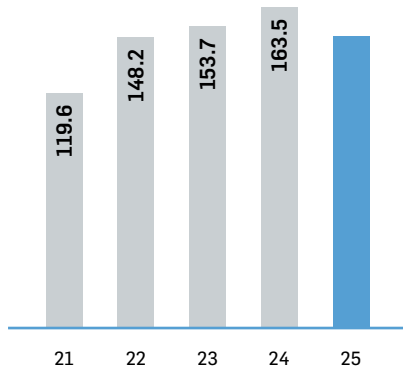


9 new service locations opened globally

Gross profit

in CHF mn

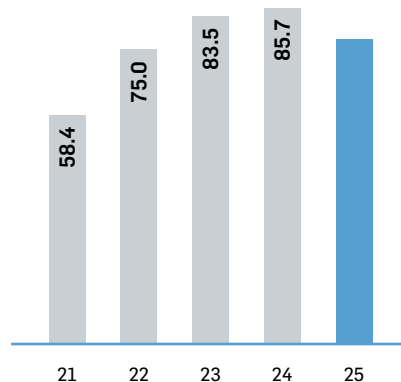
148.9



Operating income (EBIT)

in CHF mn

77.7



in CHF '000	2025	2024	Change 2025/2024
Order intake	308.2	325.8	-5.4%
Sales	318.5	346.8	-8.2%
Gross profit	148.9	163.5	-8.9%
in % of sales	46.7	47.1	
EBIT	77.7	85.7	-9.3%
in % of sales	24.4	24.7	

Services Division: overview FY 2025

The market environment for the Services Division was challenging during fiscal year 2025. Geopolitical uncertainty, including the impact of US tariff developments and, toward the end of the fiscal year, the conflict in the Middle East, led many customers to adopt a cautious stance. As a result, maintenance activities, spare parts procurement, and upgrade decisions were postponed across several markets, particularly in the petrochemical and chemical sectors.

Against this backdrop, order intake declined compared with the prior year. Nevertheless, the Services Division continued to benefit from its expanding installed base, resilient demand in selected service segments such as marine applications, and the growing relevance of digital and sustainability-related service offerings.

Financials

Challenging global economic conditions, including a significant appreciation of the Swiss Franc, continued to have a considerable impact. Order intake for the Services Division declined by 5.4% to CHF 308.2 mn (–0.5% at constant exchange rates and net of ACT acquisition). Sales decreased by 8.2% to CHF 318.5 mn (down 2.0% at constant exchange rates), reflecting the lower order intake toward the end of fiscal year 2024 and throughout fiscal year 2025. Gross margin remained broadly stable year on year at 46.7%, compared to 47.1% in the prior year. As a result, gross profit amounted to CHF 148.9 mn, down 8.9%, mainly due to lower sales vol-

umes and reduced capacity utilization at certain locations.

The decrease in gross profit was partially offset by lower selling and marketing expenses, as well as reduced general administrative, research and development, and other operating expenses. Consequently, EBIT amounted to CHF 77.7 mn, representing a year-on-year decrease of 9.3%. The EBIT margin stood at 24.4%, 0.3 pp below the prior year.

Market developments

In fiscal year 2025, business performance was influenced by economic volatility in several markets and the impact of US tariff policies. Many customers postponed maintenance and reduced investment budgets, particularly in the petrochemical and chemical sectors. While the Americas showed growth supported by LNG activity, Asia-Pacific faced weaker petrochemical demand due to some overcapacity and intensified local competition. Europe was affected by multiple plant decommissionings and overall weak economic conditions, partly offset by a solid marine sector. In the Middle East, geopolitical instability throughout the year and potentially conflict in Middle east in March 2026 negatively influenced our customers' spending, whereas Africa developed very positively. Overall, the Services Division continued to leverage the growing installed base and maintained steady development across the marine market.

Component solutions

Spare parts growth continued in volume throughout the year, driven by our expanding installed base, an increasing number of service agreements and shorter lead times. To further enhance efficiency, we strength-

ened our Sales & Operations Planning (S&OP) process, improving the alignment between market demand and production capabilities. Our spare parts business also benefited from the newly upgraded myFleet customer portal, which now provides customers with improved transparency, easier ordering processes and faster access to spare parts information.

Service solutions

Throughout the year, customers' interest in upgrading existing compressors remained steady, supported by a continued focus on lowering emissions and increasing efficiency across the full equipment lifecycle. Our compressor assessment program, BC ACTIVATE, continued to support this trend and gained further momentum with new features such as precise emission saving calculations and leveraging real-time monitoring data. With the ongoing rollout of advanced functionalities, BC ACTIVATE is expected to become an important growth driver in the coming years. In parallel, we intensified our efforts to help customers reduce leakages and minimize flaring of gas.

To remain close to our customers, the division expanded its global footprint by opening new Service Centers in Brazil, Canada, Japan, and three locations across the United States. We launched an authorized Service Center in Vietnam, operated by one of our agents. At the same time, persistent economic challenges in Turkey, led to the difficult decision to close our legal entity in that country.

Digital solutions

Digital technologies have become a cornerstone of modern compressor service strategies. By combining decades of OEM expertise with advanced data analytics

and cloud-based solutions, we enable operators to evolve from reactive, time-based maintenance toward predictive, insight-driven asset management. As a first mover in the compression market, the division launched a new module of the PROGNOST®-NT condition monitoring system, empowering operators with predictions of the remaining useful lifetime of key components based on artificial intelligence. Our cloud-based platforms UP! Insight and UP! Detect were successfully introduced to the market and are now operating at multiple customer sites across industries and regions. With the integration of additional pressure and proximity sensors, UP! Detect can now identify an even wider range of potential deviations.

Partnership solutions

Customers' ongoing need for professional support of their fleet management drove stable demand across the year, and the renewal of several long-term service agreements confirmed their trust in our collaborative service approach. The division strengthened this further with the introduction of a performance-based module that makes equipment availability measurable, transparent and jointly ensured.

Technical support

Highly skilled and professional field service technicians are essential to install compressors and support customers daily. With about 400 Field Service Representatives globally, the Services Division is ready to cover customer needs in a timely manner. This activity benefited from the growing number of new compressor systems being installed and from the new service set-ups worldwide. Through the acquisition of ACT we strengthened our local technical support in the US.

Customer satisfaction

Our annual Voice of Customer survey again gathered over 1'000 responses, including tailored insights for 15 companies. The results show stable performance, demonstrating resilience in a challenging market. We actively use these insights to enrich customer conversations and drive targeted improvements throughout the year.

Infrastructure and capacity

The division expanded its global infrastructure to strengthen regional support. Five new Service Centers in the Americas broaden our footprint, two of which stem from the acquisition of Advanced Compressor Technology in the US. In India, expansion in Vadodara continues toward a relocation of our service set-up in 2026. In China, we are investing in local component manufacturing and repair, while in the Middle East we advanced local cabinets assembly for monitoring systems. Finally, investments were made into global platforms such as CRM and ERP solutions.

Research and development

The energy transition remains a core priority for us and our customers, even in today's challenging global market environment. This year, we advanced several initiatives that strengthen our position as an innovation partner.

A key milestone was the development of our new CO₂ calculator tool, which enables customers to quantify their energy and emission-saving potential. Already in its test phase, pilot customers benefited from targeted recommendations to optimize their systems. The tool will also complement our BC ACTIVATE assessments, where we extended the scope to include safety

recommendations and further enhanced Level 2 through the integration of digital data.

Additional progress was achieved with PROGNOST®-NT "predictive intelligence", featuring new algorithms for vibration-based monitoring, as well as the continued development of UP! Detect with expanded features. Furthermore, we successfully produced our first additively manufactured parts and began exploring their application with pilot customers, opening new opportunities thanks to the significantly faster delivery compared to conventional production.

Outlook

Despite ongoing geopolitical uncertainties and the repercussions of the Middle East conflict, the Services Division expects resilient demand across its markets in the medium term. The steadily growing installed base continues to generate structural demand for spare parts, maintenance, upgrades, and digital services.

Key growth drivers include rising LNG trade, an expanding marine carrier fleet, and customers' continued focus on reliability, uptime, and emissions reduction across the compressor lifecycle. Refineries and chemical producers are expected to maintain a strong emphasis on maintenance services, while energy-transition-related upgrades and digital solutions further support demand.

Looking ahead, the division will prioritize strengthening its core business through optimized spare parts strategies, enhanced service concepts, and a scaled marine offering. Operational excellence will be driven by the global service footprint, reinforced field service and repair capabilities, and the full integration of ACT, while continuing to advance sustainability and safety objectives.

Our services

We offer the full range of services for compressors and auxiliaries throughout the entire lifecycle – regardless of brand or challenge.

Component solutions

Compressor components such as valves, seals, and packings are wear parts. Their durability determines the meantime between service intervals, operational availability, and the overall lifecycle costs of reciprocating compressors. Our capital parts are crucial for the reliable performance of your compressor system. As an original equipment manufacturer (OEM), we design and manufacture components in-house for our own equipment but also for third-party compressors. By maintaining control of the manufacturing process, we ensure their ultimate reliability and the optimal operation of compressor systems. Our original spare parts are backed by our full warranty.

Our knowledge and engineering expertise enable us to fully refurbish worn parts to as-new condition. Customers requiring replacement parts for compressors that are no longer supported by the OEM or need a performance upgrade, can turn to our reverse engineering capabilities. We also look beyond the compressor and offer services for auxiliaries and even pumps in the marine business.

Through our patented Redura® range we offer optimized sealing solutions for any brand of reciprocating compressor to improve efficiency and reduce emissions. Our research and development teams are constantly improving their design, materials, and technology.



Service solutions

We understand that the reliability, availability and cost-effectiveness of reciprocating compressor systems, and their compliance with environmental and emission regulations, are crucial for operators. Burckhardt Compression offers sound advice across all these areas and customers benefit from our global presence with over 40 Service Centers worldwide. We offer a one-stop shop that encompasses the complete compressor lifecycle combining our digital, engineering, and project management skills. Our monitoring, measurement, and analysis tools can identify issues, while our engineering experts deliver the solutions that our customers need.

To keep compressors running smoothly and to minimize the chance of unexpected failure, we prepare tailored preventive maintenance programs for our customers. In the case of outdated equipment that no longer complies with the latest regulatory standards, we deliver full-scope compressor revamps and upgrades. This includes the possibility of reducing gas leakage and energy usage by, for example, upgrading the compressor's sealing system or installing emission management panels. Our BC ACTIVATE holistic compressor assessment enables customers to identify optimization opportunities. Through the utilization of advanced measurement and analysis techniques, combined with our expert knowledge, we can address any type of reciprocating compressor. We will then offer the right range of services that will significantly improve the performance, efficiency, and overall sustainability aspects of the compressor.





Digital solutions

Reliable condition monitoring and diagnostic systems for reciprocating compressors and equipment are effective tools for enhancing workplace safety and prolonging the service intervals of a compressor system. By employing our digital products and services, customers can boost the performance, reliability, and efficiency of their machinery, guaranteeing maximum uptime, smooth operations, and cost savings. We offer a comprehensive range of digital solutions, from the comprehensive PROGNOST®-NT system with full-spectrum analysis and emergency shutdown function to our latest cloud-based monitoring solutions, UP! Insight and UP! Detect, designed to bring fleet diagnostics to the next level with artificial intelligence.

The customer portal myFleet is the single point of entry for our customers. Through myFleet, they can access all relevant information from installation details to spare part orders as well as maintenance and monitoring services.

Partnership solutions

Our partnership solutions and agreements enable our customers to focus on their business by delegating part of their compressor fleet management to us. We reduce administration, conduct planning, optimize operations, extend compressor service life, and maximize value as part of a unified, global service offering. Beyond that, we ensure seamless collaboration with like-minded experts who understand the unique requirements of the equipment and industry. We offer everything from basic terms and conditions to comprehensive long-term service agreements. Most importantly, a partnership thrives on regular communication and feedback. Therefore, we conduct joint performance reviews with a structured approach based on the Voice of Customer concept to continuously improve the cooperation with our customers. To provide our customers with more autonomy in managing their compressor operations, our experienced trainers offer trainings at the client's site or at several specialized training centers around the world.



Technical support

Our expertise in reciprocating compressors for any brand and model enables us to deliver a unique technical support offering. Regardless of our customer's industry or application, our experts provide global technical support, including a 24/7 support network, troubleshooting and fast support in case of corrective actions and technical improvements.

Geographic proximity and trusting relationships are vital to our success and the success of our customers. Around 400 experts in Field Service, from engineers to local site managers, provide a rapid response capability that covers all the necessary skills and who are known for their pronounced service mentality. A local presence simplifies interaction with the customer, shortens the supply chain and maximizes uptime. This service network will continue to grow.



Company values, footprint and history

Our leadership and company culture

We love what we do and inspire people to excel and grow as we uphold our core values: Partnership, Passion, Performance, and Responsibility. Supported by the strategic direction of the Board of Directors and the leadership of the Executive Management, we turn our values into lasting impact for our employees and customers.



Partnership

We place our customers at the heart of everything we do, focusing on collaboration and feedback. Our commitment to teamwork is unwavering, as we strive to operate as one company.



Passion

We aim to motivate our employees and inspire our customers as we work towards a more sustainable energy future.



Performance

As entrepreneurial thinkers with a strategic outlook, we take decisive actions to drive operational excellence and innovation.



Responsibility

Ensuring safety is our utmost priority. We are dedicated to creating an inclusive space where everyone can realize their potential, underpinned by a culture of integrity and reliability that fosters trust among colleagues, customers, partners, and suppliers.



Board of Directors (from left): Dr. Stephan Bross, Tatiana Gillitzer, Kaspar Kelterborn, Dr. Jacques Sanche, Maria Teresa Vacalli, David Dean



Executive Management (from left): Martin Zingg, Rolf Brändli, Fabrice Billard, Vanessa Valentin, Andreas Brautsch

Always close to our customers

Customer proximity is one of our success factors. Burckhardt Compression is represented on all continents with five manufacturing and assembly sites and 40+ Service Centers worldwide.

Our customers

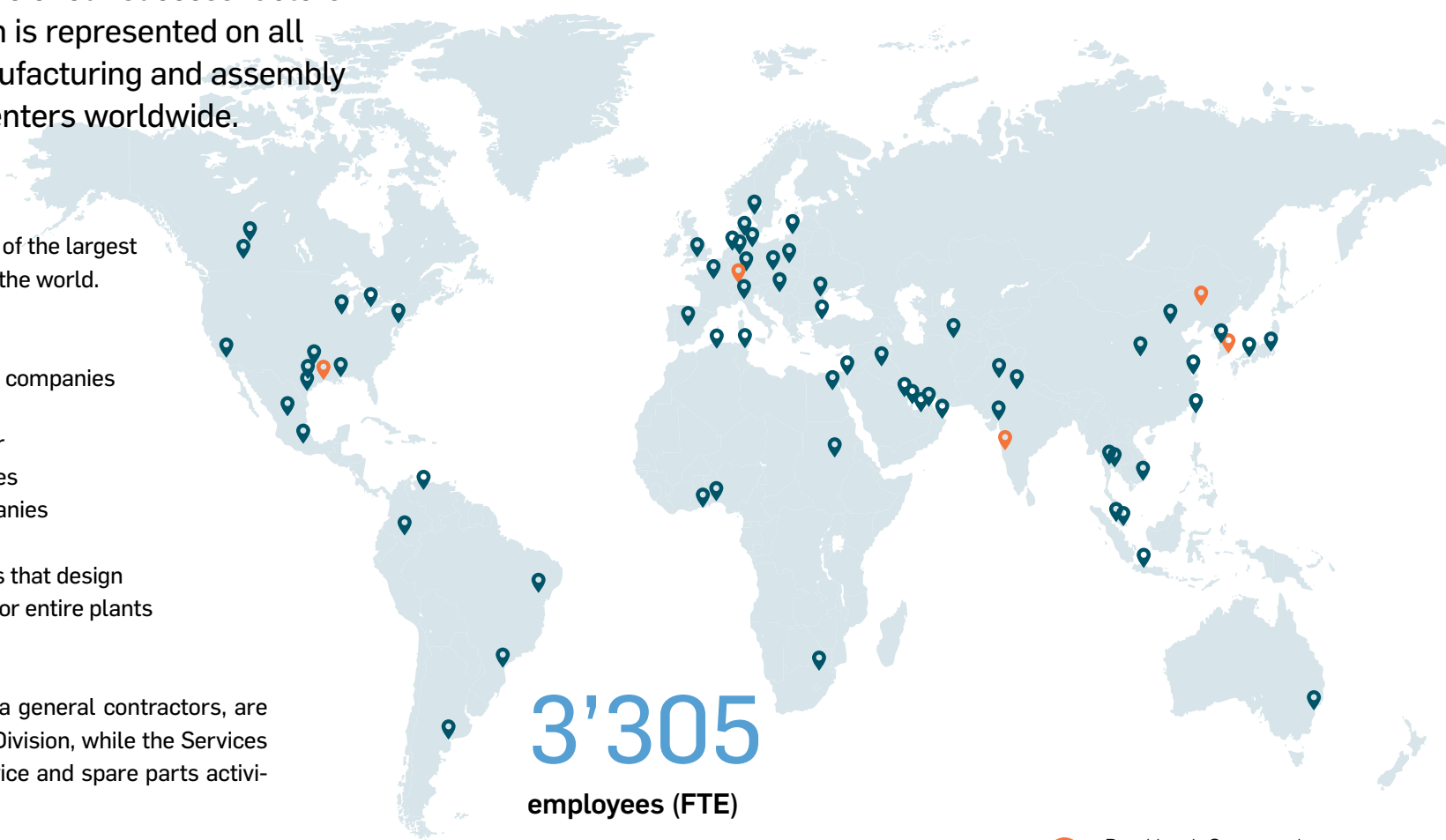
Our customer base includes some of the largest and most respected companies in the world.

We serve:

- Energy companies
- Gas transportation and storage companies (onshore and offshore)
- Customers in the marine sector
- Hydrogen-processing companies
- Petrochemical/chemical companies
- Industrial gas companies
- General engineering companies that design and construct production lines or entire plants for our end customers

Sales of new machines, mostly via general contractors, are the responsibility of the Systems Division, while the Services Division is responsible for all service and spare parts activities.

Burckhardt Compression attaches great importance to a partnership-based relationship with its customers. In order to understand their needs even better and continuously improve, both divisions conduct regular customer surveys.





3'305

employees (FTE)

over 80

countries worldwide with a Burckhardt Compression presence

 Burckhardt Compression Manufacturing/Assembly Sites

 Burckhardt Compression Subsidiaries, Agents, and Service Centers

From engineering workshop to global market leader

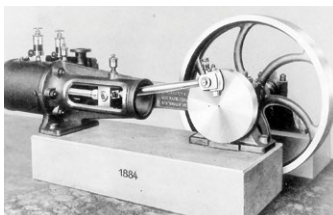
1844

Franz Burckhardt opens an engineering workshop in Basel



1883

Development and sale of the first single-stage, dry-running reciprocating compressor

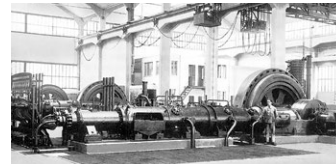


1890

August Burckhardt founds the Burckhardt Maschinenfabrik

1913

Delivery of the first compressor for ammonia synthesis to BASF Ludwigshafen, Germany

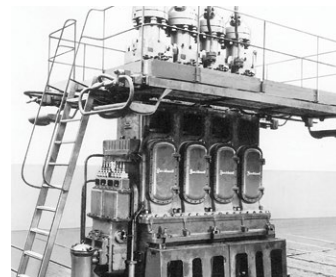


1935

Development and sale of the first Labyrinth Piston Compressor (Laby) for oxygen compression in steel production

1951

Manufacture of low-density polyethylene (LDPE) thermoplastic using Hyper Compressors



1969

Acquisition by Sulzer

1971

Transport and storage of natural gas with labyrinth piston compressors

1982

Consolidation of Sulzer's activities in the field of reciprocating compressors to form Maschinenfabrik Sulzer-Burckhardt AG

1999

Consolidation of Basel and Winterthur sites at the Winterthur site

2002

Five members of the management board buy out the business together with a financial investor; name changed to Burckhardt Compression

2004

Burckhardt Compression counts 500 employees (FTE)

2006

Stock exchange listing on the SIX Swiss Exchange (IPO), valor BHCN

2012

Burckhardt Compression counts 1'000 employees (FTE)

2013

Laby®-GI Compressors are used on LNG tankers

2015/19/22

Acquisition of Arkos Field Services, USA, in two stages; access to a qualified workforce and service centers across the USA; in 2022 merger with Burckhardt Compression US Inc.

2016

New company structure with two divisions, Systems and Services

2016/20

Acquisition of Shenyang Yuanda Compressor Manufacturing in two stages, the leading Chinese manufacturer of reciprocating compressor systems; proximity to local market, expansion of the product portfolio and direct access to an established local supply chain

2020

Acquisition of the compressor business of The Japan Steel Works JSW to strengthen position in the global market and particularly in Japan

2021

Acquisition of Mark van Schaick BV in the Netherlands

2021

Launch of high-pressure non-lubricated compressor for hydrogen mobility and energy

2023

Launch of service solution BC ACTIVATE

2024

Surpassed CHF 1 bn in sales for the first time in Burckhardt Compression's history

2025

Acquisition of ACT (Advanced Compressor Technology), a service company specializing in reciprocating equipment in the USA

1'000 compressors assembled for the first time in Burckhardt Compression's history

Company history ●

Compressor development ○



Sustainability Report 2025

Our sustainability roadmap remains firmly embedded in our Mid-Range Plan 2027. Sustainability continues to be a foundational pillar of how we run our company, shaping our decisions as well as the products and services we offer.



Table of contents

Stakeholder Letter	35	Our commitment	60
Progress on our 2027 sustainability targets	36	Extended key figures	66
Our strategic approach	37	Extended climate reporting	71
Our material topics	39	GRI content index	77
1. Greenhouse gas emissions and climate change	39	Independent practitioner's limited assurance report	82
2. Energy use and efficiency	44	Declaration of the Board of Directors	85
3. Longevity and cyclability	46		
4. Environmental impacts of application purpose	49		
5. Working conditions	51		
6. Occupational health and safety	54		
7. Product safety	56		
8. Business conduct	58		

Stakeholder Letter

Dear Stakeholders,

Sustainability is a transformative journey. At Burckhardt Compression, we remain fully engaged in this transformation as an organization despite current geopolitical challenges. We are supporting a sustainable energy future with our products and services, creating value for all stakeholders. With a company history stretching back over 180 years and products with a useful life of more than half a century, we base our business decisions on a long-term perspective. We approach sustainability with the same mindset: pragmatic, impact driven and focused on long-term values.



Dr. Jacques Sanche, Chair of the Board of Directors and Fabrice Billard, CEO

“ In the past fiscal year, we continued to make tangible progress toward our sustainability targets while further strengthening our contribution to the energy transition.”

This commitment is underpinned by transparency and accountability. By openly reporting on our targets, activities, successes and improvement areas, we demonstrate our integrity and willingness to learn and improve. Selected key figures are externally assured, and this Sustainability Report is prepared in line with applicable Swiss legal requirements, including climate-related disclosure expectations.

In fiscal year 2025, we continued our tangible progress on our sustainability targets for 2027. We were able to reduce our greenhouse gas emissions significantly by 33% in absolute terms and by 32% in relative terms, per hour worked. This performance places us at a level consistent with our 2027 targets, underscoring the robustness of our trajectory. These improvements were driven by a combination of efficiency measures, the continued contribution of existing solar installations, and the targeted procurement of renewable electricity. Building on the consistent implementation of our emission-reduction roadmap, we are confident that we will achieve our net-zero operational greenhouse gas emissions ambition by 2035 (Scope 1 and Scope 2).

We repeated our employee survey, again achieving an impressive participation rate of 92% and confirming a stable, strong engagement score of 4.2. Our Lost Time Injury Rate (LTIR) further improved notably to 0.3, reflecting the consistent progress in our safety culture. In parallel, we strengthened our approach by placing additional focus on mental health and wellbeing, recognizing it as an integral component of a safe, healthy, and resilient working environment. Additionally, there were no deviations from our zero-incident targets for product safety and business conduct.

On the business side, we could prove again that sustainability represents a substantial growth opportunity

for Burckhardt Compression even as geopolitical uncertainty continues to shape the operating environment. In the fiscal year 2025, 37% of our order intake supported the energy transition. To drive further growth, we strengthened our North American service capabilities, expanding local manufacturing and service coverage to deliver faster repairs, upgrades and life-extending revamps for our customers.

Going forward, we are determined to deliver on our Paris Climate Agreement commitment, with a clear focus on delivering tangible impacts and long-term value for our stakeholders. We will further develop our ecode-sign framework and strengthen our Energy Transition Services (ETS) to enable our customers to realize energy savings and reduce their greenhouse gas emissions.

Our successes and ambitions are built on the dedication of our employees and the strength of our partnerships. In times of increased uncertainty, our teams continue to drive the company's transformation in a pragmatic manner, fully aligned with business priorities and long-term value creation. We sincerely thank our employees, customers, suppliers, and partners for their continued support as we move forward together.

Yours sincerely

A handwritten signature in black ink, appearing to read 'J. Sanche'.

Dr. Jacques Sanche
Chair of the Board of Directors









A handwritten signature in black ink, appearing to read 'F. Billard'.

Fabrice Billard
CEO



Progress on our 2027 sustainability targets

Base year 2021

Material topic	KPI and target for 2027	Status in fiscal year 2025
 Climate	Greenhouse gas emission intensity ¹ 2021: 2.1 kg CO ₂ e/h	-50% -55% ✓ achieved for FY 2025
 Energy	Share of renewable electricity ¹ 2021: 23%	> 75% 80% ✓ achieved for FY 2025
 Longevity/cyclability	Revamp and upgrades activities in Services 2021: 100 (Index)	200 154 on track
 Application purpose	Order intake supporting the energy transition 2021: 16%	40% 37% on track
 Working conditions	Engagement score in employee survey ² 2023: 4.1	> 4.0 4.2 ✓ achieved for FY 2025
 Health & safety	Lost Time Injury Rate below 0.7 each year 2021: 1.1	< 0.7 0.3 ✓ achieved for FY 2025
 Product safety	Incidents related to product safety 2021: 0	0 0 ✓ achieved for FY 2025
 Business conduct	Incidents related to corruption or anti-competitive behavior 2021: 0	0 0 ✓ achieved for FY 2025

¹ Scope 1 and 2 emissions, excluding the Shenyang foundry, where we rely on renewable grid electricity or technological developments to achieve our ambitions.

² Updated target based on the new survey methodology.

Our strategic approach

We create leading compression solutions for a sustainable energy future and aspire to incorporate economic, environmental, and social aspects into our business activities and decisions.

Our strategic approach to sustainability is anchored in our core business and guided by three focus areas: creating technologies that support the energy transition, supporting our customers in improving the sustainabil-

ity performance of their operations, and integrating sustainability into our own organization and supply chain. Compressor technology plays a critical role in enabling a secure, clean and equitable energy system.

The vast majority of environmental impacts occur during the use phase at customer sites. Therefore, our greatest sustainability leverage lies in technology, efficiency, and long-term performance.

This ensures that sustainability is not treated as a standalone topic, but as an integral part of our strategy, decision-making, and risk management.

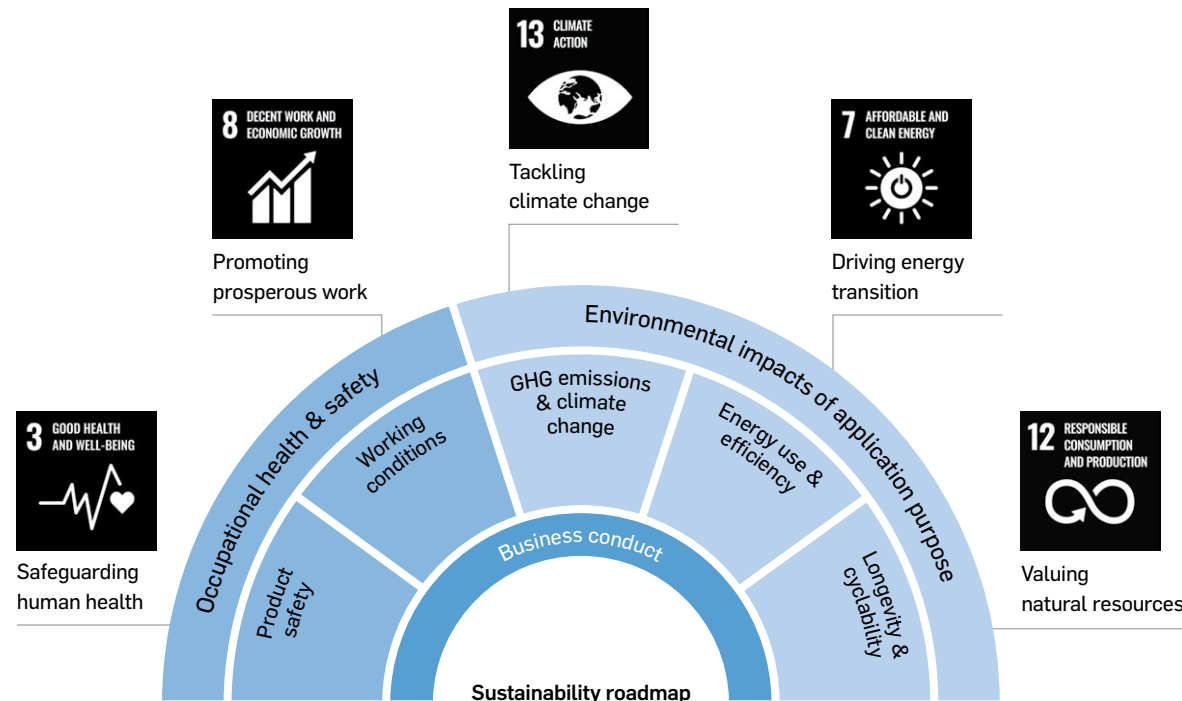
Strategic focus on eight material topics

Our sustainability approach is structured around eight material topics identified through our double materiality assessment. These topics reflect our most significant impacts on the economy, environment, and society, as well as the key sustainability-related risks and opportunities for our business. They form the framework and core of our sustainability roadmap.

We are committed to supporting the Sustainable Development Goals (SDGs) as part of United Nation's Agenda 2030 for Sustainable Development. We have stated five sustainability ambitions, each linked to a strategic SDG and directly related to our eight material topics:

- Safeguarding human health (SDG 3: Good health and well-being).
- Promoting prosperous work (SDG 8: Decent work and economic growth).
- Tackling climate change (SDG 13: Climate action).
- Driving energy transition (SDG 7: Affordable and clean energy).
- Valuing natural resources (SDG 12: Responsible consumption and production).

Strategic sustainability framework



Accountability for achieving our sustainability ambitions is embedded at senior management level. Sustainability is therefore part of the long-term incentive plan of our top management. Our 2027 target to reduce our greenhouse gas emission intensity by 50%* (2021: 2.1 kg CO₂e/h) is one of three key performance indicators for the long-term incentive plan (see pages 108–109, Annual Report 2025).

We reaffirm our Group ambition to achieve net-zero greenhouse gas emissions in our operations by 2035, which goes beyond our Mid-Range Plan target for 2027. We follow a 1.5°C climate aspiration in reference to the Paris Agreement for our Scope 1 and Scope 2 emissions. In addition, we are committed to reducing our Scope 3 emissions (see page 42).

Overarching human rights, environmental, and governance due diligence

Our focus on our material topics and sustainability ambitions is supported by an overarching due diligence approach. We acknowledge the responsibility to respect internationally recognized human rights, and international environmental and governance standards, as set out in our Code of Conduct and Human Rights policy.

We apply the precautionary principle in our activities and decision-making, including product design, supply chain management, and the safe operation of our products at our customers' sites. Our third-party risk management policy ensures the uphold of our principles from our Code of Conduct in the collaboration with our partners along the value chain.

* Scope 1 and Scope 2, excluding the Shenyang foundry where we rely on renewable grid electricity or technological developments to achieve our ambitions.

Material topics

		Value chain impacts		
		Supply chain	Own operations	Use/end-of-life
Environment				
1. Greenhouse gas emissions & climate change	Impacts on climate change, including greenhouse gas emissions along the value chain, and mitigation of climate change risks.	●	●	●
2. Energy use & efficiency	Energy consumption, efficiency and sources for the production, provision, and operation of Burckhardt Compression's products and services.	●	●	●
3. Longevity & cyclability	Fostering a long life cycle and the circularity of materials and products in Burckhardt Compression's business activities, including maintenance and repair services.	●	●	●
4. Environmental impacts of application purpose	Environmental impacts of the use case of Burckhardt Compression's products and services, including the contribution to a sustainable energy transition.	○	○	●
Society				
5. Working conditions	Employment terms including working hours, compensation, and labor-management relations as well as the satisfaction of employees with those terms.	●	●	○
6. Occupational health & safety	Maintaining and promoting a safe and healthy working environment for workers involved in the production and provision of Burckhardt Compression's products and services.	●	●	●
7. Product safety	Maintaining and promoting the safe and healthy operation of Burckhardt Compression products and maintained products of other brands.	○	○	●
Economy				
8. Business conduct	Ensuring and promoting that Burckhardt Compression's business activities are conducted in compliance with regulations, standards and ethical principles.	●	●	●

Our material topics

1. Greenhouse gas emissions and climate change



Topic lead: President Systems Division

Target: Reduce greenhouse gas emission intensity for Scope 1 and 2 by 50%* (2021: 2.1 kg CO₂e/h)
 Progress: -55% CO₂e/h – achieved for FY 2025

Tackling climate change is one of the most pressing global challenges. The potential consequences of climate change are grave, in some cases irreversible, and affect individuals, organizations, and countries alike. The Paris Agreement of 2015 is a legally binding international treaty between states on climate change. It recognizes the need to limit global warming to below 2°C above preindustrial levels, preferably as low as 1.5°C.

Burckhardt Compression recognizes its responsibility and the potential to reduce its greenhouse gas emissions across the entire value chain. Our activities and technology make an increasing contribution to combating climate change and to supporting Sustainable Development Goal 13: Climate action.

* Scope 1 and Scope 2, excluding the Shenyang foundry where we rely on renewable grid electricity or technological developments to achieve our ambitions.

The majority of the emissions associated with our business activities arise from the use phase of our compressors due to their long lifetime of 30 to 50 years. Other emissions occur in our operating facilities, where we have the most direct influence, in materials uses, and logistics.

Our approach

Burckhardt Compression endeavors to reduce the company's carbon footprint and optimize emissions during the use phase of the compressors. We focus on three key areas:

- Reduction of the company's carbon footprint.
- Optimization of the impact of our inbound and outbound logistics.
- Improvement of the carbon footprint of compressors.

Reduction of greenhouse gas emissions during the use phase of our compressor systems is an integral part of our product and innovation management. With our services, we help our customers reduce emissions from installed compressors. With approximately 75'000 industrial-sized reciprocating compressors in operation worldwide, the potential for emission reductions through efficiency improvements is substantial.

Our climate policy is the basis for all our activities related to climate change and part of our wider environmental policy. Our environmental management system, certified in accordance with ISO 14001, is a key instrument in reducing our environmental footprint. We have a global emission reduction roadmap in place with actions implemented and planned for each local unit.

We have embedded our 2027 target of reducing our greenhouse gas emission intensity by 50%* (2021: 2.1

kg CO₂e/h) as part of top management's long-term incentives. Additionally, we have an ambition to net-zero greenhouse gas emissions (Scope 1 and Scope 2) in our operations by 2035.

Progress in fiscal year 2025

We continued our focus on implementing our emission reduction roadmap. It contains project-based individual emission reduction pathways for each local unit, which form an integral part of our climate transition plan and are monitored through an aggregated Group level plan. We identified and evaluated measures for emission reduction in each local unit to reach our 2027 target of -50% greenhouse gas emission intensity* and our operational net-zero 2035 ambition. The identified measures are being implemented on an ongoing basis.

Several key projects from our roadmap have been successfully implemented in recent years. For Scope 1 emissions, we implemented measures targeting vehicle efficiency, heating systems and processes such as the installation of an electric boiler at SYCC to replace natural gas. For Scope 2 emissions, we continued energy efficiency measures, enhanced renewable electricity purchases, and completed major solar panel projects at our production and assembly sites in China (3'000 MWh) and South Korea (400 MWh). These key projects from previous years are increasingly showing their impact on our results for this and the coming fiscal year.

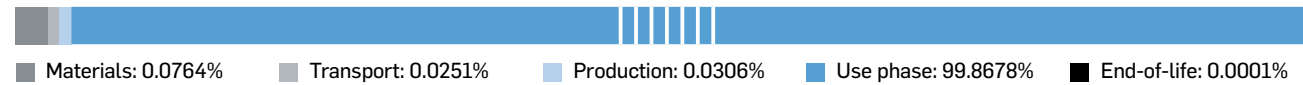
In this fiscal year we continued with energy efficiency measures in particular regarding heating and vehicle fuels, and strengthened our purchasing of renewable electricity. Following up on our strategy to prioritize direct renewable procurement agreements and long-term purchasing of renewable electricity attributes, we

Greenhouse gas emissions of various compressors over the entire life cycle

in %

Process Gas Compressor 2B1Y

life cycle 20 years



Diaphragm Compressor MD10

life cycle 20 years



Laby®-GI Compressor 5LP250V

life cycle 30 years



Hyper Compressor K8

life cycle 30 years



The vast majority of emissions over the entire life cycle of a compressors are caused in the use phase due to the high power range of our compressors, their long lifetime and their uninterrupted operation.

also concluded a two-year agreement in China for renewable electricity attributes. This is part of our long-term, strategic approach to renewable electricity sourcing.

Under the umbrella of our Energy Transition Services (ETS), we continued to expand our contribution to customers' decarbonization efforts. We further strengthened our capabilities to quantify the CO₂ emission savings enabled through our services. While these benefits for our customers do not directly reduce our own Scope 3 footprint, they represent the most significant climate impact we can achieve through our business activities. Robust and credible quantification is therefore essential for impact measurement and for effectively positioning our ETS offering in the market.

In parallel, we further developed our gas-leakage-reduction portfolio, building on the structuring and strategic enhancement initiated in the previous fiscal year. Following the same approach, we also launched a structured development process for our energy-efficiency portfolio.

Our performance

The absolute greenhouse gas emissions for Scope 1 and Scope 2 significantly decreased by 32.5% to 7'909 metric tons of CO₂ equivalents (tCO₂e) compared to the previous year. The reduction was primarily driven by electricity-related measures, including increased own solar power generation and the purchase of renewable electricity directly from providers or via renewable electricity attributes. In addition, around 20% of the reduction can be attributed to fuel-related savings, reflecting targeted measures such as fleet optimization and process electrification. Overall, energy-efficiency

initiatives across operations further supported this reduction.

The greenhouse gas emission intensity per working hour decreased by 32.2% compared to the previous year, from 1.8 to 1.2 (1.3 to 1.0 without the Shenyang foundry). Similarly, the greenhouse gas emission intensity in tCO₂e per million sales decreased by 30.1% from 10.7 to 7.5. Our current performance places us already at a level consistent with our 2027 target to reduce Scope 1 and Scope 2 greenhouse gas emission intensity by 50%* (2021: 2.1), reinforcing confidence in our trajectory.

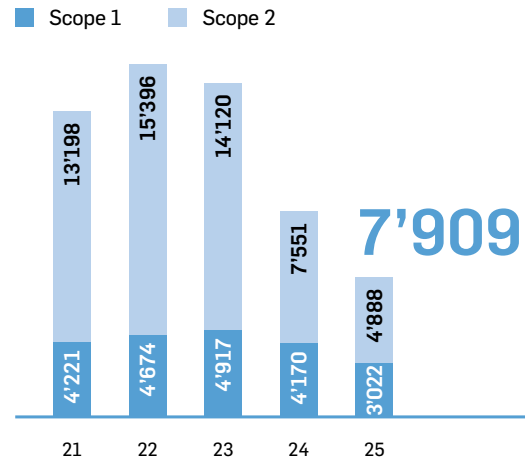
Our Scope 3 emissions associated with the fiscal year 2025 activities amount to 85.4 million tCO₂e of which 99.6% are related to in the use phase. Thereof, the majority is linked to adiabatic energy, which is the energy physically needed to compress a certain amount of gas to a certain pressure. This energy is conserved and transmitted to the next process step at the customer's facility. If we take this part out as physically immutable energy, we still had 11.9 million tCO₂e emissions (Scope 3), meaning 97.3% of the emissions come from the use phase. The main levers to increase energy efficiency are our customers' operating models, proper maintenance and, to a smaller extent, machine efficiency (see pages 75–76).

A comparison with previous years (2024: 70.5 million tCO₂e, 2023: 88.4 million tCO₂e, 2022: 73.5 million tCO₂e) is not indicative because it demonstrates the high dependency on the product mix and destination country in a specific fiscal year.

* Scope 1 and Scope 2, excluding the Shenyang foundry where we rely on renewable grid electricity or technological developments to achieve our ambitions.

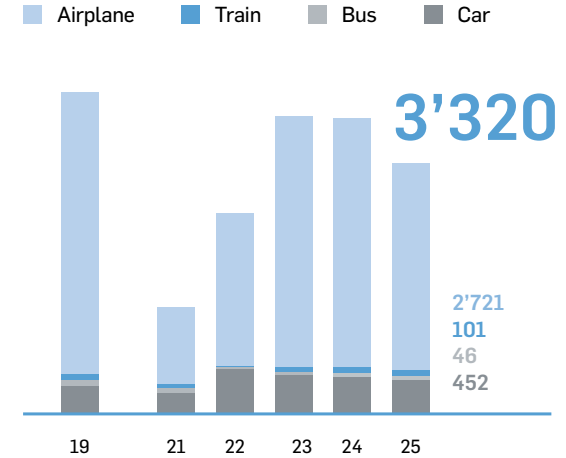
Greenhouse gas emissions

in tons of CO₂e (per calendar year)



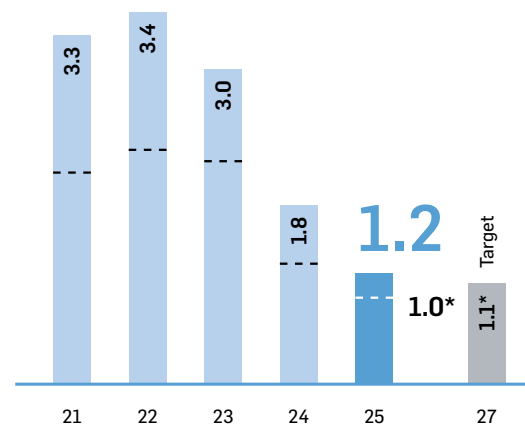
Greenhouse gas emissions business travel

in tons of CO₂e (per calendar year)



Greenhouse gas emissions intensity Scope 1 and 2

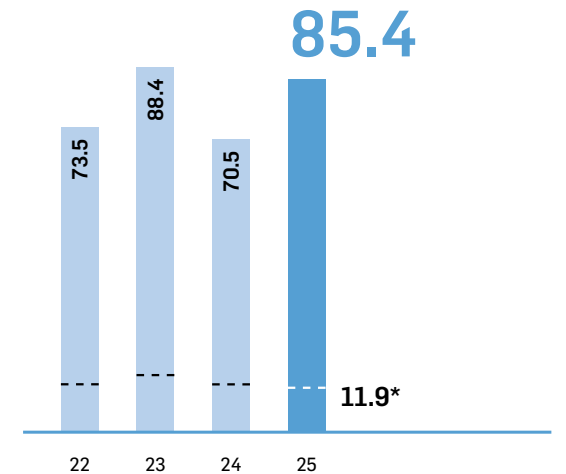
in kg of CO₂e per working hour (per calendar year)



* Excluding the Shenyang foundry

Greenhouse gas emissions Scope 3

in million tons of CO₂e



* Excluding energy transmitted to the next process step

Excluding use-phase emissions (Scope 3.11), the remaining 312 kt CO₂e of Scope 3 emissions are distributed to the following categories: purchased goods and services (3.1) 86.4%, capital goods (3.2) 4.3%, fuel- and energy-related activities (3.3) 0.8%, upstream transportation and distribution (3.4) 3.8%, waste generated in operations (3.5) 0.03%, business travel (3.6) 1.1%, employee commuting (3.7) 2.1%, upstream leased assets (3.9) 0.9%, downstream transportation and distribution (3.12) 0.6%, and end-of-life treatment of sold products (3.13) 0.1%. All other Scope categories were determined as not applicable to the Group's business activities.

Our business travel forms only a small part of Burckhardt Compression's other indirect greenhouse gas emissions (Scope 3), but can be directly influenced. Compared to the previous year, the emissions linked to our business trips have decreased considerably by 15% to 3'320 tCO₂e. This keeps us clearly below pre-COVID levels, in line with our objective to structurally optimize business-travel emissions while supporting long-term business growth.

Outlook for fiscal year 2026

In this fiscal year, we are seeing the effects of previously implemented measures in our results. Building on this momentum, we will continue to implement our emission reduction roadmap at the local level. Greenhouse gas emissions remain a key consideration in our business activities: in Services, we reduce the footprint of the installed base by improving energy efficiency and minimizing gas leakages, while in new compressor systems we address emissions through our ecodesign framework.

Calculating and addressing Scope 3 emissions

We have calculated our Scope 3 emissions to the best of our knowledge in accordance with the Greenhouse Gas (GHG) Protocol. All 15 defined Scope 3 categories were assessed. For the use phase, we assumed a standardized lifetime for the compressors of 20 years or 30 years, depending on the application. Location-based emission factors were derived using country-specific electricity mixes from Our World in Data (OWID, 2025) and Pronovo (Stromkennzeichnung, 2025), combined with technology-specific emission factors from Intep (2024), to calculate direct and indirect emissions for each country where compressors were installed. The applied emission factors remain constant throughout the life cycle of the compressor without considering a projection of future grid electricity or even more progressive scenarios such as the net-zero emissions by 2050 Scenario or the Announced Pledges Scenario. This is in accordance with the GHG Protocol.

Direct gas leakages were calculated for the first time for all compressor projects. Effective gas leakages, however, highly depend on customer's operational use.

Despite the above-mentioned limitations, Scope 3 emissions calculations are a valuable insight to understand our indirect emissions. They also enable us to assess the significant reduction

potential and business opportunities for the Services Division, considering the thousands of existing compressor packages worldwide.

With over 99% of our emissions falling under the use-phase (3.11) and being heavily dependent on the electricity mix of our customer, it will be challenging to obtain external verification for a Scope 3 target, as we can only influence a smaller portion of these emissions.

We will continue to measure our Scope 3 emissions and drive improvement actions within our control. Additionally, we intend to set targets for Scope 3 areas where we have a meaningful influence on relevant emissions.

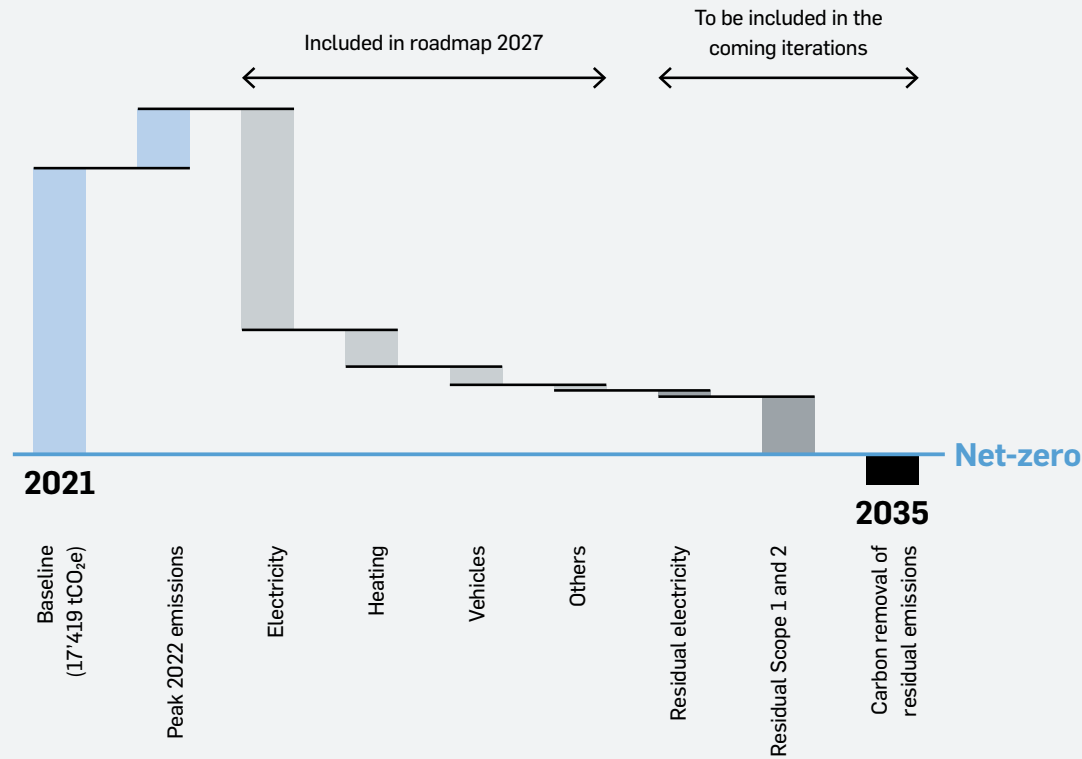
To date, we have started the following key initiatives:

- Ecodesign framework for research, development, and engineering.
- Optimization of inbound and outbound logistics.
- Roadmap for sustainability in procurement.
- Energy Transition Services to reduce the emissions of the existing installed base (not included in our Scope 3 inventory, but enabling actual emission reduction for our installed compressors).

We follow a net-zero emission ambition in our operations by 2035

We follow a 1.5°C climate aspiration in reference to the Paris Agreement for our Scope 1 and 2 emissions. In addition, we are also committed to reducing our Scope 3 emissions. We have created a detailed roadmap for our Group, which includes plans and investment estimates for every site.

Over 75% of the greenhouse gas reduction aspired are already covered in the current state of the roadmap. We continue to expand our roadmap to address remaining emissions, in particular by developing pathways for hard-to-abate fuel-related emissions.



2. Energy use and efficiency



Topic lead: Vice President SYST Division EMEA

Target: Increase the share of renewable electricity to 75%* (2021: 23%)
 Progress: 80% – achieved for FY 2025

The development of society depends on the conversion, use, storage, and transmission of power. However, the extensive demand for energy is also tied to significant environmental impacts.

Burckhardt Compression's business activities have a significant impact on energy consumption, especially in production, raw material supply, and the electricity consumption of our compressors in the use phase. The largest impact of our activities is in the use phase of our products.

Through energy-saving production processes, compressor design and services, we can contribute to the Sustainable Development Goal 7: Affordable and clean energy.

Our approach

Burckhardt Compression endeavors to reduce energy demand and promote renewable energies. The focus is on:

- Energy use, energy efficiency, and energy sources, including renewable energy in our operations.
- Use and efficiency of energy in the operation of our products at customers' sites throughout the use phase.

Our environmental policy and ISO 14001-certified environmental management system form the basis of our activities related to energy consumption in our value chain. Each subsidiary takes responsibility for reducing its energy consumption and increasing the share of renewable electricity according to our global target.

Our Winterthur site, for example, is in the process of implementing a multi-year project to save energy in production operations and offices. At our Shenyang factory, the local team has initiated a strategic energy-efficiency program, supported by the introduction of a detailed energy monitoring system. This enables a thorough identification of efficiency potential and the continuous implementation of measures along a defined long-term roadmap.

The energy consumption of our compressor systems forms an integral part of our product and innovation management. Through our comprehensive services, we improve the energy requirements of our own and third-party compressor systems throughout their entire life cycle.

Progress in fiscal year 2025

In fiscal year 2025, we achieved a notable milestone by reducing absolute energy consumption to a level below

the 2021 base year despite the growth of our sales by 62.5% (2021-2025). This progress demonstrates our ability to decouple energy demand from business growth through disciplined energy management. We continued to advance our strategic pathway to increase the Group's own production of solar electricity, completing several smaller installations in South Korea, Saudi Arabia, France (SAMR) and Thailand. The solar capacities installed in recent years are being progressively ramped up and will increasingly contribute to our renewable electricity supply as they reach their full operational potential.

Since the launch of BC ACTIVATE – our performance assessment service for existing compressors in operations – energy consumption has received additional attention in our dialogue with customers. Assessing and eventually reducing electricity consumption is one important module of this standardized offering and service.

We continued our structured approach to track and compare adiabatic energy efficiency of product lines over time. This methodology allows us to evaluate and benchmark the engineered-to-order compressor projects and drive measurable performance improvements in energy efficiency as part of our ecodesign framework.

Our performance

We reduced our absolute energy consumption by 6.5% to 49'153 MWh compared to the previous year. Various energy efficiency measures contributed to this reduction such as the electrification of a natural gas drying process, fleet optimizations and heating efficiency measures. We were able to reduce the absolute fuel-related energy consumption by a remarkable 23%.

* Excluding the Shenyang foundry where we rely on renewable grid electricity or technological developments to achieve our ambitions.

Subsequently, our energy intensity per working hour decreased by 12.5% from 7.9 to 7.5. We further increased the Group-wide proportion of renewable electricity from 62% to 77% due to own solar production, and to a larger part due to renewable electricity purchasing. Our current performance places us at a level consistent with our 2027 target, reinforcing our confidence in sustaining this trajectory.

We continued to strengthen our approach to measuring the impact of our services on customers' energy consumption. For the first time, we conducted calculations and estimations of energy savings enabled through our service activities, covering approximately 8% of the Services sales volume. Within this scope, we were able to support our customers in reducing their energy consumption by an estimated 5'000 MWh per year, marking an important step forward in quantifying our value contribution and identifying further improvement potential.

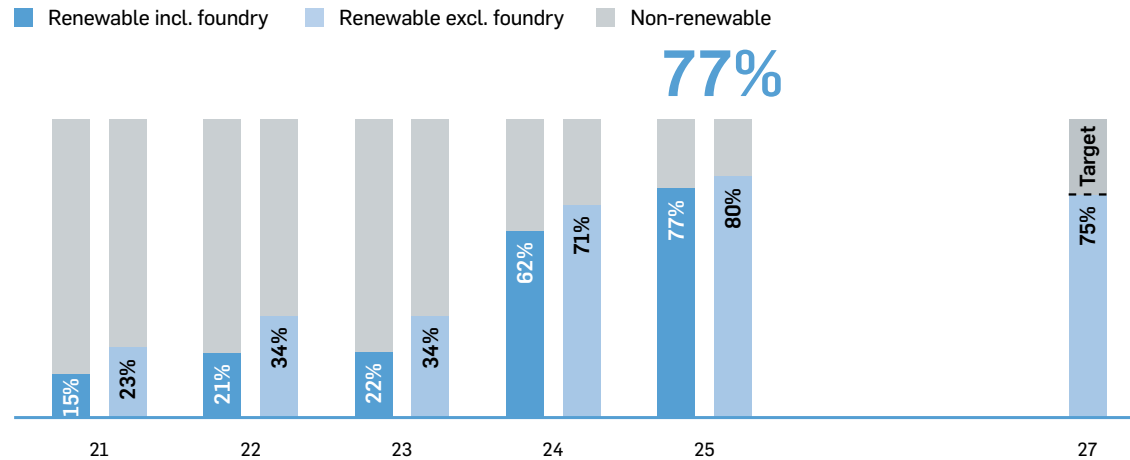
Outlook for fiscal year 2026

In the fiscal year 2026, we will continue our roadmap to increase the share of renewable electricity across the Group. Energy efficiency measures and strategic renewable electricity purchasing will remain a key focus after completing major steps with solar panel installations.

On the customer side, we will continue to focus on value creation through energy transition services and the delivery of customer projects addressing energy efficiency in new compressor systems.

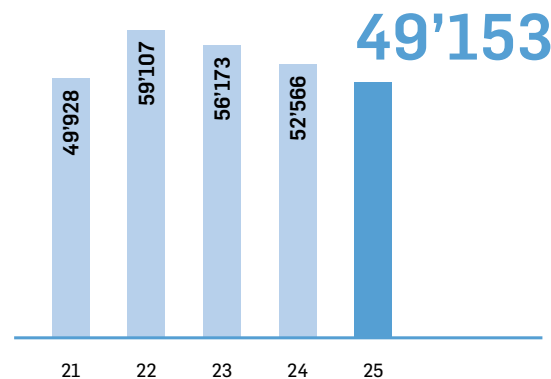
Share of renewable electricity

in % (per calendar year)



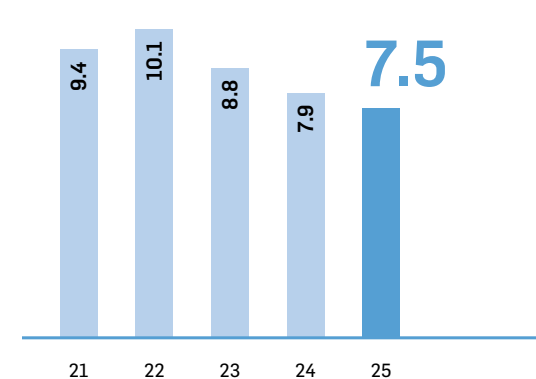
Energy consumption

in MWh (per calendar year)



Energy intensity

in kWh per working hour (per calendar year)



3. Longevity and cyclability



Topic lead: President Services Division

Target: Increase the revamp and upgrade sales of Services Division by 100% (2021: 100 – Index)
Progress: 154 – on track

A large number of natural resources are finite, and raw material extraction is associated with significant environmental and social consequences. It is thus essential to keep raw materials for longer in the use phase and to close loops to use materials circularly.

Our compressor systems are built for a lifetime of more than 25 years and the average lifetime is 30 to 50 years. Our oldest known compressor still in service is 96 years old. Our compressors are made of more than 95% iron and steel, which makes them highly recyclable.

In the manufacture and servicing of compressors, we have a significant scope to contribute to a circular economy and support Sustainable Development Goal 12: Responsible consumption and production.

Significant impacts result from the raw materials used for our compressors, the replacement of components during the use phase and the use of operating materials such as lubricants.

Our approach

Burckhardt Compression fosters long life cycles and the circularity of materials for own compressors and those from other manufacturers by focusing on:

- Longevity of new products through technology, engineering, easy maintenance, and optimized wear parts.
- Longer life cycles of existing compressor systems through retrofitting, overhauling, and longer maintenance intervals.
- Repairing of components and compressors.
- Use of recycled materials, in compliance with material requirements and standards.
- Recyclability of our products.

To foster longevity, we use our in-depth technical knowledge to develop reliable, long-lasting, and high-performance compressor solutions. We offer a full range of reliable services and durable compressor components developed in-house to achieve our long product lifetime of 30 to 50 years. Our innovations such as Persisto® materials and Redura® sealing systems ensure a long-lasting operation.

By reconditioning equipment, we support the short recycling loop with a comprehensive range of revamp and upgrade services, as well as our refurbish programs for entire compressor systems. We also repair and refurbish compressor components such as valves using our global network of service centers.

Operating hours in comparison

LABY® Compressor 3K160



Operating hours:
8'000 per year
240'000 total*
Weight: **9 t**

Passenger car



Operating hours:
5'000 total**
Weight: **1.5 t**

* Assumption: lifetime of 30 years

** Assumption: 300'000 km at an average of 60 km/h

Progress in fiscal year 2025

In fiscal year 2025, we strengthened our ability to extend the lifespan of reciprocating compressors across North America by acquiring Advanced Compressor Technology (ACT), which adds local component manufacturing and deep expertise in servicing equipment used in downstream industries. This enables faster repairs, localized spare-parts production, and improved support for lifecycle-extending overhauls and revamps. Building on this foundation, we expanded our North American network with new service centres in Pottstown, Pennsylvania, and Sarnia, Ontario, further strengthening our local capabilities for maintenance, repairs, upgrades and revamps. These sites enhance our ability to restore performance and extend equipment life across all compressor brands. Together, they reinforce our commitment to longevity and circularity by enabling more repair and refurbishment work directly within the region.

In fiscal year 2025, we initiated the introduction of 3D Wire Arc Additive Manufacturing (WAAM) for selected spare parts, establishing the basis for future repair and refurbishment of compressor components and for extending the service life of existing compressor systems.

BC ACTIVATE is Burckhardt Compression's structured assessment program for the installed compressor base and serves as a key entry point to identify improvement potential across the full lifecycle, including longevity and circularity; during the reporting year, it was further expanded to explicitly integrate safety and energy-efficiency aspects.

Our performance

Sales in revamp and upgrades slightly declined in the fiscal year 2025 from 167 to 154 (index). The decrease was primarily driven by project postponements due to economic and geopolitical uncertainty, as well as adverse currency effects. Despite these delays, we remain confident in achieving our 2027 target to double revamp and upgrade activities compared to the 2021 base year (index 200).

Repair instead of replacement is a key element in the circular economy. We contribute to it through our services; for example, the share of refurbished components for valves was 69% and for cylinders 94% in all service interventions.

Outlook for fiscal year 2026

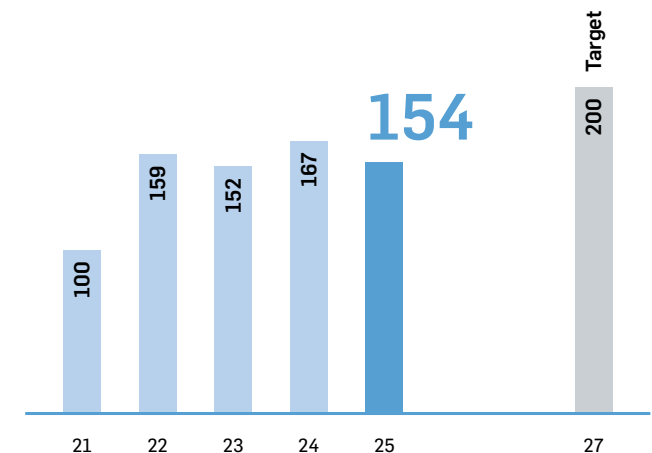
In fiscal year 2026, we will further strengthen our maintenance offering and customer support approach, reflecting the operational constraints and uncertainties customers may face in a challenging geopolitical environment. We will expand consulting formats and service models that help customers increase asset runtime and reliability, enabling leaner operations and supporting resource efficiency through reduced material consumption over the equipment lifecycle. A key enabler is improved access to operational data: we therefore plan to further enhance our UP! Detect monitoring solution, which supports early identification of abnormal compressor behavior and enables more proactive maintenance planning.

Reviving the past to power the future: Extending compressor life through retrofit

A major liquefied gas operator in India needed to replace a vapor recovery compressor under tight budget and time constraints. Instead of purchasing a new unit, the customer partnered with Burckhardt Compression India to revive a 30-year-old Laby® compressor through re-engineering, restoration, and comprehensive testing. The retrofit enabled faster delivery and seamless integration into the existing plant setup, while avoiding around 20 tons of CO₂ emissions compared with manufacturing and installing a new compressor.

Sales volume for revamp and upgrade services

in index points, base year 2021 = 100

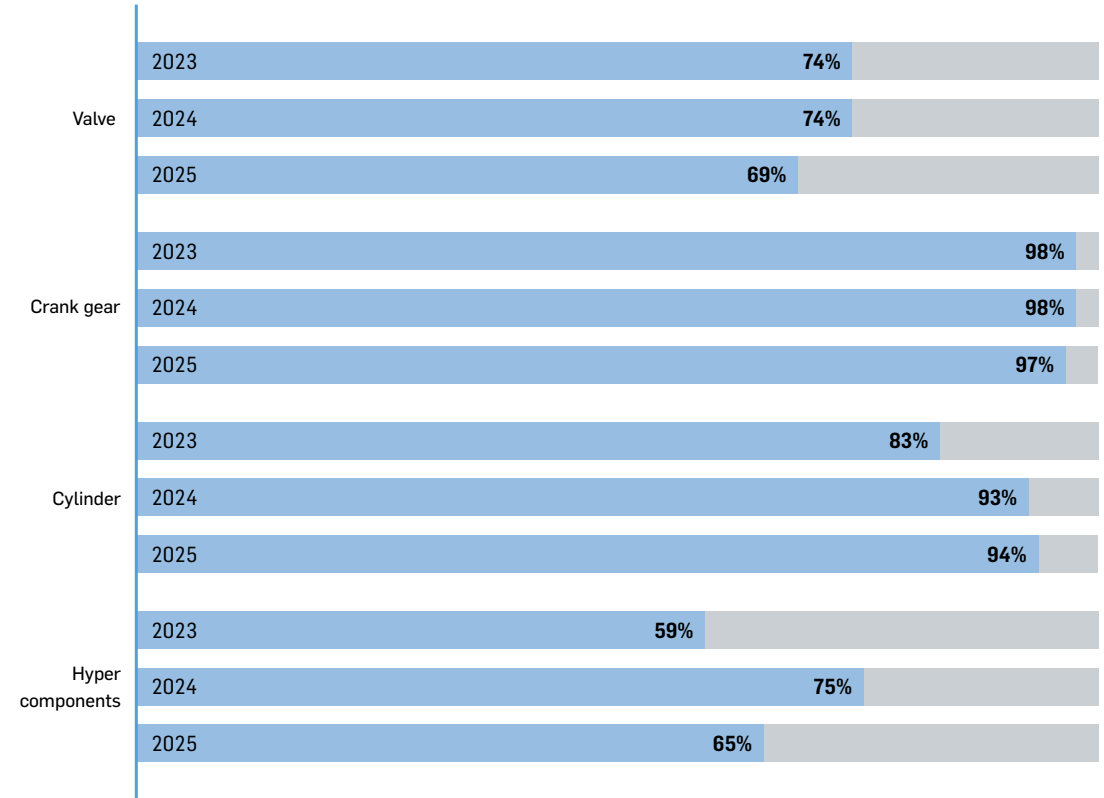


Condition based oil change: a small change with measurable impact

In 2025, Burckhardt Compression revised the oil change guidance for its compressors, allowing customers to choose either fixed intervals or a condition based oil change approach. Oil is now replaced only when defined quality limits are reached. This small change can avoid unnecessary oil disposal without compromising reliability. Applied to the core reciprocating compressor systems delivered in 2023 alone, avoiding one early oil change could potentially reduce lubricant consumption by around 160'000 litres. Over long operating lifetimes, such incremental improvements in maintenance practices scale significantly, demonstrating how procedural refinements can deliver tangible environmental benefits.

Proportion of reused or refurbished components in service work for selected key components

in %



100% = Total components recycled or newly manufactured by Burckhardt Compression for service activities.

4. Environmental impacts of application purpose



Topic lead: Vice President Sales

Target: Order intake of 40% in applications supporting the energy transition (2021: 16%)
 Progress: 37% – on track

Our core competence is mastering gas compression technologies for a wide range of gases and applications. Gas plays a crucial role in the process industries and energy supply, with applications ranging from conventional energy supplies to industrial gases to renewable energy systems. A significant part of the indirect environmental impact of our business activities is linked to the application purpose. We have the potential to contribute to three of our strategic Sustainable Development Goals (7, 12 and 13). The main impacts of this topic are related to the use phase of our products and services.

Our approach

Burckhardt Compression is committed to the long-term alignment of its business activities with a sustainable economic system. We identified four positive impact areas:

- Climate change mitigation
- Energy transition
- Circular economy
- Environmental pollution prevention

We have developed a sustainability screening approach to analyze our business activities from an environmental impact perspective. This classification system makes use of international standards such as the EU Taxonomy for sustainable activities or South Korea's K-Taxonomy, without claiming to fulfill all their technical requirements. The main purpose of our screening system is to serve as a compass for the development of our business activities toward a sustainable energy future.

We are expanding the range of applications for our customers and supporting the transition to a sustainable economy through our continuous innovation in compressor systems, materials, components, and services. The current focus lies on:

- Solar energy value chain, where our compressors are key equipment for the production of a thin ethylene-vinyl acetate (EVA) film on top of a solar panel and for the polysilicon production of the core.
- Liquefied Natural Gas as a short- and medium-term bridge energy for replacing coal, ensuring energy security during the transition or as a fuel for marine applications, replacing carbon-intensive heavy fuel oil until zero-emission solutions are available.
- Low-carbon hydrogen and its derivatives as an important component of a sustainable energy future, in which our compressors play a key role in meeting the specific technical challenges of these new applications.

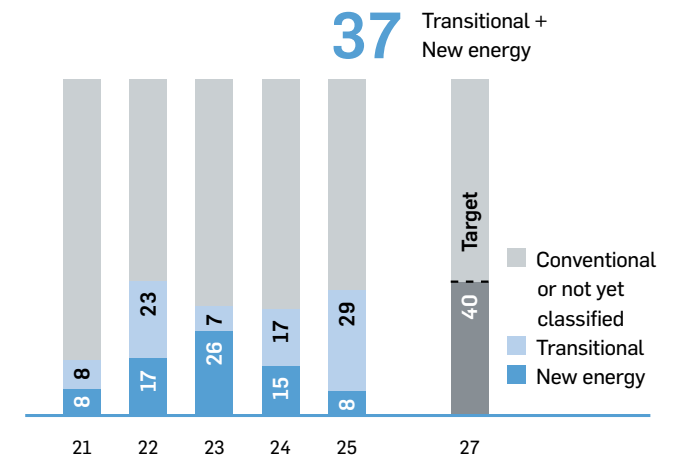
The technological advantages of reciprocating compressors for these applications are unrivaled efficiency and long service lives.

Enabling Large Scale Green Methanol Production in China

Our subsidiary Shenyang Yuanda Compressor (SYCC) was selected to supply five 4M32-I hydrogen compressors and three 4M32 CO₂ compressors for China Tianying's (CNTY) new 170 KTA green methanol facility in Liaoyuan, Jilin Province. The project forms part of CNTY's broader renewable energy industry system, which integrates 2.6 GW of wind and solar power to produce 150 KT of green hydrogen and 800 KT of green methanol annually.

Sustainability classification of order intake

in %



Progress in fiscal year 2025

This year's project portfolio shows a clear shift in its composition. Hydrogen and EVA-related activities declined, while LNG marine projects increased noticeably. As a result, the mix moved away from "new energy" applications toward more "transitional" ones, mainly due to the current market environment, which continues to offer limited opportunities in emerging segments.

Across the segments, market dynamics varied. The marine sector remained active, driven by tightening emissions requirements and increasing demand for energy efficient solutions, with strong growth particularly in China. The EVA market was clearly reduced, and our strong position in this segment remained unchanged. Hydrogen activities evolved at a slower pace, reflecting a market-wide adjustment linked to project maturation and evolving policy frameworks. Meanwhile, emerging new energy applications like carbon capture, utilization and storage (CCUS), sustainable aviation fuels (SAF), and biomethane progressed gradually, supported by growing market interest and our continued engagement with early opportunities.

Services related to BC ACTIVATE, as well as upgrades and revamps, continued to play an important contribution to a sustainable energy future.

Our performance

We apply our sustainability screening approach to the entire Systems Division and the majority of Services projects. The current scope covers 93% of the total order intake:

- We classified around 8% (2024: 15%) of the total order intake as new energy applications. Examples are green hydrogen projects in hydrogen mobility

and energy or projects for the solar panel industry and energy transition services.

- Around 29% (2024: 17%) of the total order intake is classified as being transitional with environmental advantages, but not yet fully sustainable. Examples are biogas applications in refinery, dual-fuel LNG applications in gas transport and storage, gray or blue hydrogen projects in hydrogen mobility and energy and energy transition services in some conventional applications.
- Around 56% (2024: 60%) of total order intake is classified as conventional applications. Examples are conventional industrial gas or petrochemical applications without a clear link to a sustainability use case.
- 7% (2024: 8%) of the total order intake has not yet been classified.

Outlook for fiscal year 2026

In the coming fiscal year, we will continue to strengthen our offering for transitional and emerging energy applications. A particular focus will be on expanding our solutions for LNG marine and gas-based mobility, where market activity remains solid. Hydrogen-related developments are expected to progress at a moderate pace, and we will continue advancing our capabilities across the hydrogen value chain as policies and project frameworks evolve.

We will also further develop opportunities in areas such as hydrogen storage, carbon capture, and sustainable aviation fuels, where early market activity is gaining traction and we are increasingly involved in first discussions and concept phases. In addition, demand for EVA applications is expected to stabilize and support a continued strong position in this segment.

Across all these markets, we will focus on enhancing energy-efficient compression technologies and further expanding our Energy Transition Services for both Burckhardt and other-brand compressors, supporting customers in improving efficiency as energy performance gain importance.

High-Pressure Hydrogen Compressors for Finland's First Industrial-Scale Green Hydrogen Plant

Burckhardt Compression received an order from P2X Solutions for two MD10-F diaphragm compressor packages for their green hydrogen production plant in Harjavalta, Finland. The compressors will support high-pressure trailer filling operations at the site.

As the country's first industrial-scale green hydrogen facility, the Harjavalta plant marks an important step in developing Finland's emerging hydrogen economy. With a 20 MW electrolysis capacity, the hydrogen produced will be used for heavy-duty mobility and as feedstock for e-methane production. Additional projects planned by P2X Solutions in Joensuu and Oulu underscore the growing market potential in the region.

5. Working conditions



Topic lead: Chief Human Resources Officer

Target: Maintain an employee engagement score of over 4.0* (2023: 4.1)
 Status: 4.2 – achieved for FY 2025

Jobs with decent working conditions are a basic premise for the development of individuals and society. They drive prosperity and provide a livelihood for people. Our employees are central to our success, and we are proud of our global and diverse workforce in our production sites and service centers.

With our engagement in providing good working conditions, we contribute to the targets of Sustainable Development Goal 8: Decent work and economic growth. Our most direct impact concerns the working conditions of our more than 3'300 employees (FTE). Further impacts are along our supply chain, also with regard to human rights. We recognize our responsibility to exercise due diligence in collaboration with our business partners.

Our approach

Burckhardt Compression is committed to upholding fundamental international labor standards and strives to provide conditions that exceed the local industry average overall. To achieve this, we focus on three areas:

- Dialog and relations
- Terms and compensation
- Organizational culture

The impacts on employees of suppliers, contractors, and outsourced activities are managed mainly through our supply chain due diligence approach

Dialog and relations

We acknowledge and support freedom of association as set out in our Code of Conduct. Open dialog with employees is a priority for Burckhardt Compression and is fostered in various ways. In addition to employee surveys and a continuous exchange with line managers, employees are informed online several times a year personally by members of the Executive Management about the state of the business and other matters, whereby questions are answered. Our online platform and mobile application BC Connect is an exchange platform accessible to all employees and allows them to receive, comment on, and write messages. We have established regular management-employee dialogs in our local subsidiaries. Dialog tools are also used in the form of collective bargaining and employee representation. 60% of Burckhardt Compression's employees worldwide are covered by a collective agreement.

Employment terms and compensation

Burckhardt Compression offers attractive terms and conditions of employment adapted to prevailing requirements on an ongoing basis. We benchmark our salaries against external salary surveys conducted by Willis Towers Watson and have an ongoing monitoring system in place to eliminate significant salary differences between equivalent positions. We have estab-

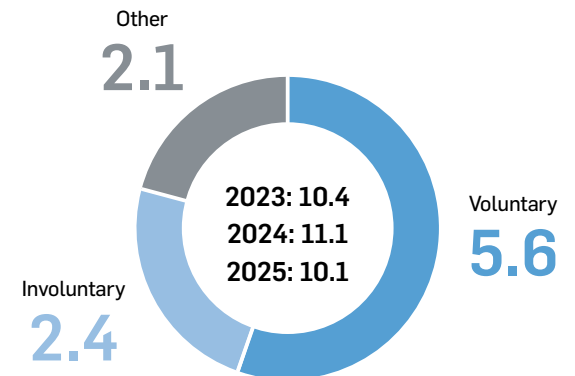
lished a flexibility in terms of staff working from home and have enhanced our infrastructure to enable our employees to work comfortably from a variety of locations.

Organizational culture

We believe that our well-established corporate culture forms the foundation of our competitiveness. A comprehensive program called "Values and Behaviors" ensures that employees in all Group locations and companies share and actively uphold the same corporate values and principles. The internal Code of Conduct is designed to set fundamental standards and principles for how employees should interact and behave with partners, stakeholders, and the environment. A global Speak Up channel operated by a third party is available to report violations of our standards, values, and behavioral guidelines.

Employee turnover ratio

in % of yearly average of full-time equivalent



* Updated target based on the new survey methodology.

Progress in fiscal year 2025

In fiscal year 2025, we strengthened managers' ownership of employee engagement by supporting them in discussing engagement-survey results with their teams and translating insights into clear follow-up actions; a dedicated pulse survey was used to monitor accountability in this process.

We believe that effective communication and constructive dialogs are the cornerstones of a productive and performing workplace. In fiscal year 2025, we rolled-out our employee-management dialog framework and conducted a leadership exchange and learning session on the topic.

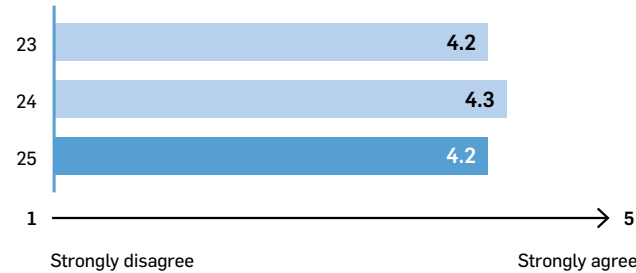
We strengthened our commitment to respect and support internationally recognized human rights through the further implementation of our human rights policy. A risk screening across our own operations did not identify any significant human rights risks, while highlighting opportunities to further strengthen preventive safeguards. We initiated targeted follow up actions to address these.

Rating from employee survey*

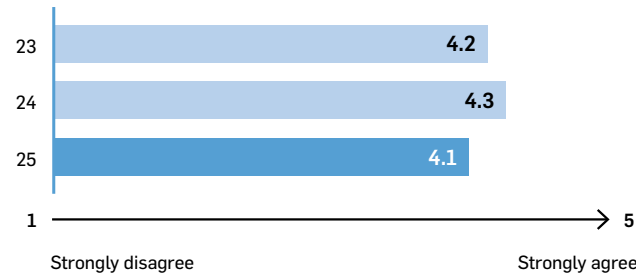
Employee engagement survey results

Average points scored for the statements:

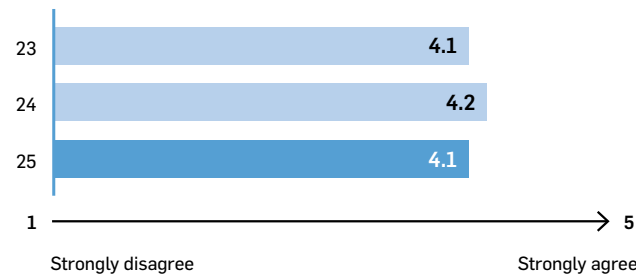
“How satisfied are you with your company as a place to work?”



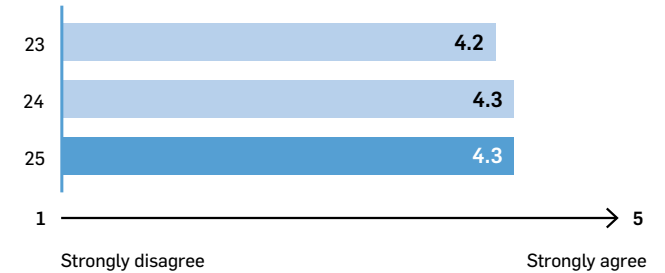
“I would recommend my company as a great place to work.”



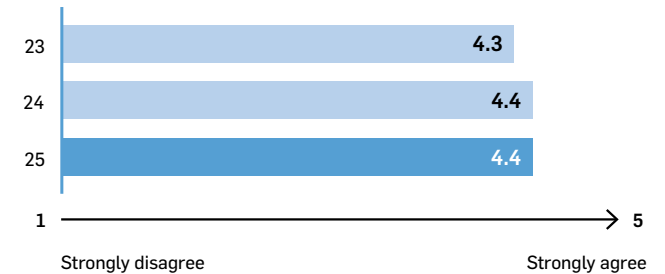
“Leadership communicates effectively with the company.”



“My company provides me with opportunities to balance my work life and personal life.”



“At work, I am treated with respect.”



* Based on new survey methodology introduced in fiscal year 2023. Previous results have limited comparability due to slightly different questions.

Our performance

The employee turnover rate decreased to 10.1% in the reporting period compared to the previous year. This figure includes all departures, including fixed-term employment contracts that came to an end. Of this, 5.6 percentage points are accounted for by voluntary departures, which marks a continued improvement to last year (6.2). High levels of employee loyalty and identification with the company are also confirmed by the fact that the typical employee has been with the company for 8.5 years.

The participation rate of our engagement survey remained at a consistently high level of 92% (94% in 2024). The overall engagement level of the organization remained at 4.2 out of 5.0 on a Likert scale (4.2 in 2024). This brings us above the 64th percentile of the global manufacturing benchmark.

We conduct an annual performance appraisal process that includes development objectives and continuous improvement feedback; 85% of employees completed the cycle in the reporting period.

In fiscal year 2025, we held employee-management dialogue sessions in over 95% of our local units following our newly rolled-out framework.

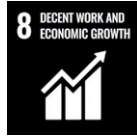
Outlook for fiscal year 2026

We will continue our established approach of driving targeted improvements at local team level, informed by the results of our annual employee engagement survey and tailored to the specific needs of employees across regions and functions.

Among Switzerland's best employers 2026

Burckhardt Compression ranks as one of the most attractive Swiss employers 2026 in the mechanical and plant engineering sector. This ranking is based on an independent survey of employees, and was carried out by data analyst Statista via an online access panel, combined with input from the readers of "Handelszeitung." More than 1'800 employers with 200 or more employees in Switzerland were identified for the survey. Burckhardt Compression was placed an excellent 10th in its sector and a good 149th rank over all sectors.

6. Occupational health and safety



Topic lead: Vice President Quality & EOHS Systems Division

Target: Keep the Lost Time Injury Rate (LTIR) below 0.7 every year (2021: 1.1)

Status: 0.3 – achieved for FY 2025

The protection of physical integrity and the promotion of mental health and well-being are top priorities for us. By providing a safe working environment and promoting health, we support the Sustainable Development Goal 3: Good health and well-being, and the Sustainable Development Goal 8: Decent work and economic growth. It is further demonstrated that good health of employees has a positive influence on business results. Our influence in this area extends to our own employees, to external employees in our workplaces, and to working conditions in supply chain companies.

Our approach

We are committed to the prevention of accidents and work-related illnesses and to the promotion of the mental well-being of employees and workers whose work or work-place is under the control of Burckhardt Compression. We focus our approach on two components:

- Occupational health and safety system and prevention culture
- Mental health and well-being

The impact on employee health and safety in our supply chain is managed through our supply chain due diligence approach.

Our occupational health and safety policy and our ISO 45001-certified management system form the basis for all workplace health and safety activities. We combine engineering controls — such as modern manufacturing machinery, intrinsically safe equipment, and effective ventilation and filtration systems — with clear administrative measures, including structured risk management processes, job safety analyses, start-work checks for high-risk activities, safety walks by management, and targeted workplace safety training. Ensuring that employees wear the correct personal protective equipment for their specific tasks further supports our efforts. Fostering a culture of prevention by raising awareness and involving employee representatives in site-level safety committees remains an essential part of our approach.

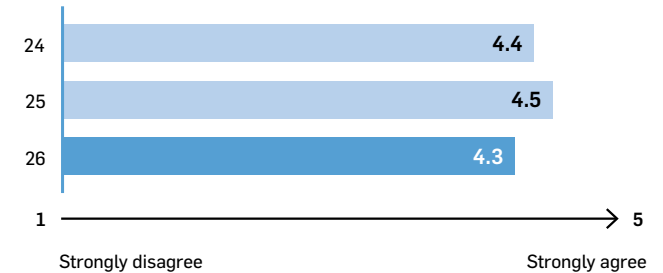
We take a structured, yet locally embedded, approach to mental health and wellbeing, building on our existing local initiatives and enhancing them through a Group-wide framework. Our approach is guided by three pillars — awareness & empowerment, guidance & support, and community & culture — which together promote a healthy, inclusive, and resilient working environment. While local programs such as stress management activities, wellbeing sessions, and sports initiatives remain an important foundation, we increasingly complement them with Group-level elements such as leadership awareness and consistent guidance for employees.

Rating from employee survey*

Employee engagement survey results

Average points scored for the statement:

“I feel safe in my work environment.”



* Based on new survey methodology introduced in fiscal year 2023. Previous results have limited comparability due to slightly different questions.

Progress in fiscal year 2025

In fiscal year 2025, we successfully certified our Environment, Occupational Health and Safety (EOHS) Management System and completed ISO 45001 external audits at Group level across nine countries. All findings have been addressed and closed in coordination with the local certification bodies. We continued a safety awareness campaign at all manufacturing sites. In fiscal year 2025, our subsidiaries in Thailand and Netherlands have passed successfully the initial certification audit and are now part of the BC Group ISO certificate.

We implemented global minimum occupational health and safety standards across all subsidiaries. In addition, we developed and launched a dedicated safety app for our Field Service Representatives, providing an additional preventive layer by requiring a pre-task check of common hazards and activity-related risks before starting work.

In addition, we enhanced our mental health and wellbeing approach by introducing a structured framework and strengthening Group-level alignment. We complemented our existing local initiatives with renewed awareness communication, including dedicated leadership sessions to foster a shared understanding of mental health topics across management.

Our performance

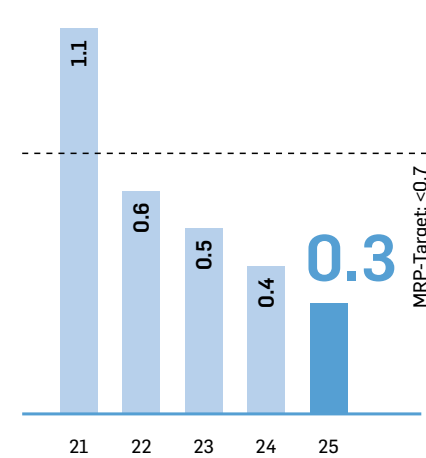
The Lost Time Injury Rate (LTIR) has further decreased from 0.4 to 0.3. It marks continued improvement compared to last year and is well below our Mid-Range Plan target of 0.7. The severity rate has increased from 18.7 to 35.1, driven primarily by one exceptional incident with a high number of lost days, which significantly influenced the year-on-year comparison. During this reporting period, we recorded no fatal accidents and no case of work-related ill-health.

Outlook for fiscal year 2026

In fiscal year 2026, we will strengthen our safety culture across both divisions by rolling out the Nine Life Saving Rules and expanding our behavior-based safety initiative, including leadership training and behavior-based observations. We will continue targeted Group-wide initiatives to further strengthen safety standards, including technical and leadership training, the digitalization of incident management, and reinforced risk controls such as pre-start checks, job safety analyses, and fatigue management — particularly for long-distance travel. We plan to enhance our monitoring system with leading indicators to drive continuous improvement and also continue to develop our roadmap to support mental health and wellbeing.

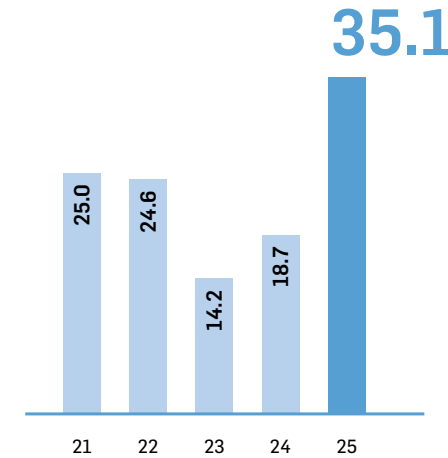
Lost Time Injury Rate (LTIR)

Per 200'000 hours worked
(per calendar year)



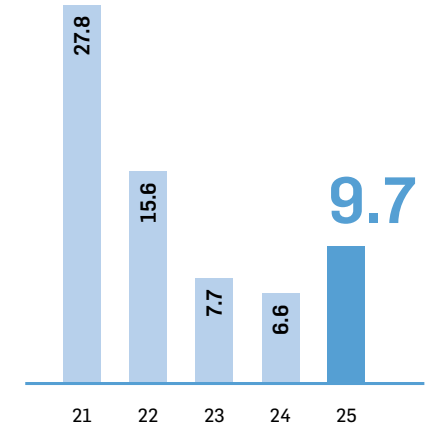
Severity Rate (SR)

Lost days per recordable incidents
(per calendar year)



Lost Time Workday Rate (LTWR)

Per 200'000 hours worked
(per calendar year)



7. Product safety



Topic lead: Vice President Operations and Engineering

Target 2027: Zero incidents every year related to product safety (2021: 0)
 Status: 0 – achieved for FY 2025

Compressors are a critical equipment in various applications in the process industry and energy provision. System safety and reliability are the most important areas of expertise in our business due to the high pressures, continuous operation, integration in complex industrial processes, and the individual hazard potentials of the compressed gases. By ensuring product safety, we contribute to the Sustainable Development Goal 3: Good health and well-being. The main impacts are in the commissioning and operational phase and extend over the compressors' decades of life.

Our approach

Burckhardt Compression assures safe operation of compressor systems in every phase of their life cycle. Our approach encompasses five main areas of risk assessment and mitigation:

- **International norms and standards**
 Where available, we use and follow international standards for the development, production, commissioning, and maintenance of compressor systems. This includes the evaluation of safety risks

and certification in accordance with mandatory laws and standards.

- **Simulation, calculation and testing**
 Our comprehensive knowledge of calculation and simulation allows us to optimize the dimensioning of compressor systems. We also use specific testing and inspection procedures to ensure safety and functionality.
- **Strong processes**
 Defined working principles, processes and our ISO 9001-certified quality management system ensure our processes meet the strictest requirements.
- **Control systems and maintenance**
 Our compressor systems are fitted with a minimum protection system that shuts down the system in the event of critical disruption. Our PROGNOST®-SILver system for monitoring and diagnosing the condition of reciprocating compressors and our UP! Solutions for long uptime and maximum reliability are further key tools for increasing reliability and safety.
- **Documentation and training**
 To ensure the smooth and safe operation of compressor systems, we produce a specific set of operating documents for each system and offer a wide range of training modules available either online or at our training centers.

Progress in fiscal year 2025

During the reporting period, we further strengthened product safety across our portfolio by refining our pre-order risk assessment and mitigation process, with particular attention to first of its kind projects involving new markets, technologies, suppliers, or expanded scopes. We continued to invest in competence develop-

ment by advancing technical career paths and further strengthening our Global Competence Centers in China, India, and Italy. In parallel, close collaboration with customers, suppliers, and local partners enabled testing of new applications under field conditions, supported by enhanced test infrastructure in China and Switzerland and the ongoing buildup of capabilities in India.

A key milestone was the rollout of Process Failure Modes and Effect Analysis (FMEA) at our Winterthur factory, enabling earlier and more systematic identification of manufacturing and assembly risks. Following its successful implementation, this approach is planned to be extended across all production sites globally. In the marine segment, targeted product redesigns improved serviceability and contributed to enhanced product safety.

We also continued to strengthen operational safety through targeted training of Field Service Representatives, particularly for critical and hazardous applications such as oxygen service. In addition, investments in advanced simulation capabilities, especially for journal bearings, further improved reliability, functionality, and safety. To support faster and more effective decision making, we introduced a structured categorization of customer feedback, enabling clearer prioritization of product changes based on urgency and impact.

Our performance

As part of the approval process, 100% of new product configurations underwent a risk and design assessment, including product safety. No incidents related to compressor product safety were registered during the reporting period, and no violations of regulations or voluntary codes occurred.



We registered one near miss during the reporting period, which did not result in injury and did not involve any violation of standards or procedures. The case was addressed on site, and the lessons learned were incorporated into targeted improvement measures and training, further strengthening awareness and preventive practices.

Our control and digital solutions, including surveillance via PROGNOST, support preventive maintenance, enhance operational reliability, and contribute to product safety and life-cycle management. The number of new compressors fitted with a Burckhardt Compression control system remained stable during the reporting period.

Outlook for fiscal year 2026

In the coming period, we will further strengthen risk mitigation for first-of-its-kind projects by leveraging simulations, testing, and advanced monitoring. These activities are supported by our in-house and external test centers, enabling detailed assessment of dynamic behavior and operating conditions.

8. Business conduct



Topic lead: General Counsel

Target 2027: Maintain zero incidents every year related to corruption or anti-competitive behavior (2021: 0)
 Status: 0 – achieved for FY 2025

Unethical business practices have the potential to damage the economy and society. They cause economic losses, promote social inequality, and undermine democratic processes. As a global business with a far-reaching network of business partners, we are committed to conducting our business ethically, legally, and in an environmentally and socially responsible manner, which is a precondition for all other material sustainability topics.

Our approach

Burckhardt Compression undertakes to carry out its business activities in an ethical, legal, and environmentally and socially responsible manner. We expect every business partner we work with to conduct themselves in a similar manner. We assess every aspect of our business relationships and focus particularly on:

- Business compliance
- Anti-bribery and anti-corruption
- Free competition
- Export and sanctions compliance

Our Code of Conduct defines the fundamental standards and principles for employee interaction and behavior with partners, stakeholders, and the environment. It aligns with our “Values and Behaviors”, ensuring that our actions reflect our core principles. With the Code of Conduct for business partners, our suppliers, local agents, and partners commit to conducting their business in an ethical, legal, and environmentally and socially responsible manner. All employees are required to explicitly acknowledge the Code of Conduct. We train our employees in the fields of anti-corruption, business compliance including free competition, and strict adherence to export and sanctions controls.

Burckhardt Compression carries out regular internal audits of all its subsidiaries with a focus on financial, legal, and compliance topics.

Our third-party risk management policy, along with the group risk policy and the sales partner policy, supports us in implementing our risk management with third parties. These policies clarify the expectations placed on management and employees when dealing with third parties.

Our Speak Up reporting system is a whistleblower channel operated by an independent third party. It allows employees, business partners, and third parties that are, or might be, aware of suspected misconduct to register it in the reporting system. The system is designed to allow protection of the identity of the reporting party. All Speak Up submissions undergo a formal triage and investigation process led by the responsible compliance functions, ensuring impartial fact finding, appropriate escalation, and structured remediation, with aggregated findings periodically reported to the Executive Management and the Board of Directors.

Progress in fiscal year 2025

We continually reinforce our “Values and Behaviors” and our Code of Conduct, which together form the foundation of responsible conduct at Burckhardt Compression. During the reporting year, we continued to rely on our Code of Conduct training, including multilingual e-learning modules, complemented by on-site sessions where appropriate. As part of our broader compliance efforts, we placed particular emphasis on anti bribery and anti corruption to further strengthen awareness of improper business practices and to reaffirm the Group's commitment to integrity across all operations. In addition, the Board of Directors participated in an in person workshop on business compliance to support its oversight responsibilities.

Building on last year's focus on third party risk management, we further refined our global compliance framework in response to increasingly complex international regulatory requirements. This included strengthening the procedures for engaging and supervising third party sales intermediaries through enhanced due diligence, onboarding, and ongoing monitoring. These measures help ensure that external sales partners meet our integrity standards and support the Group's efforts to mitigate corruption related risks. In this context, Burckhardt Compression revised its sales partner policy and delivered targeted training to the relevant sales teams and specialists.

Throughout fiscal year 2025, we continued to raise awareness to our Speak Up platform, encouraging employees and business partners alike to report misconduct. This initiative supports our commitment to a transparent and ethical work environment.

**Our performance**

A total of eight suspected cases of misconduct in violation with the Code of Conduct or law were recorded on the Speak Up reporting system. Three were submitted by external and five by internal stakeholders. All cases were duly processed and closed within the reporting period. The average case lead time, from creation to the conclusion of the case was 28 days.

We conducted eight internal audits of subsidiaries following our audit cycle. No significant risks regarding corruption and anti-competitive behavior have been detected in this fiscal year. No violations of competition law or instances of corruption connected to our business activities were identified during the reporting period, nor were any sanctions imposed for any significant non-compliance with environmental, social, or similar regulation.

Outlook for fiscal year 2026

In fiscal year 2026, we will continue to enhance our compliance management system in line with evolving regulatory expectations. Key initiatives include issuing new policies on anti-bribery and anti-corruption, and gifts and entertainment, as well as introducing a network of internal business compliance partners to strengthen local implementation of Group standards.

We will further refine our third-party due diligence processes to ensure more rigorous screening and expand our training program with dedicated modules on antitrust and competition law. These efforts will be complemented by the continued promotion of our Speak Up channel to foster a culture of transparency and accountability across the organization.

Our commitment

Firmly anchored sustainability governance

The very top management of our organization is committed to sustainability. Responsibilities are clearly defined at every level and closely linked to strategy. All sustainability-related activities are supervised by the Board of Directors. The Strategy and Sustainability Committee supports the CEO in developing corporate strategy and advises the Board of Directors on all matters relating to strategy and sustainability.

The risks and opportunities linked to sustainability are managed as part of the overall company risk management process and are reported to the Audit Committee and to the Board of Directors.

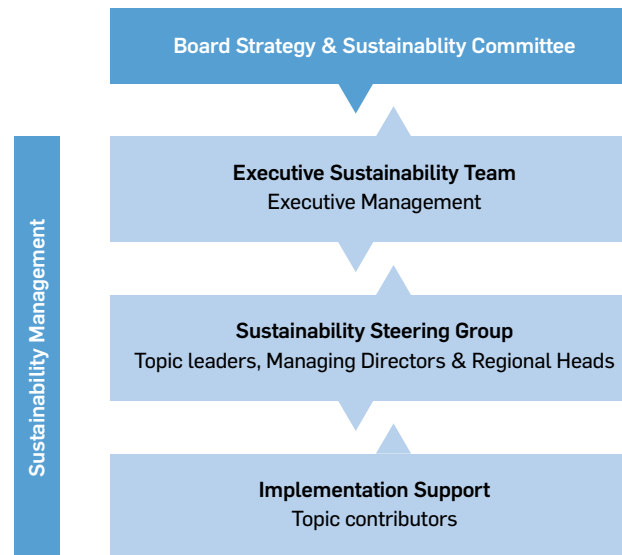
All members of the Executive Management are also members of the Executive Sustainability Team, which is responsible for the strategic approach at Group level and compliance with our sustainability roadmap.

Every material topic is led by a member of senior management. These managers form the Sustainability Steering Group together with the Managing Directors of the production and assembly sites, and the Regional Heads from the Services Division. The Sustainability Steering Group is responsible for implementing the sustainability roadmap and defining the topic-specific management approach.

Implementation is supported by designated experts in the field and key local individuals in the subsidiaries. They provide technical expertise and ensure on-site implementation.

A designated sustainability manager leads and moderates the related activities at Group level and, as a technical expert, supports all functions and subsidiaries with implementation of the roadmap.

Sustainability governance at Burckhardt Compression



A clear focus based on our materiality analysis

We use a materiality analysis to determine where our company's activities have the greatest impact on society, the environment, and the economy. For this purpose, we conducted an impact analysis, where we assessed actual and potential positive and negative impacts of our activities along the value chain. In the fiscal year 2023, we further enhanced our analysis with the perspective of actual and potential implications for our business success, thereby considering a double materiality perspective. The aspects of scale, scope, and likelihood of impacts were considered as assessment categories with a precedence of scale and scope. Impact is the only determinant for materiality definition for the GRI reporting to be aligned with the standards.

For each of the eight material topics, we have appointed a topic leader as an advocate. Operational topics are important to us as well, but we do not pursue them with the same strategic approach as the material topics. They are integrated into the operational business activities at the departmental level. Other topics may be of greater relevance for a specific subsidiary, but not across the whole Group. We address these topics on a situation-specific basis.

Our materiality matrix assessment

Material topics

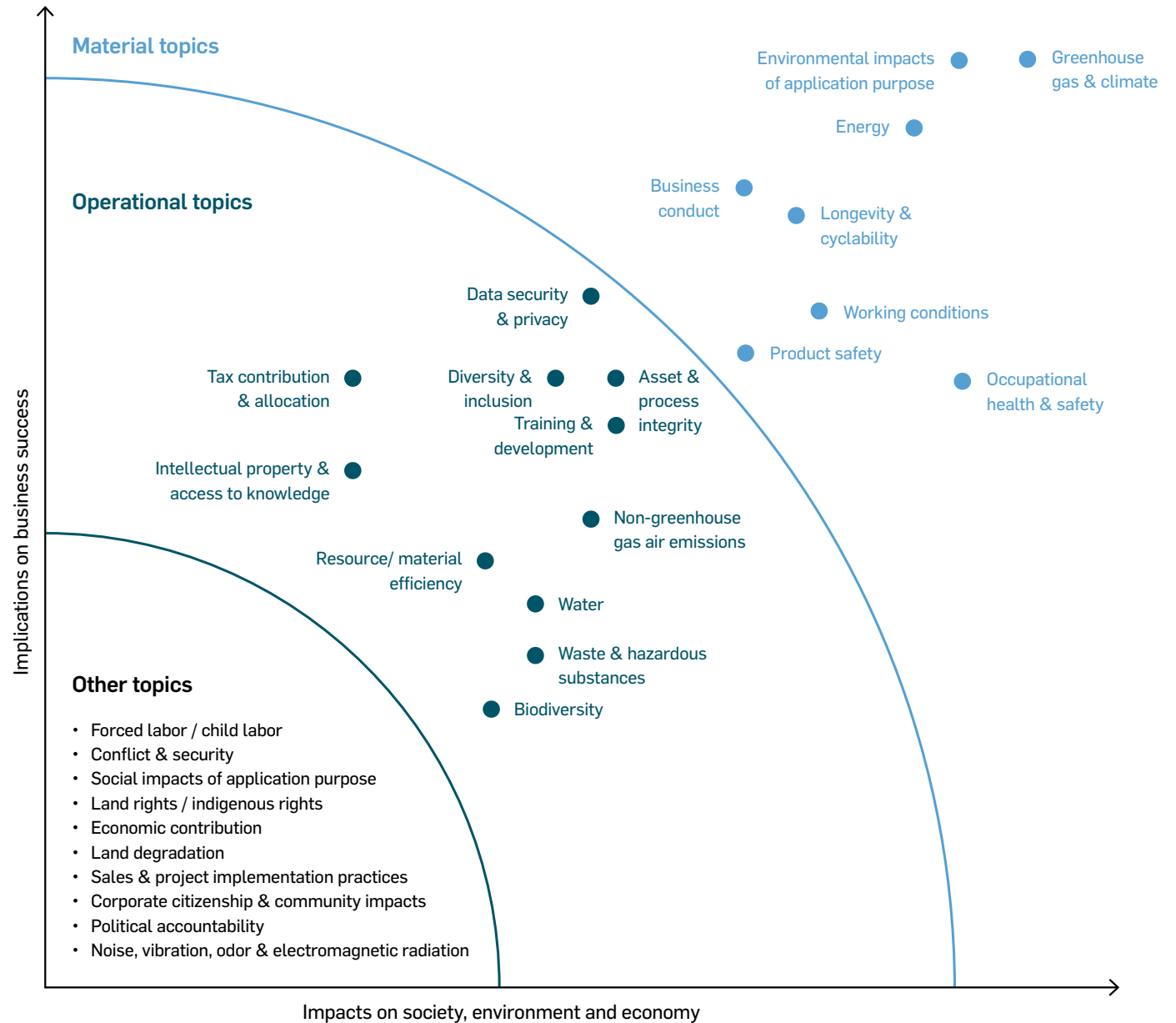
Are included in our strategic approach to sustainability and are subject to extended reporting requirements for our Sustainability Report.

Operational topics

Have an increased relevance in our business activities and are continuously integrated into our operations; communication takes place according to needs and opportunities.

Other topics

May have increased relevance in a specific context but not on a Group level; management and communication take place according to needs and opportunities.



Our employees are the key to our success

Together, we are successful and create sustainable value. Burckhardt Compression is thus engaged in the advancement of all employees and a diverse workforce. They are a vital factor in the implementation of our sustainability ambitions.

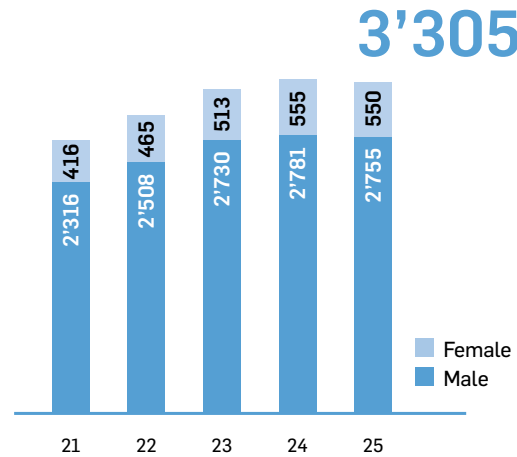
We appreciate our employees' expertise and promote knowledge sharing. Individual training and development are part of the annual appraisal and performance review process and are financially supported by the company. To ensure the ongoing development of technological expertise and personal as well as managerial skills within the company, employees around the world participate in internal technical, product, and leadership training modules, which are conducted across the Group throughout the year with a range of programs. In the fiscal year 2025, we provided on average 13.1 h of internal training per FTE and reached 98.3% of our employees with our offering.

We promote and support new talent at all levels and are committed to the Swiss system of apprentice training. We currently have 68 apprentices, primarily at our production sites in Switzerland and India with additional apprentices in France and Germany. Burckhardt Compression is a founding member of the initiative launched under the auspices of the Swiss Federal Office for Professional Education and Technology and the Swiss-Indian Chamber of Commerce to establish an apprenticeship system in India based on the Swiss model. The company is also a corporate sponsor of the AZW Training Center in Winterthur, Switzerland, for vocational career pathways.

We believe that diverse teams, supported by an inclusive culture, contribute to stronger performance and long-term value creation. In fiscal year 2025, we ad-

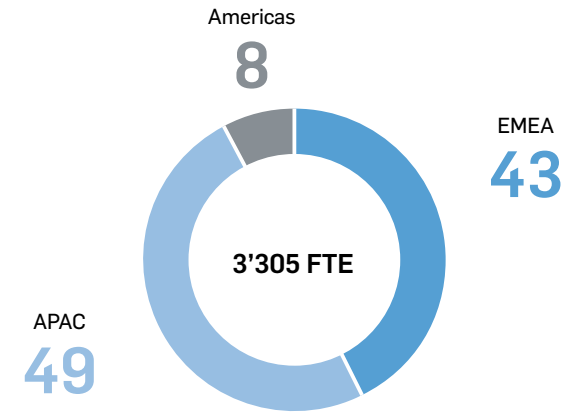
Global workforce by gender

Employees (FTE)



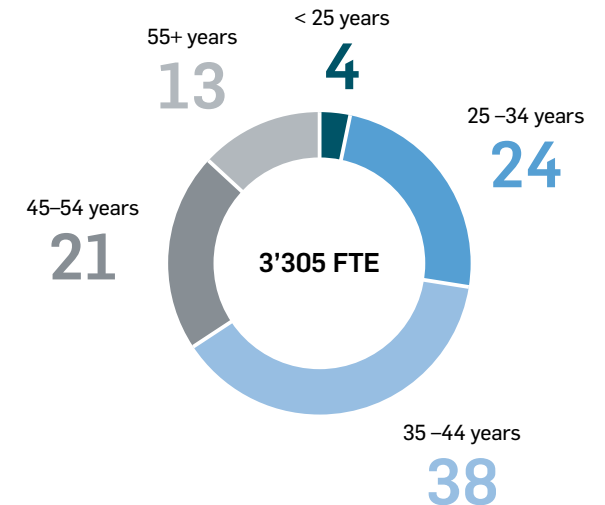
Global workforce by region, 2025

in %



Global workforce by age, 2025

in %



vanced our diversity, equity and inclusion agenda. We established a structured roadmap aligned with the Board of Directors. It focuses on gender, age and intercultural collaboration, with an initial priority on gender diversity. The roadmap is built around three levers of join (attract talent), stay (support retention), and thrive (enable development and progression) to strengthen our female talent foundation. First implementation steps were launched in the reporting period through targeted development measures aimed at strengthening capabilities, enabling career progression.

Women made up 33.3% of the Board of Directors and 20% of Executive Management; women accounted for 16.6% of our global workforce (2024: 16.6%).

Supply chain due diligence

Burckhardt Compression relies on a strong supply chain and taps into its suppliers' experience and knowledge to continuously improve its products. We source raw materials for the foundry in Shenyang, China, raw materials and semi-finished products for the manufacture of compressors in our factories, and components and other accessories to complete the overall compressor systems and maintain them on site. For this, we have an established global supply chain, with core suppliers for production located in the wider regional area.

Due diligence approach

Burckhardt Compression built a due diligence approach informed by the OECD Due Diligence Guidelines and the UN Guiding Principle on Business and Human Rights. Our human rights policy and our third-party risk management policy form the umbrella policies for our management approach. The implementation process is based on four pillars: expectation, identification, verifi-

cation, and mitigation. In fiscal year 2025, we continued our approach with a focus on environment, health and safety, human rights (including forced labor), and in particular child labor and conflict minerals, in compliance with the Articles 964j-k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

Through our Code of Conduct for business partners and the co-applicable implementation guidelines, we expect the same high standards for suppliers as we do within our company.

We conduct an ongoing risk identification covering risks of potential negative impacts and supplier relevance. Over 3'200 suppliers are currently included in our risk analysis along our focus topics. The results confirmed that the main risks are primarily in health and safety, environment and working conditions within human rights.

Based on the risk exposure for each topic and threshold values for the purchasing volume, assessments for verification of the identified risk were initiated at over 600 suppliers since the start of the program in fiscal year 2023. Mitigation measures were initiated for suppliers to complete the assessment or for suppliers with insufficient assessment results to build up their corresponding management systems. Burckhardt Compression is committed to pursuing a development-oriented due diligence approach for its suppliers to strengthen their capabilities to fulfill ever-increasing requirements. In fiscal year 2025, we fully integrated sustainability criteria into our annual supplier assessment process, covering the top 70% of procurement spend.

Child labor

In line with our commitment to human rights, we are monitoring our suppliers and have a clear demand to not tolerate child labor. The due diligence for child labor follows the overarching due diligence approach for suppliers in compliance with the Articles 964j-k of the Swiss Code of Obligations and the Swiss Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO).

The broad risk identification revealed a lower exposure to child labor compared to other topics and other industries. No substantiated suspicion of child labor could be found, either in the risk identification and assessment, in further investigations or in the Speak Up complaint channel. We are committed to applying our due diligence approach to child labor with even lower thresholds in purchasing volume than other risks due to the potential severity of human rights violations in this area.

Since the start of the program in fiscal year 2023, we initiated over 470 supplier assessments with regards to human rights, which includes the topic of child labor. Improvements and corrective action measures were initiated in cases where we found that the supplier did not have an adequate management system in place despite indications of risk

Conflict minerals

Our compressors are made of over 95% by weight of iron and steel. Some components contain tin, tungsten or, in the case of electronics, gold. We have established and published a Conflict Minerals Policy and apply due diligence. In 2025, we continued our traceability assessment with targeted suppliers in order to obtain ev-

idence that the smelters in our supply chain do not source minerals from conflict affected regions.

In fiscal year 2025, we reviewed our purchasing activities in Switzerland. We concluded that we do not exceed the thresholds set out by the Ordinance on Due Diligence and Transparency in relation to Minerals and Metals from Conflict-Affected Areas and Child Labour (DDTrO). An independent assurance company has confirmed our analysis approach in fiscal year 2023.

Dialog with our stakeholders

The appropriate involvement of our various stakeholders is important to us. We have identified four key stakeholders within our sustainability management: customers, employees, investors, and suppliers. We are engaged in detailed discussions with them and actively involve them in identifying material topics. In addition, we maintain an open dialog with other stakeholder groups, such as the local community, media, the scientific community, associations, civil society, and the state, as required.

Customers

We seek long-term customer relations. The longest-standing customer relationship dates back to 1885, when the company supplied BASF in Ludwigshafen with one of the first compressors ever built. Customer satisfaction is measured using various tools. The results are evaluated as part of the management process with the divisional management teams, and actions are initiated and implemented in accordance with the results. Customer priorities in the field of sustainability were climate, energy, and occupational safety. All three are part of our material topics.

In the fiscal year 2025, we successfully completed another cycle of our Voice of Customer survey for the Services Division. We received feedback from over 1'100 participants and produced 15 specific company reports, all of which help us to create more value for our partnerships. We achieved another high satisfaction level of over 86% which is, however, a slight decrease compared to the excellent results from the previous survey.

Investors

We maintain an open and transparent dialog with our investors and other interested parties. The aim of investor relations is to accurately portray the company and its markets to enable a fair evaluation of Burckhardt Compression stock.

We aim to maintain regular interaction with our key investors through roadshows, conferences, and individual meetings. Every year, we conduct investor roadshows in Zurich, London, Frankfurt, Paris, Stockholm, Madrid, Milano, Benelux and the United States. Furthermore, we participate in investor conferences in Switzerland and the United Kingdom.

We also organize on-site visits where we invite our investors to our Winterthur headquarters in Switzerland to present our company, answer their questions and show them our factory. In recent years, the importance of ESG (Environment, Social, Governance) rating agencies has also increased significantly for our investors. Important sustainability priorities for our investors include climate change, business conduct, and energy consumption. All three are covered in the material topics.

Employees

Open dialog with employees is a central priority for us and is carried out in different ways. The most important dialog channels are described in this report under the material topic working conditions (see page 51). The key priorities for employees are health and safety at work, working conditions, and training and development. We actively deal with the first two within our material topics. Training and development are a central pillar of our HR management.

We organize very consciously and regularly occasions with our employees, where we get together and cultivate friendships outside of everyday working life, whether it is a Thanksgiving celebration in the United States, the Diwali celebration in India, the Chinese New Year party in China, different Christmas dinners or events around the globe or the so-called Name Day celebration in Winterthur to celebrate the birthday of our company.

Suppliers

We work closely with suppliers in the product development phase, with the aim of long-term partnerships. We actively give our suppliers feedback in our performance discussions and want to recognize outstanding performance. Exchanges and performance reviews take place on a regular basis via on-site visits, virtual meetings, audits, or inspections. Occasionally, supplier days are held at regional or global level. The central sustainability priorities for suppliers are occupational health and safety, energy consumption, and business conduct. All three topics are key elements of our approach to sustainability.

**Communities and other stakeholders**

We maintain an open relationship with the local communities. We established distinct communication channels for inquiries and communicated these contact points on our website. We also support and promote local initiatives, for example in the areas of education and sports. We practice transparency in our exchange with the media and authorities and strive for timely and open communication.

In the fiscal year 2025, we invited the parents of our apprentices at our headquarters in Winterthur to an event to visit their youngster's place of work and talk directly to the responsible personnel. This trust building is important for us as we are highly committed to the apprentice system.

Engagement with local stakeholders is also a reality in our subsidiaries. At our production site in India for example, we offer the community business support in waste management by selling scrap metal for their recycling business and focus on job opportunities for underprivileged community members. We further contribute towards building schools, and water reservoirs.

In the fiscal year 2025, we launched a community initiative in India to support villages where our employees and their families live. Together with our partner, the Chirag Rural Development Foundation, we implemented tailored projects such as solar electrification, solar street lighting, improved classroom infrastructure, and a solar-powered water pump supplying drinking water to the entire village. After seeing the meaningful impact in the first three villages, we plan to expand this integrated village development approach to additional employee-connected communities in the coming years.

Extended key figures

		2025	2024	2023	2022	2021
Energy ✓						
Energy use	MWh	49'153	52'566	56'173	59'107	49'928
Electricity		28'901	28'462	29'445	30'658	27'779
Fuels and combustibles ¹		11'169	14'542	17'754	18'585	16'608
District heating		9'083	9'562	8'974	9'864	5'541
Share of renewable electricity	%	77	62	22	21	15
Energy intensity	kWh per working hour	7.5	7.9	8.8	10.1	9.4
Greenhouse gas emissions ✓						
Greenhouse gas emissions Scope 1	tCO ₂ e	3'022	4'170	4'917	4'674	4'221
Combustibles		809	1'250	1'436	1'551	1'485
Fuels		1'907	2'226	2'833	2'914	2'508
Others		306	694	648	209	228
Greenhouse gas emissions Scope 2	tCO ₂ e	4'888	7'551	14'120	15'396	13'198
Electricity		3'337	5'919	12'588	13'712	12'252
District heating		1'551	1'632	1'532	1'684	946
Greenhouse gas emissions intensity by working hour (Scope 1 and 2)	kgCO ₂ e per working hour	1.2	1.8	3.0	3.4	3.3
Greenhouse gas emissions intensity by working hour without foundry (Scope 1 and 2)	kgCO ₂ e per working hour	1.0	1.3	2.1	2.3	2.1
Greenhouse gas emissions intensity by sales volume (Scope 1 and 2)	tCO ₂ e per mCHF	7.5	10.7	19.6	24.2	26.8
Greenhouse gas emissions business travel (Scope 3)	tCO ₂ e	3'320	3'907	3'931	2'663	1'405
Scope 3 emissions						
Total Scope 3 emissions	million tCO ₂ e	85.4	70.5	88.4	73.5	not evaluated
Scope 3 emission excluding energy transmitted to the next process step	million tCO ₂ e	11.9	13.4	15.4	13.1	not evaluated
Water and waste ✓						
Water ²	m ³	75'414	65'297	74'991	78'687	83'810
Waste ²	t	3'268	3'384	2'790	3'530	2'805

¹ From fossil sources.

² Data refer to the production and assembly sites of the Burckhardt Compression Group, including headquarter (Switzerland, India, China, South Korea, United States).

✓ Assured by PwC 2025 (limited assurance)



Extended key figures

	2025	2024	2023	2022	2021
Health and safety					
Lost Time Injury Rate (LTIR) ¹	0.3	0.4	0.5	0.6	1.1
Severity Rate (SR) ²	35.1	18.7	14.2	24.6	25.0
Lost Time Workday Rate (LTWR) ³	9.7	6.6	7.7	15.6	27.8

¹ Rate per 200'000 working hours for number of recordable incidents with lost time > 1 working day.

² Number of lost days/incidents subject to registration with loss > 1 working day.

³ Rate per 200'000 working hours for total of lost workdays.

Assured by PwC 2025 (limited assurance)



Extended key figures

	2025	2024	2023	2022	2021
Employee structure	FTE	FTE	FTE	FTE	FTE
Number of employees	3'305	3'336	3'243	2'973	2'732
Permanent	3'068	3'072	2'980	2'724	2'508
Male	2'583	2'588	2'536	2'320	2'145
Female	485	484	444	404	363
EMEA	1'397	1'426	1'378	1'264	1'152
APAC	1'407	1'394	1'298	1'155	1'066
Americas	264	252	304	305	290
Temporary	237	264	263	249	224
Male	172	192	194	188	171
Female	65	72	69	61	53
EMEA	14	20	13	19	16
APAC	222	243	250	229	207
Americas	1	1	0	1	1
Full-time	3'163	3'186	3'104	2'856	2'628
Male	2'661	2'686	2'646	2'442	2'256
Female	502	500	458	414	372
EMEA	1'269	1'299	1'253	1'167	1'065
APAC	1'629	1'636	1'547	1'384	1'273
Americas	265	251	304	305	290
Part-time	142	150	139	117	104
Male	94	95	84	66	60
Female	48	55	55	51	44
EMEA	142	147	138	116	103
APAC	0	1	1	0	0
Americas	0	2	0	1	1
Number of external workers	330	329	329	305	298
Number trainees & apprentices	99	124	145	178	153

Assured by PwC 2025 (limited assurance)



Extended key figures

	2025		2024		2023		2022		2021	
	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average
Employee turnover										
New employee hires (% of yearly average)	309	9.3%	438	13.3%	590	18.2%	510	17.7%	451	17.1%
	FTE	% end of year	FTE	% end of year	FTE	% end of year	FTE	% end of year	FTE	% end of year
New employee hires (% of end of year)	309	9.3%	438	13.1%	590	18.2%	510	17.2%	451	16.5%
Male	256	9.3%	333	12.0%	489	17.9%	427	17.0%	382	16.5%
Female	53	9.6%	105	18.9%	101	19.7%	83	17.9%	69	16.6%
<25 years	44	40.8%	67	43.1%	52	36.9%	55	43.6%	45	50.2%
25-34 years	90	11.3%	184	21.7%	251	29.1%	210	26.9%	171	22.2%
35-44 years	105	8.3%	119	9.7%	163	14.2%	145	13.8%	121	13.7%
45-54 years	40	5.7%	60	8.5%	87	13.0%	63	10.3%	69	11.6%
54+ years	30	6.9%	8	2.1%	37	8.7%	37	9.2%	45	11.4%
EMEA	129	9.1%	174	12.0%	246	17.7%	223	17.4%	208	17.8%
APAC	114	7.0%	213	13.0%	266	17.2%	178	12.9%	172	13.5%
Americas	66	24.9%	51	20.2%	78	25.7%	109	35.6%	71	24.4%
	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average
Employee turnover (% of yearly average)	335	10.1%	364	11.1%	328	10.4%	308	10.7%	266	10.1%
	FTE	% end of year	FTE	% end of year	FTE	% end of year	FTE	% end of year	FTE	% end of year
Employee turnover (% of end of year)	335	10.1%	364	10.9%	328	10.1%	308	10.4%	266	9.7%
Male	273	9.9%	300	10.8%	275	10.1%	264	10.5%	230	9.9%
Female	62	11.1%	64	11.5%	53	10.3%	44	9.4%	36	8.7%
<25 years	27	25.3%	22	14.2%	19	13.3%	17	13.4%	17	19.1%
25-34 years	89	11.1%	116	13.7%	106	12.3%	100	12.8%	82	10.6%
35-44 years	97	7.7%	90	7.3%	86	7.5%	80	7.6%	87	9.9%
45-54 years	56	7.9%	61	8.7%	45	6.7%	43	7.0%	36	6.0%
54+ years	66	15.3%	75	18.5%	72	17.0%	68	16.9%	44	11.1%
EMEA	162	11.4%	135	9.4%	123	8.8%	112	8.7%	95	8.1%
APAC	117	7.2%	119	7.2%	125	8.1%	105	7.6%	106	8.3%
Americas	56	21.1%	110	43.5%	80	26.2%	91	29.7%	65	22.2%

Assured by PwC 2025 (limited assurance)

Basis of preparation

This Sustainability Report provides an overview of Burckhardt Compression's environmental, social, and governance performance. The publication of the Sustainability Report is part of the Annual Report. This report has been prepared in accordance with the GRI Standards and with applicable Swiss laws and regulations. It is also aligned with the Greenhouse Gas (GHG) Protocol standards and integrates the guidance of the Task Force in Climate-related Financial Disclosures (TCFD). Unless otherwise stated, the information contained in this report relates to all sites of the Burckhardt Compression Group, except for water consumption and waste figures. Water consumption and waste data refer to the production and assembly sites of the Burckhardt Compression Group, including headquarters in Switzerland, India, China, South Korea and the United States.

Data collection processes

Environmental data are collected on a calendar year basis, while the denominators sales volume and working hours are reported in line with the fiscal year (April 1, 2025 to March 31, 2026). Occupational health and safety data are also collected by calendar year. To measure and collect environmental and health and safety data from across the Burckhardt Compression Group, we work with a web-based data platform. This platform stores and processes environmental and occupational health and safety data for every site. We conduct data quality controls at the end of the fiscal year. Employee data is collected on a fiscal year basis through the global HR portal.

All environmental figures are derived using recognized emission factors and internal tools to ensure

traceability. Improvements in data granularity and validation have led to greater precision compared to previous reporting cycles. Where exact data is not yet available, we use conservative estimates based on industry standards, historical performance or other factors. These estimates are clearly identified and continuously reviewed. Where initial estimates are made, we strive to successively improve data quality. Any methodological changes are transparently documented.

External assurance

Selected key figures in the Sustainability Report have received independent limited assurance. The independent assurance report can be found on pages 82–84.

Environmental data

The greenhouse gas (GHG) emissions are calculated, following both operational and market-based approaches where applicable. "Operational control" was selected as the consolidation approach. Scope 1 GHG emissions include all directly caused emissions (e.g. fuel combustion, refrigerant losses). Scope 2 GHG emissions cover indirect emissions from purchased energy and are reported using the market-based approach under the GHG Protocol Scope 2 standard. The location-based approach results in emissions of 12'898 tCO₂e in 2025 (2024: 13'606 tCO₂e, 2023: 14'444 tCO₂e, 2022: 15'801 tCO₂e, 2021: 13'653 tCO₂e).

In accordance with the GHG Protocol, all 15 Scope 3 categories were assessed for their relevance to Burckhardt Compression's business activities (see page 42). Of these, 11 are considered directly applicable. Exceptions that are currently non-applicable include upstream leased assets, which are already reported in our Scope 1 assessment, as well as the processing of

sold products, franchises and investments. For category 11, the use of sold products, we assumed a standardized lifetime for the compressors of 20 years or 30 years, depending on their application. Location-based emission factors were derived using country-specific electricity mixes from Our World in Data (OWID, 2025) and Pronovo (Stromkennzeichnung, 2025), combined with technology-specific emission factors from Intep (2024), to calculate direct and indirect emissions for each country where compressors were installed. The applied emission factors remain constant throughout the lifecycle of the compressor.

Employee related data

Working hours for energy and greenhouse gas emissions intensity are calculated as average full-time equivalents (FTE), including trainees, apprentices and externals, multiplied by 8 hours per day and 220 working days per year.

Remarks on other data

In fiscal year 2023, we significantly improved our employee engagement measurement methodology. Collaborating with a leading company in this field, we now compare our results against a global benchmark. We switched from a biennial to an annual survey, using fewer but more compelling questions to measure the engagement. We also updated our target based on this new methodology, with the base year set as 2023. It continues to assess our management approach for Working Conditions and has been rolled out globally to all employees.

Extended Climate Reporting following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD)

1. Governance

Climate-related issues at Burckhardt Compression are overseen at the board level through the risk management review and the Strategy and Sustainability Committee. Climate change and mitigation actions are integral to our strategic reviews and business decisions due to compressor applications in the energy transition and the integration of sustainability in our core business strategy.

The **Board of Directors (BoD)** supervises all sustainability activities and is informed bi-annually on the risk management review, including climate-related physical and transitional issues and clean energy trends. The Group Risk Manager and the Executive Management conduct the review and present it to the Audit Committee, before reporting to the BoD. The BoD approves the five-year strategy ("Mid-Range Plan") with climate initiatives like emission reduction. Four BoD members have sustainability expertise.

The **Strategy and Sustainability Committee (SSC)**, consisting of two BoD members, ensures that sustainability is an integral part of the corporate strategy. It supports the CEO in developing corporate strategy and advises the BoD on strategy and sustainability.

The management of climate-related risks and opportunities at Burckhardt Compression involves several operational bodies:

- The **Executive Sustainability Team**, comprising all Executive Management members, oversees the Group's strategic approach and adherence to the sustainability roadmap. It approves greenhouse gas reduction and climate risk mitigation measures proposed by local business units as part of the Mid-Range Plan.
- Each material sustainability topic is led by a senior management member, acting as an ambassador for the topic. The **President Systems Division** leads "Greenhouse gas emissions and climate change." The specific management approach for each topic is detailed in the Sustainability Report (see page 39).
- The **Sustainability Steering Group** includes topic leaders, Managing Directors of production and assembly sites, and Regional Heads from the Services Division.
- The **Sustainability Manager** leads and moderates Group level sustainability activities, supporting all functions and subsidiaries in implementing the Group's Sustainability Agenda. Assessing climate-related risks and opportunities is part of their duties, integrated into strategic planning and risk

management. The Sustainability Manager updates the SSC at least annually on the sustainability roadmap, progress, new legislation, and risks, and meets bi-monthly with the Executive Sustainability Team

The performance-based Executive Management compensation is dependent on long-term objectives – which, besides top-line growth and bottom-line impact, includes a Sustainability component (25% weighted), measured by the progress towards the climate target.

Sustainability and climate change are anchored in our values and behaviors as part of our pillar "Responsibility". These values and behaviors are also a baseline for each employee performance review.

2. Strategy

Identification of climate-related risks and opportunities

We performed a scenario-based risk assessment to identify the materiality of climate-related risks and opportunities.

The relevant time horizons are 1–2 years (short-term), 3–5 years (medium-term), and 5–25 years (long-term). These time frames align the mitigation actions of material risks and opportunities with our strategy time frame: immediate actions for short-term, inclusion in the next strategy process for medium-term, and monitoring for long-term.

Two emission scenarios were considered for the risk and opportunity assessment for the time horizon of up to 25 years (long-term scenario). The IPCC AR6 SSP5-8.5 scenario, projecting a global temperature increase above 4°C by century's end, was used to assess

physical risks in a future with weak, uncoordinated climate action. The IPCC AR6 SSP1-1.9 scenario, combined with the IEA's Net-Zero Emission by 2050, was used to assess transitional risks and opportunities in a future with strong, coordinated climate action and significant adoption of renewable energy and decarbonization technologies to keep global temperature increase below 2°C. Cross-functional experts evaluated the impacts and financial materiality of climate-related physical and transition risks and opportunities at the Group level, following the TCFD framework. Evaluation criteria include scale (potential financial impact on operating income), scope (Group's exposure from isolated to Group wide concerns), and likelihood (chances of impacts occurring within the given time frame, based on management's evaluation and literature review).

We assessed all five manufacturing and assembly sites globally, which are essential to operations and with limited short-term relocation ability.

Physical risks

For the physical risk assessment, the high-emission scenario was chosen to examine climate-related risks to our assets and operations. Acute and chronic risks were evaluated based on their materiality to key operational sites. Internationally accredited risk-management tools, supported by scientific literature, were used to assess risks from droughts, water stress, floods, wildfires, heat stress, and tropical storms.

The assessment indicates that some of our production and assembly facilities potentially face short-term exposure to drought, water stress, and tropical storms. Riverine or coastal floods may significantly impact one facility in the medium-term, while heat stress is likely to moderately affect us in the long-term. Local mitiga-

tion and preparedness plans address these risks. No relevant financial losses from extreme weather events have been noted to date. We will regularly re-evaluate and update the physical risk assessment.

Transition risks

Transitioning to a lower-carbon scenario presents challenges impacting policy, legal, technological, market, and reputational developments affecting our business activities. For transition risks, a low-emission scenario was chosen for a holistic assessment.

The displayed table highlights significant medium-term market risks, including increased costs for raw materials and electricity, and unpredictable market shifts. Policy, legal, and technology risks show moderate medium-term impacts, mostly driven by carbon taxation (especially in the EU) and capital risks in technology developments to maintain competitiveness. Increased stakeholder requirements and potential reputational loss pose moderate long-term risks. We are addressing and monitoring these transition risks in our corporate strategy, developing measures to reduce the likelihood of substantial financial implications.

Transition opportunities

We can seize opportunities arising from society's transition toward lower emissions and sustainable development. Increased demand for transitional and renewable energies is supporting the growth of our markets. Supportive incentives and policies for low-carbon energies like green hydrogen, solar, and LNG offer short-term market impulses. Additionally, products and services related to the energy transition can be expanded to help customers reduce their environmental impact and maximize uptime with our products.

Physical risks

Risk ¹	(Potential) Impact	Starting time frame (horizon)	Risk evaluation ²	Approach & measures
Drought & water stress	Three facilities are in areas with higher water demand than natural replenishment. Increasing water stress may raise water prices and operational costs. In extreme cases, production could face short-term downtimes, impacting local revenue.	Short-term	Significant	Water is considered a non-material sustainability topic due to our low water-intensity manufacturing processes. Annual water consumption for assembly sites is reported in our Sustainability Report. Our facilities implement water management practices to reduce risk exposure. In areas where water scarcity may increase, facilities use comprehensive monitoring systems and saving practices, including rainwater harvesting, reusing and recycling, regulated groundwater consumption, and awareness raising.
Riverine or coastal floods	One assembly site is situated in a flood-prone area, potentially facing more frequent extreme events. Negative impacts include reduced production capacity, logistics and supply chain disruptions, and damage to buildings and inventory.	Medium-term	Significant	Management and recovery relief plans are in place at the affected site. Local management regularly validates the maintenance of critical infrastructures and resilience strategies. We have assembly capacity in each production unit and possibilities to shift orders to other factories.
Heat stress	Prolonged extreme temperatures may reduce productivity and pose health and safety risks, particularly at two sites in countries with high temperature records.	Long-term	Moderate	We maintain an ISO 45000 certified health and safety management system. Each facilities implements measures for an optimized temperature control. Training and resources are provided to vulnerable workers to mitigate risks from prolonged high temperatures. Measures and potential responses to future heat-related risks are addressed within our health and safety management system.
Tropical storms	Three assessed sites are in areas with increased risk from tropical storms, posing threats to infrastructure and assets, logistics, insurance costs, and production capacity. Enhanced risks for key suppliers have also been noted.	Short-term	Significant	Facilities at higher risk from tropical storms and related damage have developed natural hazard preparedness plans, endorsed by local regulations and safety authorities. Critical facilities also have business continuity plans and assigned roles to ensure worker safety and operational continuity. We have possibilities to move parts of an interrupted production to another region.

¹ The risk of wildfires was also assessed but evaluated as low and therefore not reported separately as a risk.

² Aggregation of scale, scope and likelihood with a higher rating for shorter time horizons is categorized in four risk categories: low, medium, significant, high.

Transitional risks

Risk	(Potential) Impact	Starting time frame (horizon)	Risk evaluation ¹	Approach & measures
Policy & Legal	Increased production and compliance costs due to carbon taxation. Higher regulatory load and reporting requirements raise overhead expenses. Risk of legal penalties and contract terminations for non-compliance with sustainability standards.	Medium-term	Moderate	Our strategic sustainability management addresses current and future climate-related regulatory and policy requirements, integrating them into our operational business. We have an emission reduction roadmap aiming for operational net-zero (Scope 1 and Scope 2) by 2035.
Technology	Risk of product obsolescence from non-compliance with increased sustainability requirements. Capital risks linked to developing new solutions and emerging sustainable energy markets.	Medium-term	Moderate	Our Mid-Range Plan 2027 establishes the foundation to maintain our leading position in the market, with climate-driven energy transition at its core. Increased R&D and innovative solutions developed with customers keep us at the forefront. Our products already support the energy transition and do not require fundamental changes. A broad product portfolio serving diverse applications reduces our strategy's dependence on individual energy transition developments.
Market	Rising raw material and electricity costs (upstream-oriented). Increased market uncertainties linked to political decisions. Enhanced customer environmental data requirements and higher production costs.	Short-term	Significant	Our global supply chain strategy, with access to highly qualified suppliers worldwide and our continuous production efficiency improvements strengthens our resilience to rising prices and market uncertainty. Additionally, solar panel projects at key facilities enhance our energy independence. Our compressors' diverse applications across various markets enhance our resilience, allowing it to offset downturns in one market with stronger demand in another.
Reputation	Enhanced stakeholder requirements and reputational risks. Increased risk of sector stigmatization and rapid decline in conventional product applications.	Medium-term	Moderate	In our latest strategy review, we have revised our purpose: "We create leading compression solutions for a sustainable energy future." In our current Mid-Range plan, we have defined clear targets for our operational carbon footprint and aim for 40% of order income supporting the energy transition. We have made tangible progress and are on track with our targets.

¹ Aggregation of scale, scope and likelihood with a higher rating for shorter time horizons is categorized in four risk categories: low, medium, significant, high.

Transitional opportunities

Opportunity ¹	(Potential) Impact	Starting time frame (horizon)	Risk evaluation ²	Approach & measures
Products & services	Expansion of low-emission applications, products, and services. Increased digital offerings. Enhanced efficiency improvements for compressor systems.	Short-term	Significant	We collaborate closely with clients to enhance product performance and efficiency. We offer various revamp and upgrade services and are developing an Energy Transitions Services (ETS) portfolio to reduce greenhouse gas emissions at customer sites. Our new BC ACTIVATE service helps improve compressor reliability while reducing energy use and emissions. Additionally, our digital products and services saw above-average growth in fiscal year 2025, continuing the positive trend from the previous year.
Markets	Further expansion into energy transition markets and leverage of market incentives to decarbonize the process industry and energy sector.	Short-term	High	We aim for 40% of order intake supporting the energy transition within our Mid-Range Plan, highlighting our commitment to sustainable energy solutions. We achieved 37% of order intake from transitional and new energies in fiscal year 2025. The energy transition positively impacts all market segments.

¹ The opportunities of resource efficiency, energy source and resilience were also assessed but evaluated as low or already sufficiently covered in other categories and therefore not reported separately as an opportunity.

² Aggregation of scale, scope and likelihood with a higher rating for shorter time horizons is categorized in four risk categories: low, medium, significant, high.

Business transition plan and resilience

The Mid-Range Plan is the Group strategy of Burckhardt Compression for the fiscal years 2023 to 2027. Our purpose “We create leading compression solutions for a sustainable energy future” is the compass for the strategy. With new growth avenues such as hydrogen and solar panel applications it is tailored towards the ongoing energy transition. The Group strategy incorporates changes to markets, technologies, and regulations to address the impacts of climate change.

The International Energy Agency predicts a stable or increasing role for gas, with rising hydrogen demand and natural gas replacing more polluting fossil fuels. Regardless of the energy transition’s pace, demand for compressors in key areas will remain stable or grow. Our proactive approach and R&D focus ensure our strong market position. Considering the approximately 75'000 existing industrial-sized reciprocating compressors, our strategy also leverages on the increasing

business opportunity for energy transition services on existing equipment.

Physical climate risks may impact our operations, but our business structure ensures high resilience. We can serve customers globally from any facility and ship spare parts worldwide. Our diversified supplier base minimizes supply chain disruptions, and the global availability of steel reduces the risk of raw material shortages.

We regularly review and update climate risk and vulnerability assessments for our production and assembly sites, and strengthen climate-related risk management in our supply chain. New adaptation measures will be implemented as new risks emerge.

Emission reduction plan and alignment with Swiss climate goals

We aim for net-zero emissions in our operations by 2035. Under the Mid-Range Plan, we have initiated a

comprehensive emission reduction roadmap (see page 43). All sites are developing measures to reduce greenhouse gas emissions. Projects are consolidated and monitored at the Group level, with investments approved by the Executive Sustainability Team.

Scope 1 emissions will be reduced through efficiency measures, such as replacing old vehicles and electrifying our fleet where feasible. Residual emissions unviable to abate by 2035 will be offset with carbon removal technologies.

To reduce Scope 2 emissions, currently our main contributor, we have improved energy efficiency, expanded solar power capacity, and purchased renewable electricity. We have set our target to use over 75% of renewable electricity by 2027 and therefore will further expand our own solar power production and renewable grid electricity purchasing.

Our Scope 3 emissions mainly come from the electricity consumption of our compressors during the use

phase, with over 99% linked to compressor operation. Most of this is adiabatic energy, conserved and transmitted to the next process step at customer facilities. The greenhouse gas emissions mainly depend on the electricity mix used by our customers, which we have little influence over. However, the IEA projects low-carbon grids by 2050 in key countries. As these grids transition to low-carbon energy sources, the emissions associated with our compressors' electricity consumption are expected to decrease significantly, thereby reducing our overall Scope 3 emissions.

We contribute to Scope 3 reduction by designing energy-efficient compression systems through an eco-design approach and continuously improving our product lines. To further reduce the emissions of our installed equipment, we offer services to monitor and reduce greenhouse gas leaks during operations and aim to expand this to all customers. Some residual emissions may be offset by customers in the future. Reducing Scope 3 emissions from purchased materials, mainly steel, depends on the availability of carbon-neutral steel. We will consider it in our strategic sourcing.

3. Risk management

Risk management process

We followed the TCFD framework for climate risk assessments (see page 71). Key internal stakeholders and subject matter experts assessed risks based on time frame, likelihood, scale, and scope. Risks were classified as low (score above 1), moderate (above 2), significant (above 3), and high (above 4). A sensitivity analysis evaluated the impact of the scale and aggregation choice. Feedback from stakeholders helped compile management approach and mitigation measures,

which were validated by the Executive Sustainability Team.

The material climate risks and opportunities are incorporated into the Group risk management. Climate-related physical and transitional risks are two items amongst other business-related risks grouped in four categories: financial, operational, legal/compliance, and strategic. They are classified according to their risk potential and are assigned internal owners. The internal owners are responsible for keeping track of any developments relating said risks and implementing the mitigation actions.

During the Group risk review, these items are evaluated, revised and reported to the BoD periodically.

Risk mitigation management

Climate-related transition risks are managed through the Group strategy or specific functions at impacted locations where the risk may materialize. At the Group level, risks are monitored by the Executive Management, with support from the Group Risk Manager and Sustainability Department. Local facility management handles physical risks through emergency preparedness, mitigation, and continuity plans updated periodically.

The Group has ISO-certified quality (9001), environmental (14001), and occupational health and safety (45001) management systems, covering over 90% of all sites and includes emergency planning for external risks.

To mitigate potential supply bottlenecks, risks are evaluated based on the severity of their impact on the value chain. We have a business continuity plan to ensure recovery and continuity after disruptions.

Suppliers are selected through a qualification process

evaluating risk, financial stability, cluster risk avoidance, and long-term commitment. A sourcing diversification strategy mitigates supply chain risks, including climate-related ones.

4. Metrics and targets

“Greenhouse gas emissions and climate change” is a material topic for Burckhardt Compression. Greenhouse gas emissions (Scope 1, 2, and 3) and emissions intensity (tCO₂e per working hour) are measured and reported annually. Energy use and efficiency metrics, including energy consumption by type, energy intensity (kWh per working hour), and the share of renewable electricity, are also reported annually (see page 66).

We report the share of annual order intake for energy transition and low-carbon energy applications in our Sustainability Report. In 2025, 37% of the order intake was in these categories, addressing Technology and Market risks and opportunities (see page 49).

Performance metrics are tracked annually and included in the Mid-Range Plan initiative “Greenhouse gas emission reduction,” endorsed by management as part of the long-term incentive. Achieving sustainability targets accounts for 25% of the long-term incentives for senior employees over three years.

We aim for a 1.5°C climate ambition as outlined in the Paris Agreement, committing to net-zero Scope 1 and 2 emissions by 2035 through the “Greenhouse Gas Emission Reduction” initiative. We have defined Mid-Range Plan targets of 75% renewable electricity and a 50% reduction in Scope 1 and 2 emissions intensity by 2027, excluding the Shenyang foundry (see also page 36).

GRI content index

Burckhardt Compression has reported in accordance with the GRI Standards for the period April 1, 2025 to March 31, 2026. GRI 1 Foundation 2021 has been used for compiling this report and there is no applicable GRI Sector Standard.

GRI standard	Disclosure	Reference	Further information and omissions
GRI 1: Foundation 2021			
GRI 2: General disclosures 2021			
The organization and its reporting practices			
GRI 2: General disclosures 2021	2-1 Organizational details	p. 130, pp. 151–152	a. Burckhardt Compression Holding AG
	2-2 Entities included in the organization's sustainability reporting	p. 130, pp. 151–152	iii. Consolidation approach applies to all disclosures.
	2-3 Reporting period, frequency, and contact point	–	a. Sustainability Report: April 1, 2025 to March 31, 2026, yearly b. Annual Report: April 1, 2025 to March 31, 2026 c. Publication: June 4, 2026 d. Contact: sustainability@burckhardtcompression.com
	2-4 Restatements of information	–	Greenhouse gas emissions intensity by sales volume has been restated for the fiscal year 2023 due to a change in the accounting policy. The revenue recognition has switched from Completed Contract Method (CCM) to the Percentage of Completion Method (POCM).
	2-5 External assurance	pp. 66–69, pp. 82–84	Yes
Activities and workers			
GRI 2: General disclosures 2021	2-6 Activities, value chain, and other business relationships	p.16, p. 31, p. 63, p. 130	
	2-7 Employees	p. 68	b. iii. APAC: 2 (1 female, 1 male). c. FTE at the end of the reporting period. d. Trainees & apprentices are not included since some of our apprentices have an external work contract with the AZW Training Center in Winterthur.
	2-8 Workers who are not employees	p. 68	a. i. Production employees, service technicians and engineers. a. ii. Engineering, project management, field services, compressor manufacturing, and assembly. b. FTE at the end of the reporting period.



GRI standard	Disclosure	Reference	Further information and omissions
Governance			
GRI 2: General disclosures 2021	2-9 Governance structure and composition	pp. 90–97	
	2-10 Nomination and selection of the highest governance body	Articles of Incorporation Art. 15–16, pp. 90–97	b. i. Annual discussion with major shareholders and proxy advisors. b. ii.-iv. Disclosed, applying not publicly disclosed criteria.
	2-11 Chair of the highest governance body	pp. 90–94	
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 60, pp. 94–97, Organizational rules 1.–4.	
	2-13 Delegation of responsibility for managing impacts	p. 60, pp. 94–97, Organizational rules 1.–5.	
	2-14 Role of the highest governance body in sustainability reporting	p. 60	
	2-15 Conflicts of interest	p. 88, pp. 90–94	a. Annual written confirmation by all members of the highest governance body.
	2-16 Communication of critical concerns	pp. 58–59, Speak Up policy	
	2-17 Collective knowledge of the highest governance body	p. 95, Organization rules 1.4.4.	Through ongoing communication and reporting.
	2-18 Evaluation of the performance of the highest governance body	p. 97	
	2-19 Remuneration policy	pp. 103–110	
	2-20 Process to determine remuneration	pp. 103–110	
2-21 Annual total compensation ratio	–	This information is not available. We are evaluating the possibility of providing such information in the future.	
Strategy, policies, and practices			
GRI 2: General disclosures 2021	2-22 Statement on sustainable development strategy	pp. 8–10, p. 35	
	2-23 Policy commitments	pp. 37–38, pp. 58–59, pp. 63–64, Code of Conduct	
	2-24 Embedding policy commitments	pp. 58–60, Organizational rules 3.–4.	
	2-25 Process to remediate negative impacts	pp. 58–59, Speak Up policy	
	2-26 Mechanisms for seeking advice and raising concerns	pp. 58–60, Speak Up policy	
	2-27 Compliance with laws and regulations	p. 59	



GRI standard	Disclosure	Reference	Further information and omissions
	2-28 Membership associations	–	<ul style="list-style-type: none"> • AZW Winterthur Board • CII Confederation of Indian Industry • EFRC – European Forum for Reciprocating Compressors • ICAAMC – International Compressor Applications and Machinery Committee • SWISSMEM – Schweizer Maschinen- Elektro- und Metall-Industrie • Swiss Mechatronics • Swiss-American Chamber of Commerce • Swiss-Chinese Chamber of Commerce • Swiss-Indian Chamber of Commerce • Switzerland Global Enterprise
Stakeholder engagement			
GRI 2: General disclosures 2021	2-29 Approach to stakeholder engagement	pp. 64–65	
	2-30 Collective bargaining agreements	p. 51	b. Where usual and available, we take existing bargaining agreements as a benchmark.
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	pp. 60–61	
	3-2 List of material topics	p. 61	
Greenhouse gas emissions and climate change			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 39–43	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 41, p. 66	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 41, p. 66	
	305-3 Other indirect (Scope 3) GHG emissions	pp. 41–43, p. 66	
	305-4 GHG emissions intensity	pp. 41–42, p. 66	
Energy use and efficiency			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 44–45	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 45, p. 66	
	302-3 Energy intensity	p. 45, p. 66	
Own indicator	Share of renewable electricity	p. 45, p. 66	
Longevity and cyclability			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 46–48	
Own indicators	Reused or refurbished components	p. 48	
	Sales of revamp and upgrade services	p. 47	

GRI standard	Disclosure	Reference	Further information and omissions
Environmental impacts of application purpose			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 49–50	
Own indicators	Sustainability classification of business activities	p. 49	
Working conditions			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 51–53	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 51, p. 69	The breakdown by region is not disclosed for business reasons.
Own indicators	Score satisfaction work situation	pp. 52–53	
	Score workplace recommendation	pp. 52–53	
	Score employee engagement	p. 53	
Occupational health and safety			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 54–55	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 54	b. All employees who are under the care and control of Burckhardt Compression (including external employees on our premises) are covered.
	403-2 Hazard identification, risk assessment, and incident investigation	–	a. The EOHS team (Environment, Occupational Health, and Safety), under the direction of the Quality Team and Safety Officer, is responsible for conducting risk assessments using risk graphs. The risk assessment will be used for training and awareness activities in the respective work area. Safety inspections are used for risk mitigation. b. Notifications will be made using a dedicated EOHS notification form. c. A work stoppage procedure is in place to stop work in the event of an unsafe situation. d. There is a procedural policy for reporting near misses, incidents, investigations, nonconformities, and corrective and preventive actions.
	403-3 Occupational health services	–	There is a company ambulance service at the site in Winterthur, which is operated in conjunction with surrounding companies.
	403-4 Worker participation, consultation, and communication on occupational health and safety	–	A specific procedure for Consultation & Participation, Communication regulates the involvement of employees. Involvement takes place at all levels (steering committee, core team, execution teams).
	403-5 Worker training on occupational health and safety	p. 54	In addition to mandatory training during induction, regular specific training is provided on work-related hazards, first aid, and emergency and evacuation.
	403-6 Promotion of worker health	p. 54	Non-occupational services and offerings depend on country-specific implementation and may include the following: <ul style="list-style-type: none"> regular health check-ups access to medical facilities other preventive measures
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 63–64	This aspect is covered in our approach to supply chain due diligence.



GRI standard	Disclosure	Reference	Further information and omissions
	403-8 Workers covered by an occupational health and safety management system	p. 54	i. 100% are covered by an occupational health and safety management system. ii. 100% of employees are covered by an internally audited system. iii. 96% are covered by an externally certified system.
	403-9 Work-related injuries	p. 55, p. 67	We have no differentiation between high-consequence work-related injuries (a. ii.) and work-related injuries (a. iii.).
	403-10 Work-related ill health	p. 55	
Product safety			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 56–57	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	pp. 56–57	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pp. 56–57	
Business conduct			
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 58–59	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	pp. 58–59	
	205-2 Communication and training about anti-corruption policies and procedures	pp. 58–59	
	205-3 Confirmed incidents of corruption and actions taken	p. 59	
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 59	



Independent practitioner's limited assurance report on selected Indicators to the Board of Directors of Burckhardt Compression Holding AG, Winterthur

We have been engaged by the Board of Directors to perform assurance procedures to provide limited assurance on the following selected Indicators (including the GHG emissions) of Burckhardt Compression Holding AG for the period ended 31 March 2026 as published in the Sustainability Report 2025 and marked with the symbol "Assured by PwC 2025 (limited assurance)":

- Energy use – GRI 302-1 Energy consumption within the organization
- Share of renewable electricity – GRI 302-1 Energy consumption within the organization
- Energy intensity – GRI 302-3 Energy intensity
- GHG emissions Scope 1 and Scope 2 – GRI 305-1 Direct (Scope 1) GHG emissions and GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GHG emissions business travel (Scope 3) – GRI 305-3 Other indirect (Scope 3) GHG emissions
- GHG emissions intensity – GRI 305-4 GHG emissions intensity
- Water – Basis of preparation as disclosed on page 70 of the sustainability report on Water consumption as informed by GRI
- Waste – Basis of preparation as disclosed on page 70 of the sustainability report on Waste generated as informed by GRI

- Lost Time Injury Rate (LTIR) and Severity Rate (IR) – GRI 403-9 Work-related injuries
- Lost Time Workday Rate (LTWR) – as informed by GRI 403-9 Work-related injuries
- Number of Employees – GRI 102-8 Information on employees and other workers New employee hires – GRI 401-1 New employee hires and employee turnover
- Employee turnover – GRI 401-1 New employee hires and employee turnover

The selected Indicators (including the GHG emissions) were prepared by the Board of Directors of Burckhardt Compression Holding AG (the "Company") based on the Global Reporting Initiative (GRI) Version 2021 (the "suitable Criteria"). The above-mentioned GRI Standards and references will be determined in the basis of preparation against which we will evaluate the different KPI (hereafter referred to as the "suitable Criteria).

Inherent limitations

The accuracy and completeness of the selected Indicators (including the GHG emissions) are subject to inherent limitations given their nature and methods for determining, calculating and estimating such data. In addition, the quantification of the selected Indicators is subject to inherent uncertainty because of incomplete scientific knowledge used to determine factors related to the selected Indicators and the values needed to combine e.g. emissions of different gases. Our assurance report will therefore have to be read in connection with the suitable criteria used by Burckhardt Compression Holding AG, its definitions and procedures.

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Board of Directors' responsibility

The Board of Directors is responsible for preparing and presenting the selected Indicators in accordance with suitable criteria. This responsibility includes the design, implementation and maintenance of the internal control system related to the preparation and presentation of the selected Indicators that are free from material misstatement, whether due to fraud or error. Furthermore, the Board of Directors is responsible for the selection and application of the suitable criteria and adequate record keeping.

Independence and quality management

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

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

Practitioner's responsibility

Our responsibility is to perform a limited assurance engagement and to express a conclusion on the selected Indicators (including the GHG emissions). We conducted our engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance engagements

other than audits or reviews of historical financial information' and the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board. Those standards require that we plan and perform our procedures to obtain limited assurance, on whether the selected Indicators, marked with the symbol "Assured by PwC 2025 (limited assurance)" for the period ended 31 March 2026, were prepared, in all material respects, in accordance with the suitable Criteria.

Based on risk and materiality considerations, we performed our procedures to obtain sufficient and appropriate assurance evidence. The procedures selected depend on the assurance practitioner's judgement. A limited assurance engagement under ISAE 3000 (Revised) and ISAE 3410 is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement and therefore less assurance is obtained with a limited assurance engagement than for a reasonable assurance engagement.

We performed the following procedures, among others:

- Assessing the suitability in the circumstances of Company's use of the suitable Criteria, applied as explained in the GRI index on pages 77 to 81 in the 2025 Sustainability Report (including the GHG emissions) to the selected indicators in the 2025 Sustainability Report (including the GHG emissions);
- Inquiries and detailed walkthroughs with relevant stakeholders for the selected indicators;



- Inspection of process and control descriptions and other internal guidelines and relevant documents;
- Analytical procedures;
- Reperformance of relevant calculation;
- Additional assurance procedures as deemed necessary (e.g. sample-based source tracing);
- Local level procedures (site visits to inspect local processes and reconcile source evidence).

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Conclusion

Based on the work we performed, nothing has come to our attention that causes us to believe that the selected Indicators (including the GHG emissions), marked with the symbol “Assured by PwC 2025 (limited assurance)” of Burckhardt Compression Holding AG for the period ended 31 March 2026 are not prepared, in all material respects, in accordance with the suitable criteria.

Intended users and purpose of the report

This report is prepared for, and only for, the Board of Directors of Burckhardt Compression Holding AG, and solely for the purpose of reporting to them on selected Indicators (including the GHG emissions) and no other purpose. We do not, in giving our conclusion, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which our report including the conclusion may be used, or to any other person

to whom our report is shown or into whose hands it may come, and no other persons shall be entitled to rely on our conclusion.

We permit the disclosure of our report, in full only and in combination with the suitable Criteria, to enable the Board of Directors to demonstrate that they have discharged their governance responsibilities by commissioning an independent assurance report over the selected indicators, without assuming or accepting any responsibility or liability to any third parties on our part. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Burckhardt Compression Holding AG for our work or this report.

PricewaterhouseCoopers AG

Petra Schwick

Cyrill Ivo Manetsch

Zürich, 3 June 2026

The maintenance and integrity of Burckhardt Compression Holding AG’s website and its content are the responsibility of the Board of Directors. The work we have performed as the independent assurance practitioner does not involve consideration of the maintenance and integrity of the Burckhardt Compression Holding AG’s website. Accordingly, we accept no responsibility for any changes that may have occurred to the reported selected Indicators (including the GHG emissions) or suitable criteria since they were initially presented on the website.



Declaration of the Board of Directors

The Board of Directors of Burckhardt Compression Holding AG is responsible for the preparation and presentation of the Sustainability Report 2025 in accordance with the applicable regulations.

The Board of Directors of Burckhardt Compression Holding AG approved the Sustainability Report for the financial year 2025 and commits to make it accessible on the Company's website for a minimum of ten years.

Non-financial matters according to article 964b of the Swiss Code of Obligations (CO)

Environmental matters

Social matters

Employee related matters

Respect for human rights

Combating corruption

Chapters in this report

Greenhouse gas emissions and climate change
Energy use and efficiency
Longevity and cyclability
Environmental impacts of application purpose

Product safety
Dialog with our stakeholders

Working conditions
Occupational health and safety

Overarching human rights, environmental, and governance due diligence
Supply chain due diligence

Business conduct

Winterthur, June 2, 2026



Corporate Governance Report

Burckhardt Compression is committed to responsible corporate governance. The company adheres to the Directive on Information Relating to Corporate Governance (DCG) issued by SIX Swiss Exchange, where applicable to Burckhardt Compression, and to the “Swiss Code of Best Practice for Corporate Governance” issued by economiesuisse.



Table of contents

1. Group structure and shareholders	88	7. Changes of control and defensive measures	101
2. Capital structure	89	7A. Transparency on non-financial matters	101
3. Board of Directors	90	8. Auditors	101
4. Executive Management	97	9. Information policy	102
5. Compensation, shareholdings and loans	100	10. Quiet periods	102
6. Shareholders' participation rights	101		

Burckhardt Compression has scheduled its Annual General Meeting 2026 on July 3, 2026.

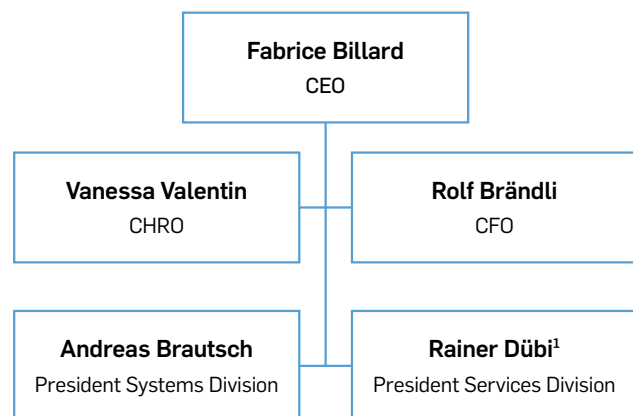
The information presented in this report reflects the situation on March 31, 2026, unless otherwise noted, and this report is structured in accordance with the latest DCG's outline and numbering.

1. Group structure and shareholders

1.1. Group structure

1.1.1. Description of the operational group structure

Burckhardt Compression is managed through a divisional organizational structure consisting of two divisions, the Systems Division (compressor manufacturing business) and the Services Division (compressor services and components). The management structure of Burckhardt Compression is shown in the organizational chart below:



¹ Effective April 1, 2026, Rainer Dübi will step down from his position as Divisional President. He will be succeeded by Martin Zingg. Rainer Dübi will continue his employment with the company.

1.1.2. Listed Group companies

Burckhardt Compression Holding AG, a corporation organized under the laws of Switzerland with its legal domicile in Winterthur, is the only listed Group company. Burckhardt Compression registered shares (BCHN) are listed on the SIX Swiss Exchange in Zurich (ISIN: CH0025536027; security number 002553602). Its market capitalization as of March 31, 2026, amounted to CHF 1'604'800'000. Burckhardt Compression Holding AG held 27'939 BCHN shares (0.82% of the total registered shares) as of March 31, 2026.

1.1.3. Unlisted Group companies

Information on the unlisted companies included in the scope of consolidation of Burckhardt Compression Holding AG is given in the Financial Report, note 102, "Investments in subsidiaries".

With the exception of Burckhardt Compression Holding AG, none of the companies included in the scope of consolidation hold any BCHN shares.

1.2. Significant shareholders

According to information available to the company from the disclosure notifications of the SIX Exchange Regulation Ltd., the shareholders listed in the following table reported shareholdings of at least 3% of the voting rights as per March 31, 2026. In accordance with the company's Articles of Incorporation, the voting rights of UBS Fund Management (Switzerland) AG are limited to 5.0% of the total number of BCHN registered shares recorded in the Share Register:

Name	Country	of shares in %
UBS Fund Management (Switzerland) AG	CH	9.577
MBO shareholder group (Valentin Vogt, Daniela Vogt, Harry Otz, Leonhard Keller, Martin Heller, Ursula Heller, Marcel Pawlicek)	CH	8.696
Swisscanto Fondsleitung AG	CH	4.988
The Goldman Sachs Group, Inc.	US	4.919
BlackRock, Inc.	US	3.04/0.03*

* The 0.03% refers to the notified selling positions.

More detailed information on the disclosure notifications is available on the website of the SIX Swiss Exchange's Disclosure Office: (<https://www.ser-ag.com/en/resources/notifications-market-participants/significant-shareholders.html#/>).

1.3. Cross-shareholdings

Burckhardt Compression Holding AG has no cross-shareholdings with any other company or group of companies.

2. Capital structure

2.1. Capital

The issued share capital of Burckhardt Compression Holding AG amounts to CHF 8'500'000, comprising 3'400'000 fully paid registered shares with a nominal value of CHF 2.50 each.

2.2. Capital band and conditional capital in particular

According to Article 3a of the Articles of Incorporation, Burckhardt Compression Holding AG has a capital band between CHF 8'075'000 (lower limit) and CHF 9'350'000 (upper limit). The Board of Directors is authorized to increase or reduce the share capital at any time, once or several times and in any amounts, to a maximum of CHF 9'350'000 up to July 1, 2028. Within the capital band, the capital can be increased by issuing up to 340'000 fully paid-up registered shares with a nominal value of CHF 2.50 each or decreased by expunging a maximum of 170'000 registered shares with a nominal value of CHF 2.50 each.

The company does not have any conditional capital.

Details on the capital band

The transferability of the shares is restricted as provided for in the Articles of Incorporation. Unless included in the General Meeting's authorization resolution, the Board of Directors issues the required instructions. The Board of Directors determines the issue price, issue date, conditions for exercising the subscription right, the type of contribution in kind, if applicable, and the beginning of the dividend entitlement. The Board of Directors is entitled to exclude the shareholders' sub-

scription right in whole or in part in favor of third parties if such new shares should be used (i) for the acquisition of companies through an exchange of shares, or (ii) to finance the acquisition of companies or parts of companies. The Board of Directors can also exclude the subscription right if the new shares are issued in the context of a public placement. Shares for which subscription rights have been granted, but not exercised are allocated by the Board of Directors at its sole discretion.

2.3. Changes in capital

There has been no movement (increase or decrease) in share capital since the Initial Public Offering (IPO) in June 2006.

2.4. Shares and participation certificates

Voting rights may only be exercised after the shareholder has been entered in the Share Register as a shareholder with voting rights. All shares are entitled to full dividend rights. Voting rights per shareholder are restricted to 5.0% of the total number of the registered shares recorded in the commercial register. This does not apply to shareholders who were in possession of more than 5.0% of the shares of Burckhardt Compression Holding AG before the IPO. The voting rights of treasury shares – held by Burckhardt Compression Holding AG – are suspended.

The company has not issued any participation certificates.

2.5. Dividend-right certificates

The company has not issued any dividend-right certificates.

2.6. Limitations on transferability and nominee registrations

2.6.1. Limitations on transferability

No person or entity will be entered as a shareholder (with voting rights) in the Share Register for more than 5.0% of the issued share capital. This entry restriction is also applicable to persons whose shares are totally or partially held by nominees (please refer to below Chapter 2.6.3). This restriction is also valid if shares are acquired through the exercise of subscription, warrant, or conversion rights, with the exception of shares acquired through succession, distribution of inheritance, or matrimonial regime. Legal entities and partnerships associated with each other by jointly managed capital or votes or in any other way, as well as private and legal entities or partnerships which form an association to evade registration restrictions, are regarded as one person.

A shareholder may be represented at the Annual General Meeting by the independent proxy holder or by another person with the capacity to act. All shares held by a shareholder can only be represented by one person.

The company may further refuse registration as a shareholder with voting rights, if the acquirer does not expressly declare upon request that it holds the shares in its own name and for its own account.

2.6.2 Reasons for granting exceptions

The Board of Directors may, in special circumstances, grant exceptions from the registration restrictions set out in Chapter 2.6.1 in accordance with the Articles of Incorporation. No such exceptions were granted during the reporting period.

2.6.3. Nominee registrations

Individual persons (nominees) who have not expressly declared in their registration application that they hold the shares for their own account will be entered in the Share Register with voting rights if the nominee concerned provides proof that it is subject to supervision by an accredited bank and financial market regulator and if it has concluded an agreement with the Board of Directors concerning its status. Nominees holding up to 2.0% of the issued shares will be entered in the Share Register with voting rights without having to sign an agreement with the Board of Directors. Nominees holding more than 2.0% of the issued shares will be entered in the Share Register with 2.0% voting rights and, for the remaining shares, without voting rights. Above this 2.0% cap, the Board of Directors may have nominees entered in the Share Register with voting rights if they disclose the names, the addresses, the nationalities, and the shareholdings of the persons for whom they hold more than 2.0% of the issued share capital. The Board of Directors is entitled to approve exceptions from the statutory conditions for registration with respect to special circumstances.

2.6.4. Cancelling privileges and limitations on transferability

Amendments to the Articles of Incorporation (including cancelling privileges and limitations on transferability) require the approval of at least two-thirds of the share votes represented at the Annual General Meeting.

2.7. Convertible bonds and options

The company does not have any outstanding convertible bonds and has not issued any option rights.

3. Board of Directors

3.1./3.2. Members of the Board of Directors/ Other activities and vested interests

The Articles of Incorporation stipulate that the Board of Directors consists of a minimum of three (3) and a maximum of seven (7) members. Since the Annual General Meeting in 2021, all members of the Board of Directors have been non-executive and independent, in accordance with the “Swiss Code of Best Practice for Corporate Governance” by *economiesuisse*.

The composition of the Board of Directors is as follows:

Name	Nationality	Function	First elected	Term expires
Dr. Jacques Sanche	CH/CA	Chair (as of December 15, 2025), non-executive; Chair SSC (as of December 15, 2025)	2025	2026
Ton Büchner	CH/NL	Chair (until December 14, 2025), non-executive; Chair SSC (until December 14, 2025)	2020	December 14, 2025
Kaspar Kelterborn	CH	Vice Chair, non-executive; member AC, member SSC	2023	2026
Dr. Stephan Bross	DE	Member, non-executive; member NCC	2014	2026
David Dean	CH	Member, non-executive; Chair AC	2019	2026
Tatiana Gillitzer	DE/US	Member non-executive; member NCC	2024	2026
Maria Teresa Vacalli	CH	Member, non-executive; Chair NCC, member AC	2022	2026

AC = Audit Committee | NCC = Nomination and Compensation Committee | SSC = Strategy and Sustainability Committee

No member of the Board of Directors has previously served as a member of the Executive Management of Burckhardt Compression Holding AG or any of its subsidiaries. In addition, none of the Board members maintain any material business relationships with the company or its subsidiaries.

Biographical details and information on other activities and commitments of the individual members of the Board of Directors are given on the following page:



Dr. Jacques Sanche
(1965)

Independent Board Member since 2025

Education

Dr. oec. HSG, University of St. Gallen, Switzerland

Professional background

2016–2026 CEO, Bucher Industries AG, Switzerland

2007–2015 CEO, Belimo Holding AG, Switzerland

2004–2007 Member of Group Management, WMH Walter Meier Holding, Switzerland; WMH Tool Group, Chicago, USA, CEO, Switzerland

1997–2003 Various management positions, WMH Walter Meier Holding, Switzerland

1990–1997 Various positions as consultant in Switzerland and Germany

Duties and responsibilities as a director of Burckhardt Compression Holding AG

- Member of the Board of Directors
- Chair of the Board of Directors (as of December 15, 2025)
- Chair of the Strategy and Sustainability Committee (as of December 15, 2025)

Other activities and commitments

- Member of the Board of Directors of Schweiter Technologies AG, Switzerland



Ton Büchner
(1965)

Independent Board Member since 2020

(N.B. Ton Büchner served as a member of the Board of Directors until December 14, 2025.)

Education

MBA, IMD Business School, Switzerland

MSc in Civil Engineering, Delft University of Technology, The Netherlands

NACD CERT Certificate in Cybersecurity Oversight

Professional background

2012–2017 Chair of the Executive Management and CEO, AkzoNobel NV, The Netherlands

2007–2011 CEO, Sulzer AG, Switzerland

2003–2007 President, Sulzer Pumps, Switzerland

2000–2002 President, Sulzer Turbomachinery Services, Switzerland

1994–2000 Various management positions, Sulzer AG, Switzerland

Duties and responsibilities as a director of Burckhardt Compression Holding AG

- Chair of the Board of Directors (until December 14, 2025)
- Chair of the Strategy and Sustainability Committee (until December 14, 2025)

Other activities and commitments

- Member of the Board of Directors, Novartis AG, Switzerland
- Chair of the Board of Directors, Swiss Prime Site AG, Switzerland



Kaspar Kelterborn
(1964)

Independent Board Member since 2023

Education

Lic. oec. HSG, University of St. Gallen, Switzerland

Professional background

2022 CFO ad interim & Member of the Executive Board, Dormakaba Holding AG, Switzerland

2006–2021 CFO & Member of the Executive Board, Conzzeta AG, Switzerland

2002–2005 CFO & Member of the Executive Board, Unaxis Holding AG, Switzerland

1997–2002 Various management positions, Clariant Group in the UK, Singapore and Thailand

1996–1997 Head Controlling, Clariant Productos SA, Spain

1993–1995 Controller, Sandoz Venezuela SA, Venezuela

Duties and responsibilities as a director of Burckhardt Compression Holding AG

- Member of the Board of Directors
- Vice Chair of the Board of Directors
- Member of the Audit Committee
- Member of the Strategy and Sustainability Committee

Other activities and commitments

- Member of the Board of Directors, CPH Group AG, Switzerland
- Member of the Board of Directors, EMS-Chemie Holding AG, Switzerland
- Member of the Board of Directors, Karl Bubenhofer AG, Switzerland
- Member of the Board of Directors, Perlen Industrieholding AG, Switzerland
- Member of the Board of Directors, Wipf Holding AG, Switzerland



Dr. Stephan Bross
(1962)

Independent Board Member since 2014

Education

PhD in Mechanical Engineering, TU Braunschweig, Germany

Professional background

Since 2018 Executive Management member (CTO), KSB SE & Co. KGaA, Germany

2017 Executive Management member, Technology, KSB AG, Germany

2014–2017 Senior Vice President, Pumps, KSB AG, Germany

2007–2013 Senior Vice President, Service, KSB AG, Germany

2002–2007 Head Product Management and Development Engineered Pumps, KSB AG, Germany

1997–2001 Head Development and Services Fluid Flow Technical Systems, KSB AG, Germany

1996–1997 Head of Fluid Mechanics Research, KSB AG, Germany

1993–1996 R&D Engineer, KSB AG, Germany

Duties and responsibilities as a director of Burckhardt

Compression Holding AG

- Member of the Board of Directors
- Member of the Nomination and Compensation Committee

Other activities and commitments

- Managing Director, KSB Management SE, Germany
- Member of the Board of Directors, KSB Ltd., India
(a fully consolidated subsidiary of KSB SE & Co. KGaA)



David Dean
(1959)

Independent Board Member since 2019

Education

Swiss certified Expert for Accounting and Controlling

Swiss certified Public Accountant

Completed executive education programs at Harvard Business School, Boston, USA, and at IMD, Lausanne, Switzerland

Professional background

Since 2019 Self-employed, Switzerland

2004–2019 CEO, Bossard Group, Switzerland

1998–2004 CFO, Bossard Group, Switzerland

1993–1998 Deputy CFO and Corporate Controller, Bossard Group, Switzerland

Duties and responsibilities as a director of Burckhardt

Compression Holding AG

- Member of the Board of Directors
- Chair of the Audit Committee

Other activities and commitments

- Chair of the Board of Directors, Bossard Holding AG, Switzerland
- Member of the Board of Directors, BRUGG Group AG, Switzerland
- Member of the Board of Directors, Komax Holding AG, Switzerland
- Member of the Board of Directors, Metall Zug AG, Switzerland



Tatiana Gillitzer
(1968)

Independent Board Member since 2024

Education

MBA ESSEC Paris, France & Mannheim University, Germany
MSc. Engineering, Universidad Nacional de Colombia, Colombia
Executive education programs in supply chain management, management and leadership, and digital transformation, ESSEC Paris, France; IESE Barcelona, Spain; and IMD, Lausanne, Switzerland

Professional background

2023–2025 Executive Vice President Service and Global Regional Director, Marel hf., The Netherlands

2020–2023 Executive Vice President, CEO Region DACH & Northern, Central and Eastern Europe, GEA Group AG, Germany

2017–2020 Vice President and Sales Director Liquid Foods NA, JBT Group, USA

2012–2017 Managing Director GEA Hilge, Chairwoman GEA Food Solutions, Managing Director Packaging & Slicing, Head of Board Office, Strategy and Projects, GEA Group AG, Germany

1998–2012 Director Corporate Development and Venture Capital, Henkel AG Co KGaA, Germany; General Manager Henkel Biomedical, Henkel, Ireland

1995–1998 New Business Development Manager, Product Manager Glycols and Amines, Hoechst AG, Germany

Duties and responsibilities as a director of Burckhardt

Compression Holding AG

- Member of the Board of Directors
- Member of the Nomination and Compensation Committee



Maria Teresa Vacalli
(1971)

Independent Board Member since 2022

Education

MSc in Industrial Management and Manufacturing,
ETH Zurich, Switzerland

Professional background

2019–2022 Chair of the Executive Board, Bank Cler AG, Switzerland

2018–2019 Chief Digital Officer & Member of the Executive
Management, Basler Kantonalbank, Switzerland

2016–2018 CEO, Moneyhouse AG, NZZ Mediengruppe, Switzerland

2013–2016 Executive Director Wholesale, Sunrise Communication
AG, Switzerland

2008–2013 Director in various departments,
Sunrise Communication AG, Switzerland

2002–2008 Director, Cablecom GmbH, Switzerland

2002 Manager GCI Management, Switzerland

2001 Manager, Ernst & Young, Center for Business Innovation (CBI),
Switzerland

2000–2001 Partner & Owner, Seavantage AG, Switzerland

1998–2000 Manager, PricewaterhouseCoopers, Switzerland

Duties and responsibilities as a director of Burckhardt

Compression Holding AG

- Member of the Board of Directors
- Member of the Audit Committee
- Chair of the Nomination and Compensation Committee

Other activities and commitments

- Member of the Board of Directors, Die Schweizerische Post AG,
Switzerland
- Member of the Board of Directors, Kardex Holding AG,
Switzerland
- Member of the Board of Directors, PostFinance AG, Switzerland

Independence of the Board of Directors

All members are non-executive and independent members of the Board of Directors, as defined by the "Swiss Code of Best Practice for Corporate Governance" from *economiesuisse*. Non-executive members are considered independent if they have never worked for Burckhardt Compression or have not done so within the last three (3) years and have no or only minor business relationships with the company.

3.3. Rules in the Articles of Incorporation concerning the number of permitted activities

Members of the Board of Directors may not hold more than ten (10) additional board memberships, of which not more than four (4) in listed companies.

3.4. Election and term of office

Each member of the Board of Directors, the Chair of the Board of Directors, and each member of the Nomination and Compensation Committee are elected annually by the Annual General Meeting. The members of the Board of Directors shall be automatically retired from the Board of Directors in the year in which they reach the age of seventy (70).

3.5. Internal organization and structure

3.5.1. Allocation of tasks within the Board of Directors

The competencies of the Board members are depicted in the following matrix:

	Dr. Jacques Sanche	Ton Büchner	Kaspar Kelterborn	Dr. Stephan Bross	David Dean	Tatiana Gillitzer	Maria Teresa Vacalli
Executive competence (>200 FTE)	•	•	•	•	•	•	•
Strategic competence	•	•	•	•	•	•	•
Competence in non-European cultures	•	•	•	•	•	•	
Sustainability competence	•	•	•	•		•	
Supply chain competence	•			•	•	•	
Competence in BC markets		•		•			
Technological competence	•	•		•		•	•
Financial competence	•	•	•		•	•	•
M&A competence	•	•	•	•	•	•	•
Board-level competence	•	•	•	•	•		•
CEO coaching competence	•	•		•	•		

The company's General Counsel, who serves as Secretary to the Board of Directors, holds a Master of Laws (Mag. iur.).

3.5.2. Committees of the Board of Directors

The Board of Directors has set up the following committees:

Audit Committee

The Audit Committee advises and supports the Board in all matters related to external and internal audits, risk management, accounting policies and practices, and compliance with issued accounting standards. The CEO, CFO, Head of Internal Group Audit, and representatives of the external auditors also participate in the Audit Committee's ordinary meetings. The members are David Dean (Chair), Maria Teresa Vacalli, and Kaspar Kelterborn.

Nomination and Compensation Committee

This committee advises and assists the Board of Directors in appointing, assessing, and dismissing members of the Executive Management, and draws up proposals for the appointment or dismissal of members of the Board of Directors. Furthermore, the Nomination and Compensation Committee advises and assists the Board of Directors on matters related to the compensation of directors and Executive Management members. The CEO and the CHRO also attend the ordinary meetings of the Nomination and Compensation Committee. The members are Maria Teresa Vacalli (Chair), Dr. Stephan Bross, and Tatiana Gillitzer.

Strategy and Sustainability Committee

The Strategy and Sustainability Committee supports the CEO in developing corporate strategy, advises the Board of Directors on strategic matters such as acquisitions and divestments, and ensures that sustainability (and social responsibility) is an integral part of the company strategy. It regularly evaluates the implementation of the company strategy and submits proposals to the Board of Directors if adjustments or other measures are deemed necessary. The members are Ton Büchner (Chair, until December 14, 2025), Jacques Sanche (Chair, as of December 15, 2025) and Kaspar Kelterborn. Additionally, the Strategy and Sustainability Committee, together with the CEO, helps prepare the annual "Strategy Day".

3.5.3. Working methods

The Board of Directors has the final responsibility for the business strategy and overall management of Burckhardt Compression. It defines the guidelines regarding strategy, organization, financial planning and accounting, and has delegated the operational management of the company to the CEO of Burckhardt Compression. The Board of Directors appoints a Secretary for the Board and for the company, who does not need to be a member of the Board.

The Board of Directors meets as often as business requires, but at least four (4) times per year. During the reporting period, the Board of Directors held a total of eleven (11) sessions, comprising regularly scheduled and extraordinary meetings as well as dedicated formats such as the "Strategy Day" and the "Technology Afternoon". Board meetings typically last between half a day and a full day. The Audit Committee met two (2) times, the Nomination and Compensation Committee

met four (4) times, and the Strategy and Sustainability Committee convened once during the fiscal year. The average attendance rate at meetings of the Board of Directors and its Committees amounted to approximately 95% during the reporting period.

The Board of Directors has a quorum when the majority of its members are present. Resolutions are passed by simple majority; in the event of a tie, the Chair has the casting vote.

The CEO, the Presidents of the Systems and Services Divisions, the CFO, the CHRO and the General Counsel, in his role as Secretary, are regularly invited to attend Board meetings to report on developments in their respective functional or business areas.

3.6. Definition of areas of responsibility

The Board of Directors has delegated the operational management of the company and the Group, as well as the determination, implementation, coordination and monitoring of the execution of the strategy as defined by the Board of Directors, to the Executive Management, with the exception of the duties that may not be delegated by law, particularly the following:

- Approval of and changes to the Group strategy and corporate goals
- Determination of the organization, the structure of the accounting system, the financial planning and financial controlling (including monitoring solvency) of the company and the Group
- Approval of the periodic forecasts, the Annual Report and of reporting and accounting policies
- Ensuring adequate internal control systems based on the recommendations of the Audit Committee
- Determination of the appropriate capital structure
- Appointment and dismissal of members to and

from the Executive Management, as well as compensation of the Executive Management

- Decisions on new subsidiaries, major capital expenditure projects, acquisitions, financing transactions, the insurance concept, and the provision of guarantees if such decisions exceed the powers conferred to the CEO.

The powers of the Executive Management and of the Group company executives are listed in detail in the organizational rules (<https://www.burckhardtcompression.com/investors/corporate-governance>).

3.7. Information and control instruments vis-à-vis the Executive Management

Order intake, the income statement, balance sheet, liquidity planning, and cash flow, headcount, personnel costs, and capital expenditure are consolidated and annotated on a monthly basis. A rolling forecast of the Burckhardt Compression results for the current and the coming fiscal years is also prepared and annotated four (4) times a year (April, July, October, and January). Targets for the coming fiscal year are determined based on the January forecast. The financial reports and the forecasts are distributed to the members of the Executive Management and all members of the Board of Directors. At every meeting of the Board of Directors, the members of the Executive Management report on the course of business and on all issues of relevance to Burckhardt Compression.

Internal Group Audit and internal control system (ICS)

Internal Group Audit reports to the Chair of the Audit Committee of the Board of Directors. Operational responsibility has been delegated to the Group Tax & Risk Manager, who is also responsible for planning and conducting the audits. The CFO coordinates interactions between the Audit Committee and the Head of Internal Group Audit.

Internal Group Audit consists of qualified staff from Finance and Controlling at Burckhardt Compression AG as well as selected financial specialists from the Group's subsidiaries. Depending on the audit assignment, subject-matter experts from other functions – such as IT, Legal & Compliance or Human Resources – may be involved. This setup ensures that the audit function is adapted to the size and needs of the Group and promotes an active exchange of information and best practices, with the aim of generating sustained added value through continuous process improvement.

Internal auditors receive regular training to support the performance of their duties, coordinated by the Head of Internal Group Audit. The annual audit plan is approved by the Audit Committee and may be adjusted or expanded by the Committee as required. During fiscal year 2025, eight (8) internal audits were carried out. The resulting reports were distributed to the management of the audited entity, the members of the Audit Committee, the Executive Management, the Divisional Management teams and the external auditors.

Once a year, the statutory auditor assesses the effectiveness of the internal control system (ICS) and provides a written report to the Audit Committee and the Board of Directors.

Risk management

Burckhardt Compression operates an integrated risk management system based on a Group-wide policy. In a two-stage process, key risks are identified using an anticipatory approach and allocated to one of four (4) categories defined by the Board of Directors: strategic, financial, operational, or legal/compliance. The identified risks are then evaluated, managed and continuously monitored, and – where appropriate – avoided, mitigated or transferred to third parties through suitable risk-management measures.

The first stage consists of an ongoing risk management process, coordinated by the Group Tax & Risk Manager, whereby the Division Presidents and the Group functions (CEO, CFO, CHRO, CCO, CIO) regularly identify and assess risks, define mitigation measures together with the responsible owners, and set and monitor implementation timelines. Both internal and external factors are taken into account when assessing potential risks.

The second stage is a periodic review that takes place twice a year at meetings of the Board of Directors' Audit Committee. For this purpose, the Executive Management prepares an overview of the principal risks facing Burckhardt Compression, including an assessment of their likelihood and potential impact. This overview is presented to the Audit Committee together with the defined mitigation measures, responsible owners and an implementation timetable. The Audit Committee reports its findings and conclusions from the risk review to the Board of Directors.

Compliance

Burckhardt Compression has a group-wide compliance program focused on adhering to legal and internal regulations, including the Code of Conduct and the Burckhardt Compression "Values and Behaviors". The compliance program has a three-pillar framework:

- prevention (through policies and trainings);
- early detection (through different grievance channels); and
- response (different actions on compliance breaches and fine tuning of policies).

During fiscal year 2024, the Code of Conduct e-Learning program was enhanced and implemented group-wide with the help of a new external provider, enabling more comprehensive training modules and improved analysis of training outcomes. In fiscal year 2025, the annual compliance training focus was placed on anti-bribery and anti-corruption, reinforcing the Group's commitment to preventing corrupt practices across all international operations. In addition, Burckhardt Compression strengthened its framework for engaging and overseeing third-party sales intermediaries by refining due-diligence, onboarding, and monitoring requirements, further aligning Group practices with evolving international compliance standards.

The grievance channel "Speak Up" is continuously refined and actively promoted across the Group to ensure broad accessibility and sustained awareness among employees worldwide. These ongoing efforts support a transparent and supportive environment in which concerns can be raised safely and addressed in an appropriate and timely manner.

Data protection continues to be a priority for Burckhardt Compression. Following the implementation of the EU General Data Protection Regulation (GDPR) and the New Federal Act on Data Protection in fiscal year 2023, the Group further refined its data protection framework in 2024. In 2025, Burckhardt Compression rolled out dedicated data-protection trainings for HR and Finance functions globally, reflecting their central role in handling sensitive information. The Data Protection Officer continues to undergo regular training to stay abreast of increasingly complex legal developments and regulatory requirements.

In the realm of IT security and cybersecurity, Burckhardt Compression continues to strengthen its policies, controls, and internal training programs on an ongoing basis. The Group's cybersecurity systems are regularly reviewed by an external provider, and scenario-based exercises are conducted on a periodic basis as part of our active preparedness efforts. In addition, all employees are required to complete annual cybersecurity e-Learning modules to maintain a consistent level of awareness of essential security principles.

The Board of Directors, together with the Executive Management and the General Counsel, participated in an in-person training delivered by an external legal expert in the field of business compliance and corporate misconduct. This training is a recurring element of Burckhardt Compression's governance framework to ensure ongoing alignment with evolving global standards.

Together, these initiatives aim to create sustained added value for Burckhardt Compression by strengthening processes, ensuring technical resilience, maintaining legal compliance, and fostering a proactive approach to employee engagement and training.

3.8. Gender guidelines

As part of its extended duties, the Nomination and Compensation Committee assesses succession planning for the Board of Directors in order to ensure a balanced composition of the Board of Directors. The Board of Directors has increased the gender ratio from 20% to 33% of women on the Board of Directors during the elections in 2022.

3.9. Self-evaluation of the Board of Directors

In the course of the fiscal year, each member of the Board of Directors conducts an interview with the Chair of the Board. The interview findings will be complemented with a self-evaluation concerning purpose, scope, composition and responsibilities.

Improvement measures will be defined and will be reviewed regularly as to ensure ongoing effectiveness and alignment with the Group's objectives.

4. Executive Management

4.1./4.2 Members of the Executive Management/ Other activities and vested interests

Name	Nationality	Function
Fabrice Billard	CH/FR	CEO
Rolf Brändli	CH	CFO
Vanessa Valentin	CH	CHRO
Andreas Brautsch	DE	President Systems Division
Rainer Dübi ¹	CH	President Services Division

¹ Effective April 1, 2026, Rainer Dübi will step down from his position as Divisional President. He will be succeeded by Martin Zingg. Rainer Dübi will continue his employment with the company.

Biographical details and information on other activities and commitments of the members of the Executive Management:



Fabrice Billard
(1970)

Chief Executive Officer (CEO)

Education

MSc in Aeronautics and Aerospace Engineering, Ecole Centrale Paris, France

Professional background

Since April 2022 CEO Burckhardt Compression Group, Switzerland
2016–2022 President Systems Division, Burckhardt Compression Group, Switzerland
2015–2016 Chief Strategy Officer, Sulzer, Switzerland
2012–2015 Head Business Unit Mass Transfer Technology, Sulzer Chemtech, Switzerland/Singapore
2010–2012 Head Europe, Middle East, India, Russia & Africa Business Unit, Mass Transfer Technology, Sulzer Chemtech, Switzerland
2008–2010 Vice President Business Development, Sulzer Chemtech, Switzerland
2005–2008 Head Global Customer Services, Sulzer Pumps, Switzerland
2004–2005 Strategic Development Manager, Sulzer Corporate, Switzerland
1999–2004 Principal, The Boston Consulting Group, Switzerland/France



Rolf Brändli
(1968)

Chief Financial Officer (CFO)

Education

Degree in Business Administration, HWV Zürich, Switzerland

Professional background

Since 2008 CFO, Burckhardt Compression Group, Switzerland
2001–2008 Head of Finance & Administration, Sulzer Brasil S.A., Brazil; Regional Controller, Sulzer Pumps South America & South Africa
1997–2001 Regional Controller Asia/Pacific, Sulzer International Ltd.; General Manager, Sulzer Hong Kong Ltd., Hong Kong, SAR China
1994–1997 Management Consultant, OBT Treuhand AG Zurich, Switzerland

Other activities and commitments

President of the Board of Trustees of the Sulzer Pension Fund (SVE) and of the Johann Jakob Sulzer Foundation (JJS)



Vanessa Valentin
(1979)

Chief Human Resources Officer (CHRO)

Education

BSc in Developmental Psychology, University of Sussex, UK
MSc in Human Resources, The London School of Economics and Political Science (LSE), UK

Professional background

Since June 2022 Chief Human Resources Officer, Burckhardt Compression Group, Switzerland
2016–2022 Senior VP Human Resources, VAT Group, Switzerland
2012–2016 Human Resources Director, Alstom, Switzerland
2007–2012 Human Resources Leader, GE Oil & Gas, Italy, Australia, USA
2005–2007 Human Resources Leadership Program, GE, Germany, Italy, USA
2003–2005 Human Resources Manager, Health Protection Agency, UK



Rainer Dübi
(1969)

President Services Division

Education

Degree in Mechanical Engineering, HTL Winterthur, Switzerland
MASBA School of Management, Switzerland

Professional background

Since 2019 President Services Division, Burckhardt Compression Group, Switzerland
2012–2019 Head of Design & Manufacturing, Burckhardt Compression AG, Switzerland
2010–2012 Senior Sales Manager, Burckhardt Compression AG, Switzerland
2007–2010 Manager Sizing, Burckhardt Compression AG, Switzerland
2003–2007 Sizing Project Engineer, Burckhardt Compression AG, Switzerland
2001–2003 Commissioning Lead Engineer, Alstom, Switzerland
1999–2001 Commissioning Engineer, ABB, Switzerland



Andreas Brautsch
(1974)

President Systems Division

Education

MSc in Mechanical Engineering, TH Regensburg, Germany
PhD, Mechanical Engineering, Heriot Watt University, Edinburgh, UK

Professional background

Since October 2022 President Systems Division, Burckhardt Compression Group, Switzerland
2019–2022 Group Vice President, Global Lead Switchgear Business Hitachi Energy, Switzerland
2017–2019 Group Vice President, Business Transformation Lead Hitachi Energy, Switzerland
2015–2017 Global Business Lead Industrial Gas Power Business, General Electric, USA
2012–2015 Platform Director H-class Gas Power Generation, Alstom Power, Switzerland
2008–2012 Head of Products, Carbon Capture Systems, Alstom Power, Switzerland
2002–2008 Global Innovation Lead, Alstom Power, USA
1998–2000 Implementation Lead for local joint venture, Siemens, China



Martin Zingg
(1972)

President Services Division as of April 1, 2026

Change in Executive Management

Effective April 1, 2026, Martin Zingg assumed the position of President of the Services Division and became a member of the Executive Management, replacing Rainer Dübi.

Martin Zingg has over 20 years of international leadership experience in industrial services and energy solutions. Most recently, he served as President and Group CEO of the Leister Group beginning in February 2025, following his tenure as Group CEO from April 2021 to February 2025 and earlier as Chief Commercial Officer. Prior to that, he was Senior Vice President and Head of Global Service at Moventas. His career also includes executive roles at GE Power and Alstom, where he led global gas turbine service businesses with full P&L responsibility. Martin holds an MSc in Mechanical Engineering from the Swiss Federal Institute of Technology in Lausanne, completing his master's thesis at MIT, United States.

Mr. Zingg's proven track record in leading global service organizations and his deep industry expertise will be invaluable as Burckhardt Compression continues to strengthen its service offering and customer partnerships worldwide.

4.3. Rules in the Articles of Incorporation concerning the number of permitted activities

Members of the Executive Management may not hold more than five (5) external mandates, of which no more than two (2) may be in listed companies. Any external mandate held by a member of the Executive Management is subject to the prior approval of the Board of Directors.

4.4. Management contracts

There are no management contracts with third parties.

4.5. Gender guidelines

As part of its extended duties, the Nomination and Compensation Committee assesses succession planning for the Executive Management in order to ensure a balanced composition of the Executive Management. The Board of Directors aims to ensure a diversified Executive Management. The gender ratio is currently 20% women in the Executive Management.

5. Compensation, shareholdings and loans

5.1. Compensation and shareholding programs

The principles and elements of compensation paid to members of the Board of Directors and the Executive Management as well as the authority and the mechanisms used to determine such compensation are explained in the Compensation Report.

The shareholdings of the members of the Board of Directors and the Executive Management in Burckhardt Compression Holding AG are listed in the Compensation Report and in the Financial Report, note 103, "Share capital and shareholders".

Burckhardt Compression did not grant any loans, credit or collateral to any of the members of the Board of Directors or the Executive Management in fiscal year 2025 and there are no arrangements of this nature outstanding.

5.2. Rules in the Articles of Incorporation 5.2.1. on performance-related payments and allocations

The rules in the Articles of Incorporation on the principles applicable to performance-related pay and to the allocation of shares, contingent rights to receive shares or comparable instruments of the company, as well as the additional amount for payments to members of the Executive Management newly appointed after the vote on pay at the Annual General Meeting of shareholders can be found on the Burckhardt Compression website in the Articles of Incorporation (Art. 25, Art. 26 and Art. 27).

<https://www.burckhardtcompression.com/investors/corporate-governance>).

5.2.2. on loans, credit facilities and post-employment benefits

The rules in the Articles of Incorporation on loans, credit arrangements and pension plan benefits for members of the Board and the Executive Management can be found on the Burckhardt Compression website in the Articles of Incorporation (Art. 29).

<https://www.burckhardtcompression.com/investors/corporate-governance>).

5.2.3. on the vote on pay at the Annual General Meeting

The rules in the Articles of Incorporation on the vote on pay at the Annual General Meeting can be found on the Burckhardt Compression website in the Articles of Incorporation (Art. 24).

<https://www.burckhardtcompression.com/investors/corporate-governance>).

6. Shareholders' participation rights

6.1. Voting rights restrictions and representation

6.1.1. Rules in the articles of incorporation on restrictions to voting rights

Please refer to Chapter 2.6.1 above for the rules in the Articles of Incorporation regarding restrictions to voting rights. Any amendment to these restrictions requires the statutory quorum applicable to changes to the Articles of Incorporation (see Chapter 6.2 below).

6.1.2. Rules in the Articles of Incorporation on the issue of instructions to the independent proxy, and any rules in the Articles of Incorporation on the electronic participation in the General Meeting of shareholders

The rules in the Articles of Incorporation on the issue of instructions to the independent proxy and on the provision that a shareholders' meeting may be held by electronic means without a physical venue can be found on the Burckhardt Compression website in the Articles of Incorporation (Art. 9 and Art. 13).

(<https://www.burckhardtcompression.com/investors/corporate-governance>).

6.2. Statutory quorums

A majority of at least two-thirds of the voting rights represented is required for changes to the company's Articles of Incorporation. Dissolution or merging of the company requires the presence or representation of at least half of the issued shares and the approval of at least two-thirds of the present or represented share votes on the petition submitted.

6.3. Convocation of the Annual General Meeting of Shareholders

None of the applicable rules deviate from the law.

6.4. Inclusion of items on the agenda

Under the Articles of Incorporation, shareholders representing jointly at least 0.5% of the share capital or of the votes may request discussion of an item at a General Meeting. Subject to the same requirements, the shareholders may request that petitions relating to items on the agenda be included in the notice convening the General Meeting. The corresponding petition should be submitted in writing to the Board of Directors of the company at least forty (40) days prior to the scheduled meeting stating the proposed item and petitions of the shareholders.

6.5. Entries in the Share Register

The record date for registered shareholders to be entered in the Share Register prior to an Annual General Meeting will be stated in the invitation to the Annual General Meeting.

7. Changes of control and defensive measures

7.1. Duty to make an offer

Once a shareholder acquires 33% of share capital and voting rights, it will be under an obligation to submit a public tender offer. The Articles of Incorporation contain neither an opting-out nor an opting-up clause.

7.2. Clauses on change of control

There are no provisions for special severance payments for members of the Board of Directors or members of the Executive Management or other employees in the event of a change of control over Burckhardt Compression Holding AG.

7A. Transparency on non-financial matters

The report on non-financial matters (in accordance with the requirements of the Articles 964b and 964c of the Swiss Code of Obligations) is included on page 33. This report will be submitted to the Annual General Meeting for a consultative vote.

8. Auditors

8.1. Duration of mandate and term of office of the auditor in charge

8.1.1. Date of assumption of the current audit mandate

Ernst & Young AG (EY) has been the statutory auditor of Burckhardt Compression Holding AG since 2024 and is also in charge of the audit of the consolidated financial statements. The statutory auditor is elected by the Annual General Meeting of shareholders for one (1) year at a time. Burckhardt Compression reviews its external audit mandate on a regular cycle. The most recent tender was carried out in fiscal year 2023, after which the Board of Directors proposed EY for appointment. EY was subsequently approved by the shareholders at the Annual General Meeting.

8.1.2. Date on which the lead auditor responsible for the current audit mandate took up office

The auditor in charge will be changed after a maximum period of seven (7) years. Marco Casal has served as auditor in charge since the 2024 reporting period.

8.2. Auditor's fees

Total fees for auditing services provided by EY worldwide during fiscal year 2025 amounted to TCHF 450 (previous year: TCHF 413).

8.3. Additional fees

The additional fees for services provided by EY worldwide during fiscal year 2025 are in the amount of TCHF 156 (previous year: TCHF 50). These include TCHF 13 for tax services and TCHF 143 for other consulting services. Additional services rendered by EY outside the audit mandate are compatible with the audit assignment.

8.4. Information instruments pertaining to the external audit

The Audit Committee supports the Board of Directors in overseeing the company's accounting, financial reporting, and internal control systems. It reviews the management of business risks, the audit plan and scope, the conduct and results of the audits, as well as the statutory auditor's fees. The statutory auditor participates in the meetings in which the consolidated annual and semi-annual financial statements are examined. Once a year, the Audit Committee receives from the statutory auditor a summary of key audit findings together with recommendations for improvement.

During the 2025 reporting period, the Audit Committee held two (2) meetings. The auditor in charge, together with another representative of the statutory auditor, attended both of these meetings.

9. Information policy

In general, Burckhardt Compression Holding AG reports order intake, sales, operating results, balance sheet, cash flow, and changes in shareholders' equity on a semi-annual basis, together with comments on the trend of business and the outlook for the future. Burckhardt Compression Holding AG provides price-sensitive information in accordance with the ad hoc disclosure requirements set out in the Listing Rules of the SIX Swiss Exchange. Burckhardt Compression Holding AG will send price-sensitive information to all interested parties via an email distribution list. Financial reports are available on our website (www.burckhardtcompression.com) and will be delivered to interested parties on request.

10. Quiet periods

No member of the Board of Directors, member of the Executive Management, or other employee designated by the CFO may trade in Burckhardt Compression shares or in any other exchange-traded financial instruments relating to Burckhardt Compression (including derivatives) during the periods beginning on March 1 and September 1, respectively, and ending at the close of the second trading day following Burckhardt Compression's public release of the annual or half-year report.

Key dates for 2026 and 2027

July 3, 2026

Annual General Meeting

November 3, 2026

Results for the first half of 2026 (closing September 30, 2026)

June 3, 2027

2026 Annual Report (closing March 31, 2027)

July 3, 2027

Annual General Meeting

Details of these dates, possible changes, the company profile, current share prices, presentations, and contact addresses can be found at www.burckhardtcompression.com, where interested parties can also subscribe to the email distribution list.



Compensation Report

This Compensation Report describes the policies and system in place for the compensation of the Board of Directors and the Executive Management of Burckhardt Compression, together with information on their annual compensation, shareholdings, and activities at other companies.



Table of contents

1. Basis	105	6. Transactions with the Board of Directors, the Executive Management and related parties	117
2. Organization, Duties and Powers	105		
3. Compensation system	106	7. Activities at other companies	117
4. Compensation allocated with comparative figures for the previous year	111	Report of the statutory auditor to the general meeting	120
5. Overview of shareholdings and participation rights	115		

1. Basis

At Burckhardt Compression, the policies and system in place for the compensation of the Board of Directors and the Executive Management are based on the requirements of the Swiss Code of Obligations, the Directive on Information relating to Corporate Governance (DCG) issued by the SIX Swiss Exchange, the Swiss Code of Best Practice for Corporate Governance, and the Articles of Incorporation of Burckhardt Compression Holding AG.

2. Organization, Duties and Powers

The Nomination and Compensation Committee (NCC) is comprised of at least two members of the Board of Directors. The members of the NCC are elected individually and annually by the Annual General Meeting (AGM) and their term of office shall expire at the end of the subsequent AGM. The AGM of July 5, 2025, re-elected Maria Teresa Vacalli, Dr. Stephan Bross and Tatiana Gillitzer to the NCC. The Board of Directors re-appointed Maria Teresa Vacalli as Chair of the NCC.

The NCC meets a minimum of twice a year. In fiscal year 2025, it met four times. The CEO and Chief Human Resources Officer (CHRO) attend these meetings in an advisory capacity, except during deliberation on meeting topics that pertain to themselves (including their own performance and compensation). The NCC draws up minutes of its meetings and distributes them to the Board of Directors. Following each NCC meeting, the Board of Directors is informed of the topics discussed and the proposals of the NCC are brought to the next possible meeting of the Board of Directors.

The duties and powers of the NCC are set forth in the company's Articles of Incorporation and its Organizational Rules (<https://www.burckhardtcompression.com/about/legal-compliance-quality/corporate-governance>). The regulations are regularly reviewed. The NCC supports the Board of Directors in the performance of its duties pertaining to the compensation and personnel policies of the company and the entire Group as prescribed by law or the company's Articles of Incorporation. In fiscal year 2025, PwC provided services to Burckhardt Compression related to executive compensation. Simultaneously, PwC also had other mandates with Burckhardt Compression, applying clear rules of independence in order not to pose any conflicts of interest. Further, compensation market data was provided by Willis Towers Watson, while they were not engaged for any other mandates by Burckhardt Compression. No other external advisors were consulted on compensation matters in fiscal year 2025.

Topic	Proposal/recommendation by	Approval authority
Compensation principles and guidelines	NCC	BOD
Compensation Report	NCC	BOD
Compensation of Board of Directors	NCC	BOD, subject to AGM approval
Compensation of CEO	NCC	BOD, subject to AGM approval
Compensation of Executive Management (excl. CEO)	NCC, upon proposal by the CEO	BOD, subject to AGM approval
Loans to members of the Executive Management	CEO	NCC

AGM = Annual General Meeting
 BOD = Board of Directors
 NCC = Nomination and Compensation Committee

The AGM of Burckhardt Compression Holding AG casts the following votes in relation to the compensation of the Board of Directors, the compensation of the Executive Management, and the Compensation Report (say-on-pay):

		Previous fiscal year	Current fiscal year	Next fiscal year
			AGM	AGM
Board of Directors	Maximum aggregate FIXED compensation		→	
Executive Management	Maximum aggregate FIXED compensation		→	
	Maximum aggregate VARIABLE compensation	→		
Consultative vote on Compensation Report		→		

At the AGM 2025, the shareholders approved with 99.49% the amendment to the say-on-pay period for the Board of Directors from “next fiscal year” to “AGM-AGM”. Consequently, the first vote under the new approach was held and approved at the AGM 2025 (compensation from AGM 2025 to AGM 2026). The say-on-pay period for the Executive Management as well as the consultative vote on the Compensation Report remained unchanged.

The principles of compensation are governed by the Articles of Incorporation, as approved by the shareholders. The relevant provisions of the Articles of Incorporation are listed below:

- Article 24: Approval of compensation by the General Meeting.
- Article 25: Additional amount for new members of the Executive Management.
- Article 26: General compensation principles.
- Article 27: Contracts with regard to compensation.
- Article 28: Mandates outside the Company.
- Article 29: Loans, credits, and pension benefits outside the occupational benefits insurance.

Shareholder and proxy engagements

Burckhardt Compression is dedicated to engaging with its shareholders on a continuous basis. In light of the approval rate of 72.51% for the consultative vote on the Compensation Report 2023 at the AGM 2024, we had a profound exchange with proxy advisors and specific investors in fiscal year 2024 to better understand the areas of improvement. An overview of those engagements, including the key topics discussed as well as our rationales and measures adopted, was provided in the Compensation Report 2024. The strong increase in the approval rate to 96.24% for the consultative vote on the Compensation Report 2024 at the AGM 2025 affirmed our actions taken.

We are committed to continue monitoring the latest market practices and actively engaging with our shareholders.

3. Compensation system

Burckhardt Compression's compensation system consists of a mix of fixed and variable components. In accordance with the Articles of Incorporation of Burckhardt Compression Holding AG, variable compensation can be paid in whole or part in the form of shares, conditional rights to receive shares, or in comparable instruments of the company.

3.1. Compensation system for the Board of Directors

In order to guarantee the independence of the members of the Board of Directors in exercising their supervisory duties, they have a fixed compensation only. A part of their compensation is paid in shares of the company, strengthening the alignment with the interests of the shareholders.

The annual retainer is delivered 80% in cash and 20% in free shares. Members of the Board of Directors who serve on a committee receive a fixed cash supplement (committee fees). Further, all members of the Board of Directors are eligible to a fixed lump-sum for expenses. While the compensation in cash is generally delivered on a quarterly basis, the shares are awarded annually. The number of shares awarded is based on the average share price (daily closing price on the SIX Swiss Exchange) of the 30 trading days before the AGM.

Effective from the AGM 2025, the compensation system of the Board of Directors was amended based on the findings of a benchmarking analysis performed in fiscal year 2024, considering market developments and peer practices:

- Increase of the annual retainer for all positions.
- Introduction of a Vice Chair role including a corresponding annual retainer.
- Differentiation between fees for committee chairs and committee members, accounting for the additional duties and responsibilities of committee chairs.
- Introduction of shareholding guidelines, fostering good corporate governance and alignment with shareholder interests.

The annual retainer amounts to CHF 214'000 (previous year: CHF 184'000) for the Chair of the Board of Directors, CHF 106'000 for the newly introduced Vice Chair of the Board of Directors (previous year: position not in place), and CHF 96'000 (previous year: CHF 81'000) for members of the Board of Directors. The committee fees amount to CHF 20'000 per year for the committee chairs and to CHF 10'000 per year for the

committee members (previous year: CHF 10'000 for both committee chairs and committee members, i.e., no “top-up” for committee chairs). The lump sum for expenses is CHF 6'000 a year for the Chair of the Board of Directors and CHF 4'000 a year for the Vice Chair and other members of the Board of Directors (unchanged from previous year). For the Board of Directors, only mandatory pension benefits are granted.

Position	Annual retainer (CHF) 80% cash, 20% free shares	Committee fees (CHF) Cash	Lump sum for expenses (CHF) Cash
Chair of the Board of Directors	214'000		6'000
Vice Chair of the Board of Directors	106'000		4'000
Member of the Board of Directors	96'000		4'000
Chair of a committee (per committee; includes “member of a committee” fee)		20'000	
Member of a committee (per committee)		10'000	

The compensation of the Board of Directors is reviewed against prevalent market practice on a regular basis. The last benchmarking analysis was performed in fiscal year 2024, focusing on both compensation design and levels. For that purpose, 17 selected Swiss listed companies were used as peer group, accounting for industry and financial comparability (i.e., similar in terms of market capitalisation, sales and headcount, as shown in the subsequent table): Accelleron, Arbonia, Bachem, Belimo, Bossard, Bystronic, Comet, Flughafen Zuerich, Inficon, Komax, Landis + Gyr, Schweitzer Technologies, SKAN, Tecan, u-blox, Ypsomed, and Zehnder. While the overall compensation structure of the Board of Directors was considered as broadly in line with market practice, it was observed that the compensation levels were positioned below the lower quartile of the peer group. Consequently, it was decided to make specific amendments to the compensation of the Board of Directors with effect from the AGM 2025, as outlined above.

Burckhardt Compression vs. peer group	Market capitalization (mCHF) June 1, 2024	Sales (mCHF) Latest fiscal year at time of benchmark	Headcount Latest fiscal year at time of benchmark
Burckhardt Compression	2'045	982	3'243
Peer group: upper quartile	4'091	1'069	3'500
Peer group: median	2'210	745	2'431
Peer group: lower quartile	882	567	2'006

Shareholding guidelines

Starting from the AGM 2025, the members of the Board of Directors are required to build up and own at least one annual retainer in Burckhardt Compression shares. Any exceptions require the approval of the Chair of the Board of Directors.

The members of the Board of Directors are expected to meet these requirements at the end of the fifth year of the implementation of the requirements or of their election to the Board of Directors. Compliance with the shareholding guidelines is assessed by the NCC on an annual basis.

3.2 Compensation system for the Executive Management

Burckhardt Compression has established a comprehensive compensation system which is well balanced between short- and long-term orientation. The objectives pursued with this system are to ensure that the compensation of the company executives is market-competitive and to foster alignment between the interests of the shareholders, the Board of Directors, and the Executive Management. Market-competitive pay is a basic prerequisite for attracting well-qualified executives and ensuring that they remain with the company in the long run.

The compensation of the Executive Management is reviewed against prevalent market practice on a regular basis. The last benchmarking analysis was performed in fiscal year 2024, focusing on compensation levels. The same peer group was applied as for the benchmarking analysis of the Board of Directors (see section 3.1). The compensation levels of the Executive Management were considered as broadly in line with market practice, and the NCC concluded that apart from an increase in the Long-Term-Incentive (LTI) grant amount of the CEO (from CHF 150'000 to 200'000) no immediate changes were required for fiscal year 2025. Looking ahead to fiscal

year 2026, in light of pay-for-performance and shareholder alignment considerations, it was decided to increase the LTI grant amount for all members of the Executive Management, aligning total compensation levels with those of peers over time and balancing the current incentive mix towards the long term (CEO: from CHF 200'000 to 250'000; other members of the Executive Management: from CHF 75'000-100'000 to CHF 100'000-125'000). Detailed information on the compensation of the Executive Management for the upcoming fiscal year will be provided in the Compensation Report 2026.

The structure of compensation system of the Executive Management

Components	Program	Purpose	Plan period
Annual Base Salary	Monthly cash salary	Attract and retain	Continuous
Short-term incentive	Variable performance- and profit related annual cash bonus	Pay for performance	Annual
Long-term incentive	Variable performance- and profit related long-term incentive bonus awarded in form of PSUs	Reward long-term performance aligned with shareholders	3 years
Benefits: Pension and Insurance	Monthly contributions	Protect against risk	Continuous

Annual Base Salary

The functions performed by members of the Executive Management are assigned to so-called Global Grades as defined by a global functional grading system (Willis Towers Watson Global Grading System). Market data for each Global Grade based on Willis Towers Watson's Global 50 Remuneration Planning Report are taken into consideration when determining the base salary of the members of the Executive Management. The base salary is reviewed annually.

Short-Term Incentive (STI)

The members of the Executive Management are eligible for an annual variable performance- and profit-related bonus in addition to the base salary. The STI is calculated as a percentage of net income of Burckhardt Compression and is paid only if a minimum financial threshold of 4% return on sales (on a net income basis) was achieved.

The percentage of net income is role-specific and determined by the Global Grade. The percentage applied for the CEO is 0.28%. The percentage for the other members of the Executive Management – depending on their Global Grade – ranges from 0.12% to 0.16%. This measure focuses on profitability and aligns the interests of the Executive Management and the shareholders. The performance assessment is performed by means of a formulaic approach where no discretion is applied. The payout of the STI is capped at 80% of the base salary of the members of the Executive Management. The STI plan is reviewed regularly, typically on an annual basis but at least every two years.

Long-Term Incentive (LTI)

Based on the NCC's regular review of the compensation policies, the Board of Directors introduced a new LTI plan with the start of fiscal year 2023. To achieve a strong alignment between the interests of the Executive Management and the shareholders, to increase the pay for performance relationship and to strengthen the retention of the most senior employees, the new LTI plan is granted in the form of Performance Share Units (PSUs). The PSUs are conditional upon the fulfilment of defined performance conditions. The vesting of the PSUs is subject to the achievement of three Key Performance Indicators (KPIs) over a period of three years. In addition, the vesting is subject to continued employment.

The three defined KPIs are:

- Cumulative Earnings per Share (50% weighted), based on audited and unadjusted figures in CHF.
- Cumulative Revenue (25% weighted), based on audited and unadjusted figures in CHF.
- Sustainability: Environmental, Social and Governance (ESG) (25% weighted), measured by the reduction of GHG emission intensity (as defined in the Sustainability Report) by 50% by 2027.

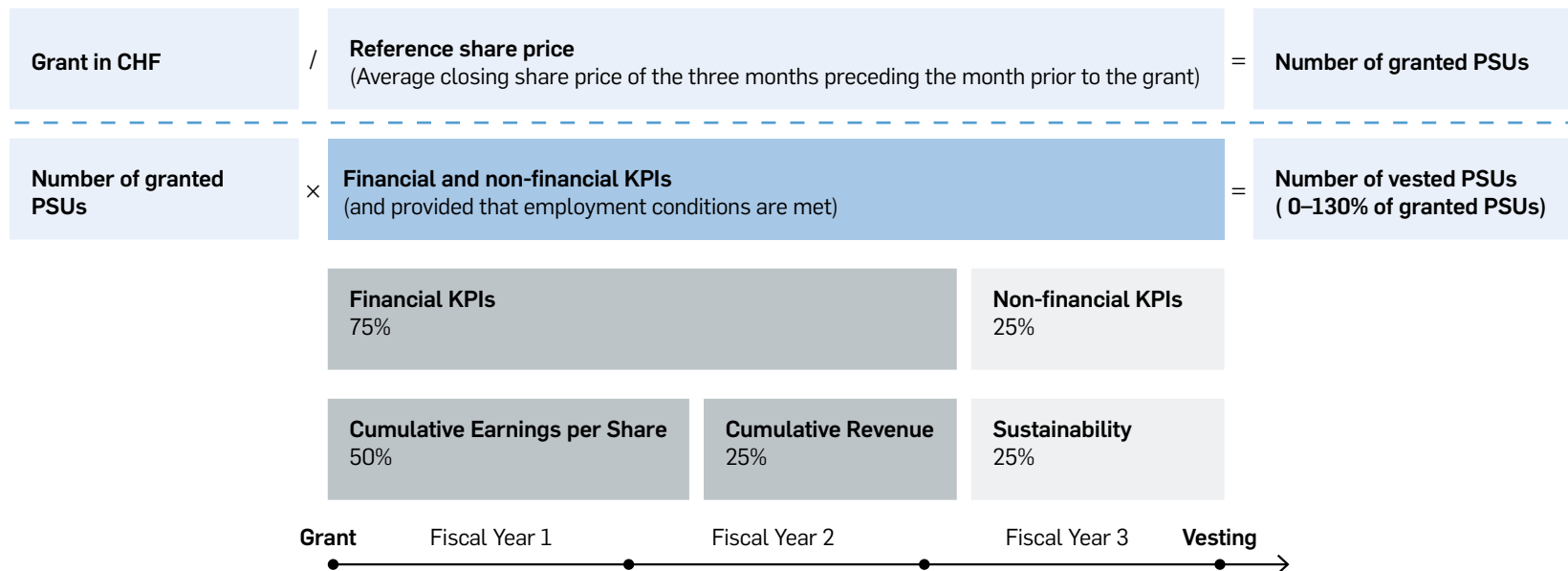
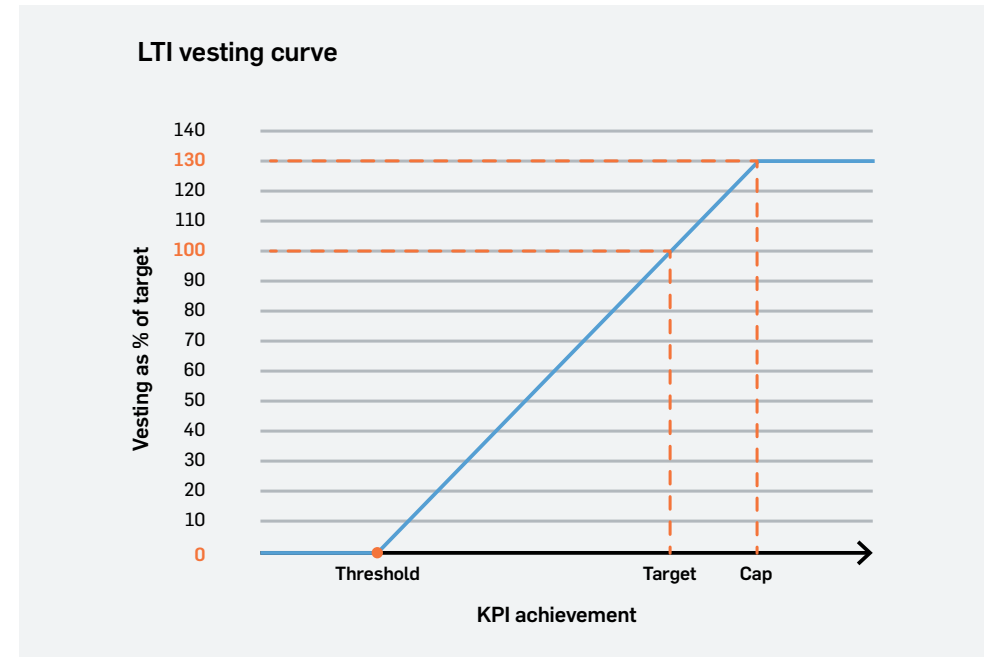
The KPIs have been chosen to balance top-line growth and bottom-line impact as well as the commitment to sustainability.

The target amount of the LTI award is divided by a pre-defined reference share price at grant, resulting in a number of PSUs. The reference share price at grant equals the average closing share price of the three months preceding the month prior

to the grant. The PSUs granted convert to a number of shares at the end of a three-year vesting period, provided the described performance and employment conditions are met.

The annual target amount of the LTI award for fiscal year 2025 is CHF 200'000 for the CEO (previous year: CHF 150'000) and between CHF 75'000 and CHF 100'000 for the other members of the Executive Management (unchanged from previous year), depending on their Global Grade. For new joiners to, and promotions within, the Executive Management, the target amount is pro-rated.

For each KPI, a threshold, a target, a maximum and a vesting curve are defined by the Board of Directors. Achieving threshold performance corresponds to a 0% vesting factor, target performance to a 100% vesting factor and maximum performance (cap) to a 130% vesting factor in terms of target, with linear interpolation between threshold and target as well as between target and maximum. This results in a vesting cap of 130% of target also on an aggregate performance level. The underlying performance targets are considered confidential and are, therefore, not disclosed ex-ante. However, an ex-post performance assessment is provided in section 4.2.



In case of termination of employment, the following provisions apply:

Case	Provisions
Voluntary resignation	Forfeiture of PSUs
Termination by employer	Forfeiture of PSUs
Retirement and disability	Pro rata vesting at regular vesting date
Death	Accelerated pro rata vesting based on performance achievement of 100%
Other friendly leavers	Pro rata vesting at regular vesting date
Change of control	Accelerated pro rata vesting based on effective performance, or 100% if not assessable

The plan includes malus and clawback provisions which allow to reduce or reclaim all or parts of the award in defined cases, such as material financial restatement due to non-compliance with accounting standards or fraud and violation of law. Furthermore, the plan includes anti-hedging and anti-pledging provisions.

The LTI plan is reviewed regularly, typically on an annual basis but at least every two years.

Employment contract terms

Employment contracts with Executive Management members are entered into for an indefinite period with a notice period of six months. The Executive Management is not contractually entitled to sign-on payments, termination payments, change-of-control provisions (except the accelerated vesting under the LTI plan) or non-competition compensation. Pension benefits are part of the regular company occupational pension plans.

Shareholding guidelines

Starting from fiscal year 2023, the members of the Executive Management are required to build up and own at least a minimum multiple of their annual base salary in Burckhardt Compression shares as set out in the table below (unvested PSUs granted under the LTI do not count towards the minimum requirement):

Function	Minimum shareholding requirement
CEO	200% of Annual Base Salary
CFO	150% of Annual Base Salary
Other EM members	100% of Annual Base Salary

The Executive Management is expected to meet these requirements at the end of the fifth year of the implementation of the requirements or of their appointment to the Executive Management. Compliance with the shareholding guidelines is assessed by the NCC on an annual basis.

4. Compensation allocated with comparative figures for the previous year

4.1. Compensation allocated to the Board of Directors

The following fixed compensation was allocated to the members of the Board of Directors for fiscal years 2025 and 2024:

in CHF 1'000 (gross) (audited)	Function	Annual retainer		Committee fees	Social security contributions and other benefits**	2025 Total
		Cash	Shares*			
Board of Directors						
Dr. Jacques Sanche ¹	Chair	86	21	10	13	130
Ton Büchner ²	Chair	122	31	13	15	181
Kaspar Kelterborn	Vice Chair	80	20	20	11	131
Dr. Stephan Bross	Member	74	18	10	11	113
David Dean	Member	74	18	17	11	120
Tatiana Gillitzer ³	Member	74	18	10	11	113
Maria Teresa Vacalli	Member	74	18	28	11	131
Sub-total		584	144			
Total			728	108	83	919

in CHF 1'000 (gross) (audited)	Function	Annual retainer		Committee fees	Social security contributions and other benefits**	2024 Total
		Cash	Shares*			
Board of Directors						
Ton Büchner	Chair	147	37	10	18	212
Kaspar Kelterborn	Member	65	16	18	10	109
Dr. Stephan Bross	Member	65	16	10	10	101
David Dean	Member	65	16	10	9	100
Tatiana Gillitzer ³	Member	49	12	7	7	75
Maria Teresa Vacalli	Member	65	16	20	11	112
Dr. Monika Krüsi ⁴	Member	16	4	5	3	28
Sub-total		472	117			
Total			589	80	68	737

¹ Member from July 5, 2025, and Chair from December 15, 2025

² Until December 14, 2025

³ From July 5, 2024

⁴ Until July 4, 2024

* For the portion of the annual retainer delivered in shares, the share price used for the conversion into a number of shares was CHF 654 in 2025 and CHF 602 in 2024, respectively

** Includes mandatory social security contributions only as per local Swiss regulations, and expenses as per Board of Directors compensation regulation

In order to further enhance disclosure quality and to foster transparency, the information granularity of the above compensation tables was increased in the Compensation Report 2025 by splitting the annual retainer for the individual members of the Board of Directors into the cash and the shares component.

The total fixed compensation for the Board of Directors for fiscal year 2025 (CHF 919'000) is 25% higher compared to fiscal year 2024 (CHF 737'000), reflecting the additional member of the Board of Directors for six months (transition period for the Chair of the Board of Directors).

The compensation disclosed in the compensation tables reflects the respective fiscal years (April to March). While the say-on-pay period for the Board of Directors previously corresponded to the fiscal year, it was changed to "AGM-AGM" as of the AGM 2025 (see details in chapter 2). Therefore, a more systematic reconciliation of compensation approved versus compensation allocated is required going forward.

While the AGM 2024 approved a maximum aggregate fixed compensation amount of CHF 890'000 (including social security contributions) for the Board of Directors for fiscal year 2025, the AGM 2025 approved a maximum aggregate fixed compensation amount of CHF 1'050'000 (including social security contributions) for the period from AGM 2025 to AGM 2026. Consequently, there is a one-time overlap of approximately nine months in the approved compensation amounts. The compensation actually allocated to the Board of Directors for fiscal year 2025 corresponds to CHF 919'000 and is within these limits. Similarly, prior to the change of the say-on-pay period, the compensation actually allocated for fiscal year 2024 of CHF 737'000 was within the amount of CHF 890'000 approved by the shareholders at the AGM 2023.

A conclusive assessment for the entire period from AGM 2025 to AGM 2026 will be included in the Compensation Report 2026.

Payments to former members of the Board of Directors and related parties (audited)

For fiscal years 2025 and 2024, no payments were made to former members of the Board of Directors or their related parties.

4.2. Compensation allocated to the Executive Management

The following compensation was allocated to the members of the Executive Management for fiscal years 2025 and 2024:

in CHF 1'000 (gross) (audited)	Function	Fixed base salary, cash	Social security contributions and other benefits	Total fixed compensation	Short-term incentive, cash	Share-based long-term incentive*	Social security contributions and other benefits	Total variable compensation	2025 Total
Executive Management									
Fabrice Billard (highest paid)	CEO	476	121	597	308	200	100	608	1'205
Other members of the Executive Management (4 full-time equivalents)		1'216	280	1'496	661	375	208	1'244	2'740
Total		1'692	401	2'093	969	575	308	1'852	3'945
Approved by the AGM 2024 for FY 2025				2'400					
2024									
in CHF 1'000 (gross) (audited)	Function	Fixed base salary, cash	Social security contributions and other benefits	Total fixed compensation	Short-term incentive, cash	Share-based long-term incentive*	Social security contributions and other benefits	Total variable compensation	2024 Total
Executive Management									
Fabrice Billard (highest paid)	CEO	461	117	578	296	150	93	539	1'117
Other members of the Executive Management (4 full-time equivalents)		1'198	275	1'473	634	375	196	1'205	2'678
Total		1'659	392	2'051	930	525	289	1'744	3'795
Approved by the AGM 2023 for FY 2024				2'400					

* Amounts displayed represent the fair value at time of grant. The reference share price applied was CHF 667 in 2025 and CHF 490 in 2024, respectively

The total fixed compensation for the Executive Management for fiscal year 2025 (CHF 2'093'000) is slightly higher compared to fiscal year 2024 (CHF 2'051'000), reflecting minor changes to individual members' salary in the context of market developments. The AGM 2024 approved a maximum aggregate fixed compensation amount of CHF 2'400'000 (including social security contributions) for the Executive Management for fiscal year 2025. Consequently, the fixed compensation actually allocated is within the maximum aggregate fixed compensation amount approved by the shareholders.

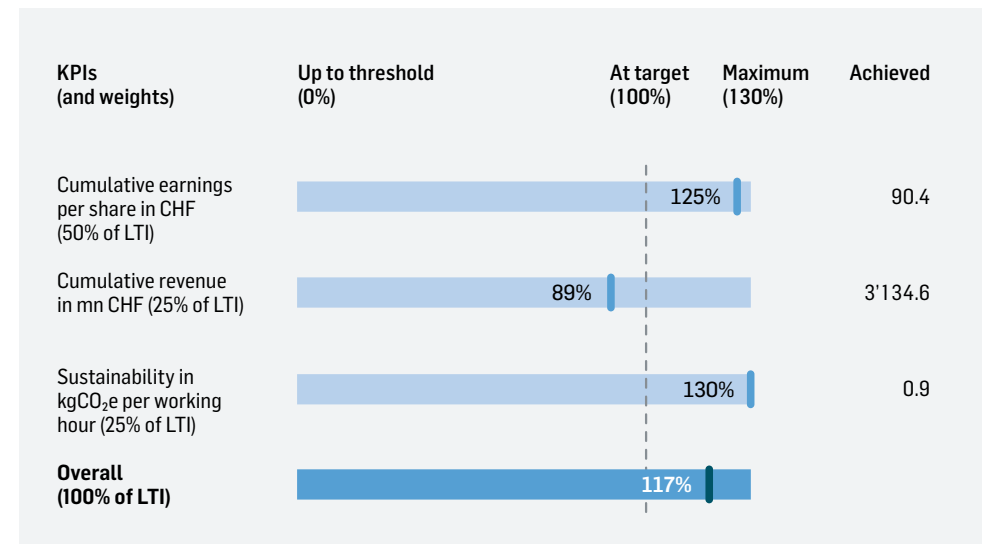
The total STI for the Executive Management for fiscal year 2025 (CHF 969'000) is slightly higher compared to fiscal year 2024 (CHF 930'000). This is a result of the higher net income basis for the calculation of the STI for fiscal year 2025 compared to fiscal year 2024. There is a clear formulaic calculation approach (no discretion applied) with performance targets and performance achievements being directly reflected in the net income development, as described in section 3.2 and detailed in the below table.

In CHF (audited)	Net income (in mn) FY 2025	Sales (in mn) FY 2025	Net income in % Sales > 4%	STI % of Net income	Short-term incentive, cash (in 1'000) ¹
Role					
CEO	110.1	1'057.1	Yes	0.28%	308
Other members of the executive management	110.1	1'057.1	Yes	0.12% to 0.16%	661

¹ "Other members of the Executive Management" represents the total amount for 4 members

The total LTI for the Executive Management for fiscal year 2025 (CHF 575'000) is around 10% higher compared to fiscal year 2024 (CHF 525'000), reflecting the increase in the LTI for the CEO from CHF 150'000 to CHF 200'000 (see explanations in section 3.2).

The vesting under the LTI 2023-25 (first vesting under the new LTI plan implemented for fiscal year 2023) will occur at the beginning of fiscal year 2026. While the underlying performance achievements and the resulting vesting factors are available at time of reporting, the share transfer occurs after the AGM 2026 only.



Based on the overall vesting factor of 117%, and considering the number of PSUs granted in 2023, 3'275 shares are expected to vest for the Executive Management, out of which 936 shares for the CEO.

The total variable compensation of the individual members of the Executive Management ranged from 44% to 50% of total compensation for fiscal year 2025.

Payments to former members of the Executive Management and related parties (audited)

For fiscal years 2025 and 2024, no payments were made to former members of the Executive Management or their related parties.

Aggregate amount of variable compensation for the Executive Management for fiscal year 2025 subject to approval at the AGM 2026

For fiscal year 2025, variable compensation of CHF 1'852'000 (including social security contributions and other benefits) was allocated to the Executive Management.

5. Overview of shareholdings and participation rights (audited)

5.1. Detailed overview of distributed shares and participation rights

In fiscal years 2025 and 2024, the following shares were distributed to the members of the Board of Directors (and related parties):

Name	Function	Shares distributed in FY 2025	Shares distributed in FY 2024
Members of the Board of Directors			
Dr. Jacques Sanche ¹	Chair	n/a	n/a
Ton Büchner ²	Chair	56	61
Kaspar Kelterborn	Vice Chair	24	20
Dr. Stephan Bross	Member	24	26
David Dean	Member	24	26
Tatiana Gillitzer ³	Member	18	n/a
Maria Teresa Vacalli	Member	24	26
Dr. Monika Krüsi ⁴	Member	n/a	26
Total		170	185

¹ Member from July 5, 2025, and Chair from December 15, 2025

² Until December 14, 2025

³ From July 5, 2024

⁴ Until July 4, 2024

In fiscal years 2025 and 2024, the following shares were distributed and the following PSUs were granted to the members of the Executive Management (and related parties):

Name	Function	Shares distributed in FY 2025	Shares distributed in FY 2024	PSUs granted in FY 2025	PSUs granted in FY 2024
Executive Management					
Fabrice Billard	CEO	–	–	300	307
Other members of the Executive Management		–	–	563	769
Total		–	–	863	1'076
Total Board of Directors and Executive Management		170	185	863	1'076

5.2. Detailed overview of shareholdings and participation rights

As per March 31, 2026, the members of the Board of Directors (and related parties) owned the following numbers of shares of Burckhardt Compression Holding AG:

Name	Function	31.3.2026 Total shares	31.3.2025 Total shares
Board of Directors			
Dr. Jacques Sanche ¹	Chair	200	n/a
Ton Büchner ²	Chair	n/a	5'312
Kaspar Kelterborn	Vice Chair	194	170
Dr. Stephan Bross	Member	510	486
David Dean	Member	569	545
Tatiana Gillitzer ³	Member	18	0
Maria Teresa Vacalli	Member	72	48
Total		1'563	6'561

¹ Member from July 5, 2025, and Chair from December 15, 2025

² Until December 14, 2025

³ From July 5, 2024

As per March 31, 2026, the members the Executive Management (and related parties) owned the following numbers of shares and PSUs of Burckhardt Compression Holding AG:

Name	Function	31.3.2026 Total shares	31.3.2025 Total shares	31.3.2026 Total PSUs	31.3.2025 Total PSUs
Executive Management					
Fabrice Billard	CEO	1'900	1'900	1'407	1'107
Rolf Brändli	CFO	1'880	1'880	888	738
Andreas Brautsch	President Systems Division	110	110	888	738
Rainer Dübi	President Services Division	981	981	888	738
Vanessa Valentin	CHRO	137	137	667	554
Total		5'008	5'008	4'738	3'875
Total Board of Directors and Executive Management		6'571	11'569	4'738	3'875
As % of all outstanding shares		0.2%	0.3%	n/a	n/a

6. Transactions with the Board of Directors, the Executive Management and related parties (audited)

No other payments or fees for additional services were paid to current or former members of the Board of Directors or the Executive Management or to related parties during fiscal years 2025 and 2024, respectively. No loans or credit lines were granted to current or former members of the Board of Directors or the Executive Management or to related parties during fiscal years 2025 and 2024 or were outstanding at the end of fiscal years 2025 and 2024, respectively.

7. Activities at other companies (audited)

The activities of the members of the Board of Directors at other companies pursuant to art. 734e Swiss Code of Obligations were the following:

	Fiscal year 2025, as per March 31, 2026	Fiscal year 2024, as per March 31, 2025
Dr. Jacques Sanche	Stock exchange-listed companies: <ul style="list-style-type: none"> • Member of the Board of Directors, Schweiter Technologies AG, Switzerland - until April 9, 2026 • <i>Member of the Board of Directors, The Adecco Group, Switzerland – as per April 15, 2026</i> • <i>Member of the Board of Directors, Amrize AG, Switzerland – as per April 21, 2026</i> 	n/a
Ton Büchner	n/a	Stock exchange-listed companies: <ul style="list-style-type: none"> • Member of the Board of Directors, Novartis AG, Switzerland • Chair of the Board of Directors, Swiss Prime Site AG, Switzerland Unlisted companies: <ul style="list-style-type: none"> • Member of the Board Directors, Tonality Holding AG, Switzerland and of its subsidiaries: <ul style="list-style-type: none"> – Managing Director, Bandinnera GmbH, Switzerland – Managing Director, Great Apes Aviation GmbH, Switzerland
Kaspar Kelterborn	Stock exchange-listed companies: <ul style="list-style-type: none"> • Member of the Board of Directors, CPH Group AG, Switzerland • Member of the Board of Directors, EMS-Chemie Holding AG, Switzerland Unlisted companies: <ul style="list-style-type: none"> • Member of the Board of Directors, Wipf Holding AG, Switzerland • Member of the Board of Directors, Karl Bubenhofer AG, Switzerland • Member of the Board of Directors, Perlen Industrieholding AG, Switzerland • Managing Director, Kelterborn-Advisory AG, Switzerland 	Stock exchange-listed companies: <ul style="list-style-type: none"> • Member of the Board of Directors, CPH Group AG, Switzerland • Member of the Board of Directors, EMS-Chemie Holding AG, Switzerland Unlisted companies: <ul style="list-style-type: none"> • Member of the Board of Directors, Wipf Holding AG, Switzerland • Member of the Board of Directors, Karl Bubenhofer AG, Switzerland • Member of the Board of Directors, Perlen Industrieholding AG, Switzerland • Managing Director, Kelterborn-Advisory AG, Switzerland

Fiscal year 2025, as per March 31, 2026

Fiscal year 2024, as per March 31, 2025

Dr. Stephan Bross

- Stock exchange-listed companies:
- Managing Director, KSB Management SE, Germany and of its subsidiaries:
 - Member of the Board of Directors, KSB Ltd., India (a fully consolidated subsidiary of KSB SE & Co. KGaA)

- Stock exchange-listed companies:
- Managing Director, KSB Management SE, Germany and of its subsidiaries
 - Member of the Board of Directors, KSB Ltd., India (a fully consolidated subsidiary of KSB SE & Co. KGaA)

David Dean

- Stock exchange-listed companies:
- Chair of the Board of Directors, Bossard Holding AG, Switzerland
 - Member of the Board of Directors, Komax Holding AG, Switzerland – until April 9, 2026
 - Member of the Board of Directors, Metall Zug AG, Switzerland, including formal internal mandate(s) within the group
- Unlisted companies:
- Member of the Board, BRUGG Group AG, Switzerland, including formal internal mandate(s) within the group

- Stock exchange-listed companies:
- Member of the Board of Directors, Bossard Holding AG, Switzerland
 - Member of the Board of Directors, Komax Holding AG, Switzerland
 - Member of the Board of Directors, Metall Zug AG, Switzerland, including formal internal mandate(s) within the group
- Unlisted companies:
- Member of the Board, BRUGG Group AG, Switzerland, including formal internal mandate(s) within the group

Tatiana Gillitzer

- Stock exchange-listed companies:
- None

- Stock exchange-listed companies:
- Managing Director, Marel Management GmbH, Germany, including formal internal mandate(s) within the group

Maria Teresa Vacalli

- Stock exchange-listed companies:
- Member of the Board of Directors, Kardex Holding AG, Switzerland
- Unlisted companies:
- Member of the Board of Directors, Die Schweizerische Post AG, Switzerland and of its subsidiaries:
 - Member of the Board of Directors, PostFinance AG, Switzerland
 - Managing Director, MTK Consult GmbH, Switzerland

- Stock exchange-listed companies:
- Member of the Board of Directors, Kardex Holding AG, Switzerland
- Unlisted companies:
- Member of the Board of Directors, Die Schweizerische Post AG, Switzerland and of its subsidiaries:
 - Member of the Board of Directors, PostFinance AG, Switzerland
 - Managing Director, MTK Consult GmbH, Switzerland

The activities of the members of the Executive Management at other companies pursuant to art. 734e Swiss Code of Obligations were the following:

	Fiscal year 2025, as per March 31, 2026	Fiscal year 2024, as per March 31, 2025
Fabrice Billard	Stock exchange-listed companies: <ul style="list-style-type: none"> Member of the Board of Directors, Bystronic AG, Switzerland – as per April 21, 2026 	None
Rolf Brändli	Unlisted companies: <ul style="list-style-type: none"> President of the Board of Trustees of the Sulzer Pension Fund (SVE) and the Johann Jakob Sulzer Foundation (JJS), Switzerland 	None
Andreas Brautsch	None	None
Rainer Dübi	None	None
Vanessa Valentin	None	None



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To the General Meeting of
Burckhardt Compression Holding AG, Winterthur

Zurich, June 3, 2026

Report of the statutory auditor on the audit of the compensation report



Opinion

We have audited the compensation report of Burckhardt Compression Holding AG (the Company) for the year ended March 31, 2026. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) in the tables marked "audited" on pages 111 to 119 of the compensation report.

In our opinion, the information pursuant to Art. 734a-734f CO in the compensation report complies with Swiss law and the Company's articles of incorporation.



Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the compensation report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the tables marked "audited" in the compensation report, the consolidated financial statements and the stand-alone financial statements and our auditor's reports thereon.



Our opinion on the compensation report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the compensation report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the compensation report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Board of Directors' responsibilities for the remuneration report

The Board of Directors is responsible for the preparation of a compensation report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a compensation report that is free from material misstatement, whether due to fraud or error. It is also responsible for designing the remuneration system and defining individual remuneration packages.



Auditor's responsibilities for the audit of the remuneration report

Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this compensation report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the compensation report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.



- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

Ernst & Young Ltd

Marco Casal
Licensed audit expert
(Auditor in charge)

Dominique Frutiger
Licensed audit expert



Financial Report

Burckhardt Compression Holding AG's fiscal year 2025
comprises the period from April 1, 2025 to March 31, 2026.



Table of contents

Consolidated income statement	126	14. Other assets	144	Report on the audit of the financial report (consolidated financial statements)	153
Consolidated balance sheet	127	15. Inventories & customers' advance payments	144	Financial statements of Burckhardt Compression Holding AG, Winterthur	157
Consolidated cash flow statement	128	16. Trade receivables	145	Balance sheet	157
Consolidated statement of changes in equity	129	17. Other current receivables	145	Income statement	158
Notes to the consolidated financial statements	130	18. Share capital and treasury shares	145	Notes to the financial statements of Burckhardt Compression Holding AG	158
1. General information	130	19. Financial liabilities	146	Report on the audit of the financial statements of Burckhardt Compression Holding AG, Winterthur (financial statements)	163
2. Accounting policies	130	20. Provisions	147		
3. Financial risk management	134	21. Other non-current liabilities	147		
4. Business combinations and other changes in the scope of consolidation	136	22. Other current liabilities	147		
5. Segment reporting	137	23. Accrued liabilities and deferred income	148		
6. Personnel expenses	138	24. Derivative financial instruments	148		
7. Research and development expenses	138	25. Contingent liabilities	148		
8. Other operating income and expenses	139	26. Commitments	148		
9. Financial income and expenses	139	27. Pledged assets	149		
10. Income taxes	139	28. Share-based payments	149		
11. Earnings per share	140	29. Related-party transactions	149		
12. Intangible assets	141	30. Employee benefit obligations	149		
13. Property, plant and equipment	143	31. Events after the balance sheet date	150		
		32. Group companies and associates	151		

Comments on Financial Report Summary

in CHF '000	2025	2024	Change 2024/2025
Order intake	784'277	1'151'185	-31.9%
Sales	1'057'089	1'095'600	-3.5%
Gross profit	304'927	306'294	-0.4%
Operating income (EBIT)	141'048	140'808	0.2%
in % of sales	13.3%	12.9%	
Net income	110'144	105'624	4.3%
Total assets	1'176'615	1'167'345	0.8%
Total equity	361'564	340'164	6.3%
Earnings per share attributable to shareholders of Burckhardt Compression Holding AG (in CHF)	32.60	31.20	4.5%
FTEs as per end of fiscal year	3'305	3'336	-0.9%

Sales and gross profit

In a challenging global environment, we delivered on our strong order backlog and maintained a near-record sales of CHF 1'057.1 mn, down by 3.5% (+1.3% net of currency translation effects). The Systems Division recorded a similar level in sales at CHF 738.6 mn on the back of the high order backlog, down by 1.4% year-on year (+2.9% net of currency translation effects). Sales at the Services Division decreased by 8.2% to CHF 318.5 mn (-2.0% net of currency translation effects).

Gross profit remains on a similar level at CHF 304.9 mn, generating a gross profit margin of 28.8%. The increase of 0.8pp compared to previous year is mainly resulting from a more favorable product mix in the Systems Division. The Systems Division reported a growth of 9.3% in gross profit to CHF 156.1 mn, with a resulting gross margin of 21.1% (previous year: 19.1%). Gross profit at the Services Division decreased by 8.9% compared to previous year CHF 148.9 mn, resulting in a gross profit margin of 46.7% (previous year: 47.1%).

Operating income

Total operating profit (EBIT) recorded a slight increase of 0.2% compared to previous year CHF 141.0 mn, yielding an EBIT margin of 13.3% (previous year: 12.9%). Selling, marketing and general administrative expenses amounted to CHF 128.3 mn, which is 12.1% of sales, slightly below prior year in absolute terms, highlighting the continued cost discipline and effectiveness of SG&A spend, which is part of the Mid-Range Plan. Research and development expenses were at 29.8 mn, which is CHF 0.3 mn below prior year, mainly focusing on strengthening our position in the marine markets with new compressor solutions. Other operating expenses (net) were at CHF -5.8 mn (prior year: CHF -5.6 mn), mainly consisting of negative FX-effects, bad debt provisions, partially offset by real estate income. Further details to the divisional results are disclosed in the segment reporting under note 5.

Financial income and tax expenses

Slightly lower financial expenses compared to previous year at CHF 2.9 mn. The income tax expenses amounted to CHF 28.0 mn, which corresponds to a tax rate of 20.3% (prior year 23.2%). The lower tax rate is mainly affected by the changed contribution of taxable income from different countries.

Net income

Group net income increased by 4.3% compared to prior year CHF 110.1 mn, which is 10.4% of sales (previous year: 9.6%). Earnings per share attributable to shareholders of Burckhardt Compression increased by 4.5% from CHF 31.20 to CHF 32.60.

Balance sheet

The balance sheet total rose by 0.8% to CHF 1'176.6 mn. Property, plant and equipment remained at similar level as in the prior year. Inventories increased by 27.7% to CHF 385.1 mn, with the increase mainly coming from increased work in progress and advance payments to suppliers. Trade accounts receivable ended the fiscal year at CHF 253.7 mn, 28.7% below the prior year level, supported by intensified cash collection initiatives. While the total amount in accounts receivables decreased substantially, this is not yet reflected in the aging profile, as receivables overdue by more than 90 days increased by CHF 6.2 mn compared to prior year. The increase is primarily attributable to projects in China and the US. The balance between advance payments from customers compared to work in progress and advance payments to suppliers remained positive at CHF 18.5 mn, albeit below the high level of the prior year of CHF 67.7 mn. The equity ratio closed at 30.7% (prior year: 29.1%), reaching the mid-term ambition of 30.0%. Total net operating assets (rolling 12-month average) decreased by 16.5% compared to the previous year to CHF 278.0 mn.

Cash flow

Cash and cash equivalents increased by CHF 40.1 mn to CHF 263.0 mn in fiscal year 2025. With a positive cash flow from operating activities in the amount of CHF 149.4 mn, mainly coming from the high net income and the positive swing in the balances of the accounts receivables, while otherwise quite stable movements within the balance sheet. The cash flow from investing activities ended the fiscal year at CHF -29.8 mn (prior year: CHF -17.2mn) and from financing activities at CHF -65.9 mn compared to the CHF -73.5 mn in prior year, including CHF 60.9 mn dividends paid to the shareholders of Burckhardt Compression Holding AG. The resulting net financial position increased from CHF 69.6 mn to CHF 110.8 mn.

Consolidated income statement

in CHF 1'000	Notes	2025	2024 (restated)
Sales	5	1'057'089	1'095'600
Cost of goods sold		-752'162	-789'306
Gross profit		304'927	306'294
Selling and marketing expenses		-73'701	-75'010
General and administrative expenses		-54'622	-54'846
Research and development expenses	7	-29'755	-30'055
Other operating income / expenses (net)*	8	-5'801	-5'575
Operating income		141'048	140'808
Financial income and expenses	9	-2'876	-3'346
Earnings before taxes		138'172	137'462
Income tax expenses	10	-28'028	-31'838
Net income		110'144	105'624
Share of net income attributable to shareholders of Burckhardt Compression Holding AG		110'108	105'585
Share of net income attributable to non-controlling interests		36	39
Basic earnings per share (in CHF)	11	32.60	31.20
Diluted earnings per share (in CHF)	11	32.60	31.20

* Prior period disclosure for Other operating income and Other operating expenses (net) have been restated (see note 2.2)

Consolidated balance sheet

in CHF 1'000	Notes	31.03.2026	31.03.2025
Non-current assets			
Intangible assets	12	9'312	11'310
Property, plant and equipment	13	172'627	172'815
Deferred tax assets	10	16'856	17'526
Other assets	14	7'932	3'979
Total non-current assets		206'727	205'630
Current assets			
Inventories	15	385'051	301'565
Trade receivables	16	253'716	356'051
Other current receivables	17	61'875	73'497
Prepaid expenses and accrued income		6'206	7'699
Cash and cash equivalents		263'040	222'903
Total current assets		969'888	961'715
Total assets		1'176'615	1'167'345

in CHF 1'000	Notes	31.03.2026	31.03.2025
Equity			
Share capital	18	8'500	8'500
Capital reserves		1'398	1'378
Treasury shares	18	-15'046	-11'254
Retained earnings and other reserves		366'338	341'139
Equity attributable to shareholders of Burckhardt Compression Holding AG		361'190	339'763
Non-controlling interests		374	401
Total equity		361'564	340'164
Liabilities			
Non-current liabilities			
Non-current financial liabilities	19	152'203	152'497
Deferred tax liabilities	10	21'202	18'118
Non-current provisions	20	13'675	15'679
Other non-current liabilities	21	1'666	1'739
Total non-current liabilities		188'746	188'033
Current liabilities			
Current financial liabilities	19	-	801
Trade payables		170'301	148'456
Customers' advance payments	15	284'887	252'837
Other current liabilities	22	57'433	72'286
Accrued liabilities and deferred income	23	83'075	128'788
Current provisions	20	30'609	35'980
Total current liabilities		626'305	639'148
Total liabilities		815'051	827'181
Total equity and liabilities		1'176'615	1'167'345

Consolidated cash flow statement

in CHF 1'000	Notes	2025	2024
Cash flow from operating activities			
Net income		110'144	105'624
Income tax expenses	10	28'028	31'838
Financial income and expenses	9	2'876	3'346
Depreciation	13	18'520	18'400
Amortization	12	3'272	4'167
Change in inventories		-48'294	-11'115
Change in trade receivables		85'580	-4'883
Change in other current assets		31	-10'144
Change in trade payables		26'777	8'486
Change in customers' advance payments		-1'060	68'153
Change in provisions		-4'081	-810
Change in other liabilities		-52'121	24'732
Change in share based payments		5'474	4'784
Adjustment for non-cash items		-877	155
Gain on sale of assets		-628	-2'091
Interest received		1'844	1'506
Interest paid		-2'523	-3'039
Income taxes paid	10	-23'537	-26'300
Total cash flow from operating activities		149'425	212'809
Cash flow from investing activities			
Purchase of property, plant and equipment		-21'672	-22'259
Sale of property, plant and equipment		1'360	7'302
Purchase of intangible assets		-1'237	-3'179
Purchase of other assets		-574	-
Sale of other assets		376	964
Acquisition of Group companies net of cash acquired	4	-8'078	-
Total cash flow from investing activities		-29'825	-17'172

in CHF 1'000	Notes	2025	2024
Cash flow from financing activities			
Increase in financial liabilities		253	150'000
Decrease in financial liabilities		-1'348	-166'206
Purchase of treasury shares	18	-3'902	-4'802
Dividends paid		-60'869	-52'535
Total cash flow from financing activities		-65'866	-73'543
Currency translation differences on cash and cash equivalents		-13'597	-6'438
Net change in cash and cash equivalents		40'137	115'656
Cash and cash equivalents at beginning of period		222'903	107'247
Cash and cash equivalents at end of period		263'040	222'903
Net change in cash and cash equivalents		40'137	115'656

The enclosed notes are an integral part of the consolidated financial statements.

Consolidated statement of changes in equity

in CHF 1'000	Share capital	Capital reserves	Treasury shares	Hedge reserve	Translation reserve	Goodwill offset	Other retained earnings	Equity attributable to shareholders of Burckhardt Compression Holding AG	Non-controlling interests	Total equity
Balance at 01.04.2024	8'500	1'354	-6'553	-2'721	-30'935	-156'005	482'337	295'977	424	296'401
Result for the period							105'585	105'585	39	105'624
Currency translation differences					-8'955			-8'955	-13	-8'968
Changes of cash flow hedges				-340				-340		-340
Dividends paid							-52'486	-52'486	-49	-52'535
Changes in treasury shares			-4'802					-4'802		-4'802
Share-based payments (distributed)		24	101				-125	-		-
Share-based payments (provision in equity)							4'784	4'784		4'784
Balance at 31.03.2025	8'500	1'378	-11'254	-3'061	-39'890	-156'005	540'095	339'763	401	340'164
Balance at 01.04.2025	8'500	1'378	-11'254	-3'061	-39'890	-156'005	540'095	339'763	401	340'164
Result for the period							110'108	110'108	36	110'144
Currency translation differences					-23'068			-23'068	-18	-23'086
Changes of cash flow hedges				2'368				2'368		2'368
Dividends paid							-60'824	-60'824	-45	-60'869
Changes in treasury shares			-3'902					-3'902		-3'902
Share-based payments (distributed)		20	110				-130	-		-
Share-based payments (provision in equity)							5'474	5'474		5'474
Goodwill on acquisition ¹						-8'729		-8'729		-8'729
Balance at 31.03.2026	8'500	1'398	-15'046	-693	-62'958	-164'734	594'723	361'190	374	361'564

¹ See note 4 "Business Combinations and other Changes in the Scope of Consolidation"

Notes to the consolidated financial statements

1. General information

Burckhardt Compression is a manufacturer and service provider for a full range of reciprocating compressor technologies and services. Its customized compressor systems are used in the petrochemical, chemical, gas transport and storage, hydrogen mobility and energy, industrial gas, refinery and gas gathering & processing sectors. Burckhardt Compression's leading technology, broad portfolio of compressor components and the full range of services help customers around the world to find their optimized solution for their reciprocating compressor systems.

Burckhardt Compression Holding AG is a company limited by shares incorporated and domiciled in Switzerland. The address of its registered office is: Franz-Burckhardt-Strasse 5, 8404 Winterthur, Switzerland. Burckhardt Compression registered shares (BCHN) are listed on the SIX Swiss Stock Exchange in Zurich (ISIN: CH0025536027).

Burckhardt Compression Holding AG's fiscal year 2025 comprises the period from April 1, 2025 to March 31, 2026. These consolidated financial statements were authorized for issue by the Board of Directors on June 2, 2026 and will be submitted to shareholders for approval at the annual general meeting scheduled for July 3, 2026.

2. Accounting policies

2.1 Basis of preparation

The consolidated financial statements of Burckhardt Compression Holding AG have been prepared in accordance with the entire Swiss GAAP FER accounting and reporting standards. In addition, the provisions of the Listing Rules of the SIX Swiss Exchange and Swiss accounting law were complied with. The consolidated financial statements have been prepared under the historical cost convention unless otherwise stated in the following consolidation and accounting policies.

2.2 Change in accounting policy

The prior year other operating income and expenses have been restated to present the foreign exchange effects on a net basis (prior year other operating income before restatement: CHF + 42.9mn / Prior year other operating expenses before restatement: CHF – 48.5mn) as the net presentation better reflects the economic substance of the underlying business transaction. The other operating income and expenses mainly consist of foreign exchange gains and losses. Presentation on a gross basis is disclosed under Note 8 of the consolidated financial statements.

2.3 Use of judgments and estimates

These consolidated financial statements include estimates and assumptions that affect the reported figures and related disclosures. Actual results may differ from these estimates. Estimates and underlying assumptions are reviewed on an ongoing basis. Changes in judgments and estimates are recognized prospectively.

2.4 Principles of consolidation

The consolidated financial statements include all entities where Burckhardt Compression Holding AG has the power to control the financial and operating policy, usually as a result of directly or indirectly owning more than 50% of the voting rights. All of the assets and liabilities as well as the income and expenses of these companies are fully included. Non-controlling interests are presented separately in the balance sheet and the income statement. Intercompany transactions, balances and unrealized gains or losses on transactions between group companies are eliminated. Group companies are disclosed in note 32.

Acquired companies are fully consolidated from the date on which control was effectively transferred. When a company is acquired in a step up acquisition, the existing interest is revalued at their fair value at the time when the company is first consolidated. The revaluation of shares previously owned is offset against retained earnings. Companies which have been divested are included in the consolidated financial statements until the date on which control ceased. Capital consolidation is based on the acquisition method (purchase method). At the time of the acquisition, all previously recognized assets and liabilities of the company are initially valued at fair value and intangible assets which have not been recognized previously by the acquiree and are relevant to the decision to obtain control are also to be identified and recognized. Acquisition-related costs are expensed as incurred. The net assets ac-

quired are compared with the purchase price, and any resulting goodwill is directly offset against equity. In the notes to the financial statements, the effects of a theoretical capitalization and any impairment are shown using an amortization period according to the expected useful life, or if not possible to define, over a period of five years. In the event of a sale, the goodwill offset against shareholders' equity at the time of the acquisition is recognized in the income statement against the proceeds of the sale.

Associates are those entities in which Burckhardt Compression has significant influence, but no control, over the financial and operating policies. Significant influence is generally presumed to exist when Burckhardt Compression holds, directly or indirectly, between 20% and 50% of the voting rights. Associates are accounted for using the equity method. The proportionate share of net income is shown in the consolidated income statement. As of March 31, 2026 Burckhardt Compression does not hold any Associates.

2.5 Foreign currency translation

The consolidated financial statements of Burckhardt Compression are prepared in Swiss francs (CHF).

Foreign currency translation at company level

Foreign currency transactions are recorded at the exchange rate of the transaction date. Monetary assets and liabilities which are denominated in foreign currencies are translated at period-end exchange rates. Resulting translation differences are recorded in the income statement.

Foreign currency translation for consolidation purposes

Assets and liabilities of foreign subsidiaries are translated into CHF using period-end exchange rates. Average exchange rates are used for the translation of the income statements. Translation differences arising from the consolidation of financial statements are recorded as a separate component of equity. Likewise, exchange differences arising on inter-company loans with equity character are directly recorded in equity.

Major foreign currency exchange rates

	Average rates		Period-end rates	
	2025	2024	31.03.2026	31.03.2025
1 EUR	0.93	0.95	0.92	0.95
1 USD	0.80	0.89	0.80	0.88
100 CNY	11.30	12.28	11.59	12.15

2.6 Impairment of assets

All non-current assets are tested for impairment when indicators exist that the carrying amount of the asset might exceed its recoverable amount. Where the carrying amount of an asset is higher than the recoverable amount, the asset is impaired to its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and its value in use. Impairment tests are performed based on discounted cash flows at the level of the corresponding cash-generating units, representing the lowest level at which such assets are evaluated for recoverability.

2.7 Intangible assets and goodwill

Acquired software licenses are capitalized on the basis of the costs incurred to acquire and bring to use the specific software. The estimated useful life for software generally amounts to 3 to 10 years. Internal costs associated with developing or maintaining software are recognized as an expense as incurred.

Other intangible assets are recorded at acquisition or production costs less accumulated amortization. The amortization expense is calculated on a straight-line basis over the estimated useful life of the asset.

Goodwill resulting from acquisitions is offset against equity at the date of acquisition. The consequences of a theoretical capitalization and amortization of goodwill (using an amortization period according to the expected useful life, or if not possible to define, over a period of five years) are disclosed in note 12.

2.8 Property, plant and equipment

Items of property, plant and equipment are stated at cost less accumulated depreciation. They are depreciated on a straight-line basis over their estimated useful lives. Land is stated at cost and is not depreciated, except land use rights in China, which are depreciated over their useful lives. The estimated useful lives are as follows:

- Buildings: 20 to 50 years
- Machinery: 5 to 15 years
- Technical equipment: 5 to 10 years
- Land use rights in China: maximum 40 years
- Other non-current assets: maximum 5 years.

2.9 Other assets

Other assets include loans and long-term rental deposits. Furthermore, other assets also include costs incurred from cloud computing arrangements. Cloud computing arrangements are capitalized on the basis of the costs incurred to acquire and bring to use the specific cloud computing solution. The costs relating to the cloud computing arrangements are distributed on a straight-line basis over the estimated useful life of five to ten years. Internal costs regarding the development and maintenance of these arrangements are recognized as an expense as incurred.

2.10 Inventories

Inventories are stated at the lower of cost or net realizable value. The cost of work in progress and finished goods comprises material costs, direct and indirect production costs and other order-related production costs, and in case of POCM, a proportional margin based on the stage of completion. Inventories are stated at weighted average costs or standard costs based on their type and use. Valuation allowances are recognized for slow-moving and excess inventory items.

Inventories are presented net of advance payments received from customers on a project-by-project basis, if they do not include a right of clawback. Negative contract balances after offsetting are presented as customers' advance payments.

2.11 Trade and other current receivables

Trade receivables and other current receivables are stated at nominal value less valuation allowances for doubtful amounts. Impairments are assessed case by case. An impairment loss is recognized when there is objective evidence that Burckhardt Compression will not be able to collect the full amount due, such as substantial financial problems of the customer or a declaration of bankruptcy.

2.12 Cash and cash equivalents

Cash and cash equivalents includes cash in hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

2.13 Financial liabilities

Financial liabilities mainly consist of bank debts and a bond. They are recognized at their nominal value. Borrowing related costs are expensed as incurred in the income statement.

2.14 Provisions

Provisions are recognized for warranty obligations, loss making contracts, personnel expenses and various commercial risks where Burckhardt Compression has an obligation towards third parties arising from past events, the amount of the liability can be reliably measured and it is probable that the settlement will result in an outflow of resources. The amount of the provisions is based on the expected expenditures required to cover all obligations and liabilities.

2.15 Treasury shares

Treasury shares are stated at acquisition cost and deducted from equity. No subsequent valuation is made. If the treasury shares are disposed of, the resulting gain or loss is recognized as an addition to or a reduction of capital reserves.

2.16 Transactions with non-controlling interests

For the acquisition of non-controlling interests, goodwill or negative goodwill is calculated as the difference between the acquisition cost and the proportional carrying amount of the non-controlling interests. For disposals of equity interests that do not result in a loss of control, the profit/loss is calculated as the consideration received less the proportional carrying amount of the equity interests less the proportionate share of related pro rata goodwill/negative goodwill derecognized. The related cash flows are presented as investing activities in the cash flow statement.

2.17 Government grants

Grants from governments or similar organizations are recognized at their nominal value when there is reasonable assurance that the grant will be received, and Burckhardt Compression will comply with all attached conditions.

Government grants related to income are deferred and recognized as income over the period necessary to match them with the related costs which they are intended to compensate. Government grants related to assets are deducted directly from the carrying amount of the asset which they are intended to compensate.

2.18 Derivative financial instruments

Burckhardt Compression uses derivative financial instruments to mitigate currency risks. The risk management policy is described in note 3. The derivative financial instruments are recognized at fair value. Where such derivative financial instruments are linked to specific projected transactions and cash flows, the hedging is deemed to be effective and documented accordingly, changes in the fair value of the cash flow hedges are recognized in equity as long as the hedged item has not been recognized on the balance sheet. Otherwise, the gain or loss relating to fair value changes of the derivative financial instruments is recognized immediately in the income statement as part of other operating income or other operating expenses.

2.19 Revenue recognition

Burckhardt Compression recognizes revenue from the sale of goods and the provision of services once the contract is completed, net of sales taxes, value-added taxes, credits, discounts, and rebates.

When referring to sales in the Annual Report, we specifically refer to net sales. Revenue and the corresponding cost of goods sold are recorded in the accounts when the risks and rewards have transferred to the customers or the contracted service has been performed, according to the agreed sales conditions. The following conditions must be met:

- A contractually-agreed sales price exists or can be reliably estimated.
- Collection of the payment is reasonably assured.
- The costs (including those yet to be incurred) can be reliably measured.

Long-term projects are recognized in accordance with Swiss GAAP FER 22. If all the conditions for the application of the Percentage of Completion Method (POCM) are fulfilled, revenue and profit is realized in line with the progress of the contract. The degree of completion is determined using the cost-to-cost method. POCM is applicable for orders if they cumulatively meet all of the criteria below:

- Order contract value is greater than CHF 7 mn.
- Order lead time is greater than 12 months.

2.20 Research and development

Research and development costs are expensed as incurred.

2.21 Income taxes

Income tax expenses include all income tax on the taxable profits of the Group. Deferred income tax is recorded in full using the liability method. Deferred income tax assets and liabilities arise on temporary differences between the carrying amounts of assets and liabilities under Swiss GAAP FER and their related tax values, additionally deferred income tax assets result from tax loss carryforwards and tax credits. The tax rates and laws enacted or substantively enacted at the balance sheet date are used to determine deferred income tax. They are recognized to the extent that realization through future taxable profits is probable.

2.22 Off-balance-sheet transactions

Contingent liabilities and other non-recognizable commitments are valued and disclosed on each balance sheet date.

2.23 Share-based payments

Share-based payments with compensation through equity instruments are valued at fair value at the grant date. The corresponding personnel expenses are distributed and recognized in equity over the vesting periods.

2.24 Employee benefits

There are various pension plans within Burckhardt Compression based on local conditions in their respective countries. An economic obligation is recognized as a liability if the requirements for the recognition of a provision are met under Swiss GAAP FER. An economic benefit is capitalized provided that Burckhardt Compression is entitled to such benefit in the future, for example, to offset future pension expenses.

For Swiss pension plans, economic benefits and / or economic obligations are determined on the basis of the annual financial statements of the pension funds prepared in accordance with Swiss GAAP FER 26. Employer contribution reserves are recognized as financial asset. For foreign plans, the economic impact is determined according to country-specific methods.

2.25 Alternative performance measures

Alternative Performance Measures are key figures not defined by Swiss GAAP FER. Burckhardt Compression uses alternative performance measures as guidance parameters for both internal and external reporting to stakeholders. For the definition of Alternative Performance Measures please visit <https://www.burckhardtcompression.com/investors/reports-financial-results/key-figures>.

3. Financial risk management

Basic principles

The goal of the group-wide risk management policy is to minimize the negative impact of changes in the financing structure and financial markets, particularly with regard to currency fluctuations. Derivative financial instruments such as foreign exchange contracts may be used to address the respective risks. Burckhardt Compression pursues a conservative, risk-averse financial policy. Financial risk management is based on the principles and regulations established by the Board of Directors. These govern Burckhardt Compression's financial policy and outline the conduct and powers of the group's treasury department, which is responsible for the group-wide management of financial risks. The financial principles and regulations govern areas such as financing policy, the management of foreign currency risk, the use of derivative financial instruments and the investment policy applicable to financial resources not required for operational purposes.

Liquidity risks

Each Burckhardt Compression Group company is responsible for managing its liquidity so that day-to-day business can be handled smoothly, while the group treasury is responsible for maintaining the group's overall liquidity. Some of the group subsidiaries may secure loans from local creditors within the limits approved by the group management. The group treasury provides the local group companies with the necessary funds or invests their excess liquidity. The group treasury maintains sufficient liquidity reserves and open credit and guarantee lines to fulfill the financial obligations at all times.

The actual and future cash flows and cash reserves are compiled monthly in a rolling liquidity forecast. The Executive Management and the Board of Directors are informed about the liquidity situation and outlook with the regular financial reporting.

Currency risks

Burckhardt Compression hedges all major USD-denominated sales transactions of its non-US entities to the extent that such transactions are not fully or partially naturally hedged. EUR-denominated sales and purchase transactions of the Swiss company are fairly evenly balanced when viewed over a period of 1–2 years and are therefore, to a certain extent, naturally hedged at the net profit level over said period. These foreign-exchange flows are regularly monitored by the group treasury; if there is evidence of a sustained shift in these flows, major sales and purchase transactions will be hedged on a case-by-case basis. For this, the group treasury normally uses forward exchange contracts. The other companies belonging to Burckhardt Compression Group may, after consultation with group treasury, hedge the foreign-exchange risks of their sales and purchase transactions through local qualified institutions or group treasury, the objective being the optimization of the net profit of each group company as reported in its functional local currency. The group management regularly monitors the changes in the most important currencies and may adjust the hedging policy accordingly in the future. As a globally active corporation, Burckhardt Compression is also exposed to currency risks resulting from the translation into Swiss francs of items in the balance sheets of the foreign group companies. Burckhardt Compression does not hedge these translation risks.

Credit risks

Credit risk in respect of trade receivables is limited due to the diverse nature and quality of the customer base. Such risk is minimized by means of regular credit checks, advance payments, letters of credit and other tools. There is no concentration of customer-related risks within Burckhardt Compression Group as the most important customers in the project business, which account for a large share of Burckhardt Compression's overall business, vary from one year to the next. In past years Burckhardt Compression experienced no major impairments of receivables.

Credit risks of banks and financial institutions are monitored and managed centrally. Generally, only independently rated parties with a strong credit rating are accepted, and the total volume of transactions is split among several banks to reduce the individual risk with one bank.

Interest rate risks

Interest rate risks arise from fluctuations in interest rates which could have a negative impact on the financial position of Burckhardt Compression. Assets and liabilities at variable rates expose Burckhardt Compression to cash flow interest rate risk.

Capital risks

The capital managed by Burckhardt Compression is its consolidated equity. With regard to its capital management policies, Burckhardt Compression seeks to secure the continuation of its business activities, to achieve an acceptable return for the shareholders and to finance the growth of the business to a certain extent from own cash flow. In order to achieve these objectives Burckhardt Compression can adjust the dividend payments, repay share capital, issue new shares or divest parts of the assets, subject to approval by the general assembly, where applicable.

4. Business combinations and other changes in the scope of consolidation

On September 12, 2025, Burckhardt Compression AG acquired 100% of the shares in Advanced Compressor Technology, a company based in Batavia, IL, USA. The company has more than 30 years of experience in reciprocating part manufacturing and a large part repair shop.

With the acquisition of Advanced Compressor Technology, Burckhardt Compression specifically complements its repair and service capabilities in the USA and further expands its presence in the service business for reciprocating compressors. Burckhardt Compression hereby also gains highly specialized machining expertise and repair capabilities for the global customer base.

The following table shows the fair value of assets and liabilities acquired at the acquisition date and the goodwill arising from this transaction.

in CHF 1'000	
Intangible assets	174
Property, plant and equipment	600
Inventory	313
Trade receivables	856
Prepaid expenses & other current assets	28
Cash and cash equivalents	195
Current liabilities	-373
Net assets acquired at fair value	1'793
Goodwill from acquisition	8'729
Total purchase price	10'522
Less cash & cash equivalent acquired	-195
Less deferred consideration	-2'249
Net cash outflow on acquisition	8'078

There were no changes in the scope of consolidation in the financial year 2024.

A complete list of all Group companies is shown in note 32.

5. Segment reporting

Systems Division

Burckhardt Compression's Systems Division covers a complete range of reciprocating compressor technologies. Its customized compressor systems are used in the petrochemical, chemical, gas transport and storage, hydrogen mobility and energy, industrial gas, refinery and gas gathering & processing sectors. Depending on the customers' needs, Burckhardt Compression offers solutions to minimize life cycle costs of the reciprocating compressor systems or solutions to minimize the capital expenditure.

Services Division

Burckhardt Compression's Services Division is a one-stop provider of a full range of services for reciprocating compressors and stands for top-quality, high-performance components for all makes of reciprocating compressors, as replacement parts, or to repair or upgrade existing installations. Original spare parts backed by Burckhardt Compression's manufacturing guarantees stand for superior quality and ensure together with various complementary service modules both low life cycle costs as well as the optimal operation of compressor systems.

Others

Certain expenses related to the corporate center are not attributable to a particular segment. They are reported in the column "Others". Furthermore, "Others" includes real estate income and expenses as well as expenses for strategic projects.

in CHF '000	Systems Division		Services Division		Others		Total	
	2025	2024	2025	2024	2025	2024	2025	2024
Sales	738'638	748'837	318'451	346'763	-	-	1'057'089	1'095'600
Cost of goods sold	-582'576	-606'022	-169'586	-183'284	-	-	-752'162	-789'306
Gross profit	156'062	142'815	148'865	163'479	-	-	304'927	306'294
Gross profit as % of sales	21.1%	19.1%	46.7%	47.1%	-	-	28.8%	28.0%
Operating income	79'203	67'926	77'678	85'670	-15'833	-12'788	141'048	140'808
Operating income as % of sales	10.7%	9.1%	24.4%	24.7%	-	-	13.3%	12.9%

Geographic information

in CHF 1'000	2025	2024
Sales by customer location		
Europe	194'414	171'758
Africa	10'564	10'468
North America	85'681	113'011
South America	8'286	6'314
Middle East	106'844	52'476
China	431'805	463'794
Other Asia & Australia	219'495	277'779
Total	1'057'089	1'095'600

The sales of CHF 1'057.1 mn include CHF 251.7 mn (prior year: CHF 407.9 mn) from long-term contracts under the Percentage of Completion Method.

in CHF 1'000	2025	2024
Capital expenditure for property, plant and equipment		
Europe	10'824	16'019
Africa	93	59
North America	1'387	487
South America	417	72
Middle East	104	163
China	3'317	3'085
Other Asia & Australia	7'160	3'618
Total	23'302	23'503

6. Personnel expenses

in CHF 1'000	2025	2024
Wages and salaries	-228'039	-228'017
Social security and pension expenses	-51'859	-53'963
Other personnel expenses	-22'737	-21'264
Total personnel expenses	-302'635	-303'244

7. Research and development expenses

In the fiscal year 2025, research and development activities focused on strengthening our marine market position, advancing solutions for gas carriers and merchant vessels, including future-fuel readiness such as ammonia. We also enhanced simulation capabilities and invested in additive manufacturing to enable improved compressor designs.

8. Other operating income and expenses

in CHF 1'000	2025	2024 Restated
Currency exchange gains	1'136	3'082
Other operating income	16'462	16'471
Total other operating income	17'598	19'553
Currency exchange losses	-6'739	-8'519
Other operating expenses	-16'660	-16'609
Total other operating expenses	-23'399	-25'128
Total other operating income and expenses (net)	-5'801	-5'575

Total other operating income and expenses (net) mainly consist of real estate income (net) of CHF 3.5 mn (prior year: CHF 3.6 mn), FX-effects (net) amounting to CHF -5.6 mn (prior year: CHF -5.4 mn) and bad debt provisions of CHF -3.5 mn (prior year: CHF -5.5 mn).

9. Financial income and expenses

in CHF 1'000	2025	2024
Interest expenses	-2'782	-3'605
Interest income	2'188	1'530
Other financial income (+) and expenses (-)	-2'282	-1'271
Total financial income and expenses	-2'876	-3'346

Other financial income and expenses include the currency exchange gains and losses on intercompany loans.

10. Income taxes

Income tax expenses

in CHF 1'000	2025	2024
Current income tax expenses	-26'272	-29'240
Deferred income tax income (+) and expenses (-)	-1'756	-2'598
Total financial income and expenses	-28'028	-31'838

Reconciliation of income tax expenses

in CHF 1'000	2025	2024
Earnings before taxes	138'172	137'462
Weighted average tax rate in %	20.1%	21.8%
Expected income tax expenses at weighted average tax rate	-27'764	-29'976
Effect of non-recognition of tax loss carryforwards	-969	-1'034
Effect of income tax of prior periods	-1'003	2'221
Effect of changes in tax rates	-	-
Effect of Goodwill amortization for tax purposes	220	860
Effect of non-deductible expenses / income not subject to tax	1'488	-3'909
Total income tax expenses	-28'028	-31'838
as % of earnings before taxes	20.3%	23.2%

The effective tax rate of Burckhardt Compression Group of 20.3% (prior year: 23.2%) corresponds to the weighted average tax rate based on the profit before income taxes and the tax rate of each group company.

The lower tax rate is mainly driven by the changed contribution of taxable income from different countries.

The Burckhardt Compression Group falls within the scope of the OECD tax reform, which provides for a global minimum tax rate (Pillar II) of 15%. In Switzerland as well as in other countries where the Group has a presence, the Pillar II regulations came into force in financial year 2024. On the basis of the analysis carried out, the implementation of these regulations has no material impact on the consolidated financial statements of the Burckhardt Compression Group.

Current income taxes

in CHF 1'000	2025	2024
Net current income tax liabilities		
Balance as per 01.04.2025 / 01.04.2024	14'714	9'845
Changes in the consolidation scope	-	-
Recognized in the income statement	25'269	31'461
Income taxes paid	-23'537	-26'300
Translation differences	-774	-292
Balance as per 31.03.2026 / 31.03.2025	15'672	14'714
thereof current tax assets	2'548	2'587
thereof current tax liabilities	18'220	17'301

Deferred income taxes

in CHF 1'000	2025	2024
Net deferred income tax liabilities		
Balance as per 01.04.2025 / 01.04.2024	592	-2'201
Changes in the consolidation scope	-	-
Recognized in the income statement	1'756	2'598
Recognized in equity	2'517	106
Translation differences	-519	89
Balance as per 31.03.2026 / 31.03.2025	4'346	592
thereof deferred tax assets	16'856	17'526
thereof deferred tax liabilities	21'202	18'118

Tax loss carryforwards

in CHF 1'000	31.03.2026	31.03.2025
Expiring in the next 3 years	3'048	2'655
Expiring in 4 years or later	45'722	50'782
Total tax loss carryforwards	48'770	53'437
Potential deferred tax assets from tax loss carryforwards	11'130	11'713
Effect of non-recognized tax loss carryforwards	-7'767	-7'310
Effective deferred tax assets from tax loss carryforwards	3'363	4'403

11. Earnings per share

in CHF 1'000	2025	2024
Net income attributable to the shareholders of Burckhardt Compression Holding AG	110'108	105'585
Average number of outstanding shares	3'377'242	3'384'382
Earnings per share (CHF)	32.60	31.20

The average number of outstanding shares is calculated based on the issued shares minus the weighted average number of treasury shares. There are no conversion rights or option rights outstanding; therefore, there is no potential dilution of earnings per share.

12. Intangible assets

Acquisition costs

in CHF 1'000	Software	Other intangible assets	Intangible assets under construction	2025 Total	Software	Other intangible assets	Intangible assets under construction	2024 Total
Balance as per 01.04.2025 / 01.04.2024	37'327	1'749	3'312	42'388	38'906	1'822	2'476	43'204
Changes in the consolidation scope	-	174	-	174	-	-	-	-
Additions	660	30	738	1'428	409	8	2'814	3'231
Disposals	-2'916	-41	-	-2'957	-3'788	-	-	-3'788
Reclassifications	2'220	-	-2'220	-	1'969	-	-1'969	-
Currency translation differences	-337	-224	-12	-573	-169	-81	-9	-259
Balance as per 31.03.2026 / 31.03.2025	36'954	1'688	1'818	40'460	37'327	1'749	3'312	42'388

Accumulated amortization

in CHF 1'000	Software	Other intangible assets	Intangible assets under construction	2025 Total	Software	Other intangible assets	Intangible assets under construction	2024 Total
Balance as per 01.04.2025 / 01.04.2024	-30'122	-956	-	-31'078	-30'400	-738	-	-31'138
Changes in the consolidation scope	-	-	-	-	-	-	-	-
Additions	-3'058	-214	-	-3'272	-3'915	-252	-	-4'167
Disposals	2'770	41	-	2'811	4'045	-	-	4'045
Reclassifications	-	-	-	-	-	-	-	-
Currency translation differences	285	106	-	391	148	34	-	182
Balance as per 31.03.2026 / 31.03.2025	-30'125	-1'023	-	-31'148	-30'122	-956	-	-31'078

Net book value

in CHF 1'000	Software	Other intangible assets	Intangible assets under construction	2025 Total	Software	Other intangible assets	Intangible assets under construction	2024 Total
As per 01.04.2025 / 01.04.2024	7'205	793	3'312	11'310	8'506	1'084	2'476	12'066
As per 31.03.2026 / 31.03.2025	6'829	665	1'818	9'312	7'205	793	3'312	11'310

Goodwill

Goodwill from acquisitions is fully offset against equity at the date of acquisition. The theoretical amortization of goodwill is based on the straight-line method and an amortization period according to the expected useful life, or if not possible to define, over a period of five years. Goodwill from new acquisitions is fixed to Swiss francs using the closing rate at acquisition date. Therefore, there are no exchange rate differences in the movement schedules. The impact of the theoretical capitalization and amortization of goodwill is disclosed below.

in CHF 1'000	2025	2024
Acquisition costs		
Balance as per 01.04.2025 / 01.04.2024	156'005	156'005
Additions from acquisitions	8'729	-
Balance as per 31.03.2026 / 31.03.2025	164'734	156'005

in CHF 1'000	2025	2024
Accumulated amortization		
Balance as per 01.04.2025 / 01.04.2024	-152'536	-143'301
Amortization expense	-2'940	-9'235
Balance as per 31.03.2026 / 31.03.2025	-155'476	-152'536

in CHF 1'000	2025	2024
Net book value		
Theoretical net book value as per 01.04.2025 / 01.04.2024	3'469	12'704
Theoretical net book value as per 31.03.2026 / 31.03.2025	9'258	3'469

in CHF 1'000	31.03.2026	31.03.2025
Theoretical impact on equity		
Equity as per balance sheet	361'564	340'164
Theoretical capitalization of goodwill	9'258	3'469
Theoretical equity including net book value of goodwill	370'822	343'633

in CHF 1'000	2025	2024
Theoretical impact on net income		
Net income as per income statement	110'144	105'624
Amortization of goodwill	-2'940	-9'235
Theoretical net income after goodwill amortization	107'204	96'389

13. Property, plant & equipment

Acquisition costs

in CHF 1'000	Land and buildings	Machinery and equipment	Other business assets	Assets under construction	2025 Total	Land and buildings	Machinery and equipment	Other business assets	Assets under construction	2024 Total
Balance as per 01.04.2025 / 01.04.2024	155'916	167'961	35'465	10'512	369'854	160'167	155'738	34'143	9'534	359'582
Changes in the consolidation scope	-	2'780	10	-	2'790	-	-	-	-	-
Additions	6'086	4'993	3'209	9'014	23'302	441	8'644	2'362	12'056	23'503
Disposals	-151	-2'729	-4'467	-216	-7'563	-4'609	-1'583	-2'621	-28	-8'841
Reclassifications	2'308	5'627	3'551	-11'486	-	1'611	6'810	2'512	-10'933	-
Currency translation differences	-3'783	-3'345	-2'060	-404	-9'592	-1'694	-1'648	-931	-117	-4'390
Balance as per 31.03.2026 / 31.03.2025	160'376	175'287	35'708	7'420	378'791	155'916	167'961	35'465	10'512	369'854

Accumulated depreciation

in CHF 1'000	Land and buildings	Machinery and equipment	Other business assets	Assets under construction	2025 Total	Land and buildings	Machinery and equipment	Other business assets	Assets under construction	2024 Total
Balance as per 01.04.2025 / 01.04.2024	-48'100	-122'936	-26'003	-	-197'039	-45'695	-115'757	-24'998	-	-186'450
Changes in the consolidation scope	-	-2'188	-2	-	-2'190	-	-	-	-	-
Additions	-4'438	-10'488	-3'594	-	-18'520	-4'587	-10'328	-3'485	-	-18'400
Disposals	56	2'577	4'161	-	6'794	2'378	1'247	1'884	-	5'509
Reclassifications	-	-	-	-	-	-707	776	-69	-	-
Currency translation differences	1'058	2'235	1'498	-	4'791	511	1'126	665	-	2'302
Balance as per 31.03.2026 / 31.03.2025	-51'424	-130'800	-23'940	-	-206'164	-48'100	-122'936	-26'003	-	-197'039

Net book value

in CHF 1'000	Land and buildings	Machinery and equipment	Other business assets	Assets under construction	2025 Total	Land and buildings	Machinery and equipment	Other business assets	Assets under construction	2024 Total
As per 01.04.2025 / 01.04.2024	107'816	45'025	9'462	10'512	172'815	114'472	39'981	9'145	9'534	173'132
As per 31.03.2026 / 31.03.2025	108'952	44'487	11'768	7'420	172'627	107'816	45'025	9'462	10'512	172'815

14. Other assets

Other assets mainly include rental deposits and capitalized costs relating to cloud computing arrangements.

15. Inventories & customers' advance payments

in CHF 1'000	31.03.2026	31.03.2025
Raw materials, supplies and consumables	52'836	54'512
Work in progress	191'907	137'306
Finished products and trade merchandise	84'555	84'552
Advance payments to suppliers	74'481	47'876
Valuation allowance	-18'728	-22'681
Total inventories	385'051	301'565

The capital invested in work in progress and advance payments to suppliers is fully financed by advance payments from customers, leaving a positive balance as of March 31, 2026 of CHF +18.5 mn (prior year: CHF +67.7 mn).

Work in progress include long-term projects under the percentage of completion method (POCM) in the amount of CHF 56.8 mn as of March 31, 2026 (prior year: CHF 57.4 mn). Customer advance payments include long-term projects under the percentage of completion method (POCM) in the amount of CHF 137.4 mn as of March 31, 2026 (prior year: CHF 106.0 mn).

Burckhardt Compression presents inventories and customers' advance payments on a net basis. The offsetting impact is illustrated in the table below.

in CHF 1'000	31.03.2026		31.03.2025	
	Inventories	Customers' advance payments	Inventories	Customers' advance payments
Gross amounts	499'050	398'886	460'623	411'895
Offsetting of customers' advance payments	113'999	113'999	159'058	159'058
Net amounts reported in the consolidated balance sheet	385'051	284'887	301'565	252'837

In the cash flow statement, inventories and customers' advance payments are considered on a gross basis.

16. Trade receivables

in CHF 1'000	31.03.2026	31.03.2025
Trade receivables, gross	272'852	379'435
Allowance for bad debts	-19'136	-23'384
Trade receivables, net	253'716	356'051

in CHF 1'000	2025	2024
Allowance for bad debts		
Balance as per 01.04.2025 / 01.04.2024	-23'384	-17'914
Changes in the consolidation scope	-151	-
Additions	-7'327	-9'326
Release	2'612	3'130
Utilization	7'825	300
Currency translation adjustments	1'289	426
Balance as per 31.03.2026 / 31.03.2025	-19'136	-23'384

The allowance for bad debts at the end of the 2025 and 2024 fiscal years was entirely related to accounts receivables which were more than 90 days overdue as per closing date.

in CHF 1'000	31.03.2026		31.03.2025	
Maturity profile of trade receivables				
Not due	124'526	49.1%	228'466	64.2%
Overdue 1-30 days	16'694	6.6%	21'335	6.0%
Overdue 31-60 days	9'632	3.7%	16'677	4.6%
Overdue 61-90 days	10'549	4.2%	3'500	1.0%
Overdue more than 90 days	92'315	36.4%	86'073	24.2%
Trade receivables, net	253'716	100.0%	356'051	100.0%

Trade receivables overdue more than 90 days are mainly related to projects in China and the US.

17. Other current receivables

in CHF 1'000	31.03.2026	31.03.2025
Notes receivable	872	6'393
VAT receivables	7'844	7'388
Derivative financial instruments	20'027	25'382
Current tax assets	2'548	2'587
Other current receivables	30'584	31'747
Total other current receivables	61'875	73'497

Other current receivables include the outstanding government grants in the amount of CHF 23.5 mn (prior year: CHF 25.8 mn) in connection with the completed relocation project of Shenyang Yuanda Compressor Co. Ltd in China.

18. Share capital and treasury shares

	31.03.2026	31.03.2025
Number of shares issued	3'400'000	3'400'000

The nominal value per share amounts to CHF 2.50. All shares are registered shares and are paid in full. The breakdown of equity into its individual components is shown in the statement of changes in equity.

At the upcoming annual general meeting of shareholders on July 3, 2026 the Board of Directors of Burckhardt Compression Holding AG will propose a dividend for the 2025 fiscal year of CHF 18.00 (prior year: CHF 18.00).

As of March 31, 2026, non-distributable reserves amounted to CHF 1.7 mn (prior year: CHF 1.7 mn).

in CHF 1'000	31.03.2026	31.03.2025
Number of treasury shares	27'939	20'868

During the fiscal year 2025, 7'271 treasury shares (prior year: 7'271 treasury shares) were purchased at an average share price of CHF 534.96 (prior year: CHF 659.80) in the amount of CHF 3.9 mn (prior year: CHF 4.8 mn).

All treasury shares are held for the share-based long-term incentive program within the Burckhardt Compression Group respectively for the fixed compensation of the Board of Directors (20% of which paid in shares).

19. Financial liabilities

in CHF 1'000	31.03.2026	31.03.2025
Non-current financial liabilities	152'203	152'497
Current financial liabilities	-	801
Total financial liabilities	152'203	153'298

The average effective interest rate amounted to 1.6% in fiscal year 2025 (prior year: 1.7%).

Currencies of financial liabilities

in CHF 1'000	31.03.2026	31.03.2025
Financial liabilities in CHF	150'000	150'000
Financial liabilities in USD	457	1'004
Financial liabilities in other currencies	1'746	2'294
Total financial liabilities	152'203	153'298

Maturities of non-current financial liabilities

in CHF 1'000	31.03.2026	31.03.2025
Due within 2 years	457	832
Due within 3 years	150'000	172
Due within 4 years	-	150'000
Due within 5 years	-	-
Due beyond 5 years	1'746	1'493
Total non-current financial liabilities	152'203	152'497

Burckhardt Compression issued a bond in the amount of CHF 150 mn with a coupon of 1.5606% due on September 30, 2028 (at par). The issue price was 100% of the nominal value. The bond is listed on the SIX Swiss Exchange.

The previous bond in the amount of CHF 100 mn was repayed as of September 30, 2024.

20. Provisions

in CHF 1'000	Employee-related	Warranties, penalties, unprofitable contracts	Other	2025 Total	Employee-related	Warranties, penalties, unprofitable contracts	Other	2024 Total
Balance as per 01.04.2025 / 01.04.2024	12'706	37'922	1'031	51'659	12'776	39'244	1'639	53'659
Changes in the consolidation scope	-	-	-	-	-	-	-	-
Additions	4'335	9'302	743	14'380	2'426	10'801	540	13'767
Release	-1'680	-11'117	-95	-12'892	-3	-4'355	-470	-4'828
Utilization	-1'873	-3'465	-231	-5'569	-2'183	-6'912	-654	-9'749
Currency translation differences	-1'077	-2'150	-67	-3'294	-310	-856	-24	-1'190
Balance as per 31.03.2026 / 31.03.2025	12'411	30'492	1'381	44'284	12'706	37'922	1'031	51'659
Thereof non-current	5'521	8'150	4	13'675	5'563	10'011	105	15'679
Thereof current	6'890	22'342	1'377	30'609	7'143	27'911	926	35'980

Employee-related provisions include employee benefit obligations (see note 30), provisions for long-term service awards and ordinary termination benefits.

21. Other non-current liabilities

Other non-current liabilities mainly consist of various government grants in China.

22. Other current liabilities

in CHF 1'000	31.03.2026	31.03.2025
Notes payable	-	9'550
VAT payables	4'078	4'726
Derivative financial instruments	21'573	27'662
Current tax liabilities	18'220	17'301
Other current liabilities	13'562	13'047
Total other current liabilities	57'433	72'286

Other current liabilities mainly consist of various social securities payables as well as various taxes payables such as VAT or withholding taxes.

23. Accrued liabilities and deferred income

in CHF 1'000	31.03.2026	31.03.2025
Contract-related liabilities	34'134	73'070
Vacation and overtime	5'297	5'512
Salary and bonus payments	38'423	35'136
Miscellaneous	5'221	15'070
Total accrued liabilities and deferred income	83'075	128'788

24. Derivative financial instruments

Burckhardt Compression uses derivative financial instruments to mitigate currency risks. The risk management policy is described in note 3. On the balance sheet, derivative financial instruments are shown as "Other current receivables" and "Other current liabilities".

in CHF 1'000	31.03.2026	31.03.2025
Contract value	80'434	214'874
Positive fair values	20'027	25'382
Negative fair values	21'573	27'662

25. Contingent liabilities

Guarantees

Burckhardt Compression guarantees essentially for securing customer advance payments and for contingent warranty claims from customers.

The majority of current customer advance payments as well as major warranty exposures are covered either by third party bank guarantees or guarantees issued by Burckhardt Compression Holding AG.

As per March 31, 2026, Burckhardt Compression had issued guarantees in amount of CHF 288.4 mn (prior year: CHF 283.2 mn).

Other contingent liabilities

As per March 31, 2026, Burckhardt Compression does not have any other contingent liabilities.

26. Commitments

Operating leases

in CHF 1'000	31.03.2026	31.03.2025
Operating leases due in less than 1 year	3'901	4'129
Operating leases due in 1 to 5 years	7'887	8'821
Operating leases due in more than 5 years	2'591	4'776
Total operating lease commitments	14'379	17'726

Purchase commitments

Purchase commitments for capital expenditure as per March 31, 2026 amounted to CHF 6.2 mn (prior year: CHF 3.3 mn).

27. Pledged assets

As per March 31, 2026, Burckhardt Compression had no pledged assets (prior year: CHF 75.0 mn). In the prior year, pledged assets consisted mainly of land and buildings to secure mortgages and loans.

28. Share-based payments

Since 2023, there is a long-term incentive plan for the members of the Executive Management and certain other employees in place. Long-term incentive pay is awarded in the form of free shares. None of the shares are subject to any restrictions upon the date of transfer.

In 2025, 170 shares at a fair value of CHF 653.56 were granted for the fixed compensation of the Board of Directors (20% of which paid in shares).

In 2024, 185 shares at a fair value of CHF 602.00 were granted for the fixed compensation of the Board of Directors (20% of which paid in shares).

Personnel expenses in 2025 for share-based payments amounted to CHF 5.5 mn (prior year: CHF 4.8 mn).

29. Related party transactions

Except for the remuneration as disclosed in the Compensation Report of this Annual Report, no further relations or transactions existed in 2025 and 2024 with the members of the Board of Directors, Executive Management or other related parties.

30. Employee benefit obligations

Burckhardt Compression has various pension plans to which most of its employees contribute. With the exception of companies in Switzerland and Germany, these pension plans are defined contribution pension arrangements. Under these, as a rule, payments are made into pension funds administered by third parties. Burckhardt Compression has no payment obligations beyond making these defined contributions.

Burckhardt Compression's pension plans in Switzerland consist of two independent pension funds: "Sulzer Vorsorgeeinrichtung" (SVE), a base plan for all employees, and "Johann Jakob Sulzer Stiftung" (JJS), a plan for employees with salaries exceeding a certain limit. The majority of the active participants in the two pension funds are employed at companies not belonging to Burckhardt Compression. The board of trustees for the base plan comprises ten employer representatives and ten employee representatives of the contributing companies and is responsible for asset allocation and risk management. The pension plans contain a cash balance benefit formula. Under Swiss law, the pension funds guarantee the vested benefit amount as confirmed annually to members. Interest may be added to member balances at the discretion of the board of trustees. At retirement date, members have the right to take their retirement benefit as a lump sum, an annuity or part as a lump sum with the balance converted to an annuity. The pension funds may adapt the contribution and benefits at any time. In case of underfunding, this may involve special payments from the employer. The surplus or underfunding cannot be determined per company. The coverage of the collective plans as a whole as of December 31, 2025 amounted to 127.6% (SVE; prior year: 126.0%) and 131.2% (JJS; prior year: 124.0%). The technical interest rate used by both collective plans amounted to 1.75% (prior year: 1.75%).

Employer contribution reserves

Burckhardt Compression does not have any employer contribution reserves.

Economic benefits / Economic obligations and pension benefit expenses

in CHF '000	Economic portion of the organization	Economic portion of the organization	Change to prior year period recognized in the current result of the period	Currency translation differences	Contributions of the fiscal year	Pension benefit expenses	Pension benefit expenses
	31.03.2026	31.03.2025	2025	2025	2025	2025	2024
Pension plans with surplus	-	-	-	-	-12'818	-12'818	-11'793
Unfunded pension plans	-902	-1'262	320	40	-	320	43
Total	-902	-1'262	320	40	-12'818	-12'498	-11'750

31. Events after the balance sheet date

There were no events between the balance sheet date and the date these consolidated financial statements were approved by the Board of Directors which would require additional disclosures or changes in the consolidated financial statements.

32. Group companies and associates

Company	Registered office	Registered capital	Interest in capital	Research & development	Manufacturing & engineering	Contracting	Sales	Service
Burckhardt Compression AG ¹	Winterthur, Switzerland	CHF 2'000'000	100%	●	●	●	●	●
Burckhardt Compression Immobilien AG ¹	Winterthur, Switzerland	CHF 5'000'000	100%					
Burckhardt Compression (Deutschland) GmbH	Neuss, Germany	EUR 30'000	100%				●	●
Burckhardt Compression (Italia) S.r.l.	Milan, Italy	EUR 400'000	100%			●	●	●
Burckhardt Compression (France) S.A.S.	Cergy Saint Christophe, France	EUR 300'000	100%				●	●
Burckhardt Compression (España) S.A.	Madrid, Spain	EUR 550'000	100%				●	●
Burckhardt Compression (UK) Ltd.	Bicester, United Kingdom	GBP 250'000	100%				●	●
Burckhardt Compression (US) Inc.	Houston, USA	USD 18'250'000	100%		●	●	●	●
Advanced Compressor Technology, LLC	Batavia, USA	USD 1'000	100%		●		●	●
Burckhardt Compression (Canada) Inc.	Mississauga, Canada	CAD 200'000	100%				●	●
Burckhardt Compression (Japan) Ltd.	Tokyo, Japan	JPY 50'000'000	100%				●	●
Burckhardt Compression (Shanghai) Co. Ltd.	Shanghai, China	CNY 85'564'000	100%		●	●	●	●
Burckhardt Compression International Trading (Shanghai) Co., Ltd.	Shanghai, China	CNY 1'000'000	100%				●	
Burckhardt Compression (India) Private Ltd.	Pune, India	INR 331'140'000	100%	●	●	●	●	●
Burckhardt Compression (Brasil) Ltda.	São Paulo, Brazil	BRL 5'818'000	100%				●	●
Burckhardt Compression (Middle East) FZE	Dubai, United Arab Emirates	AED 2'000'000	100%				●	●
Burckhardt Compression Mechanical Equipment Trading and Services - L.L.C - S.P.C	Abu Dhabi, United Arab Emirates	AED 500'000	100%				●	●
Burckhardt Compression Korea Ltd.	Seoul, South Korea	KRW 250'000'000	100%				●	●
Burckhardt Kompresör San. ve Tic. Ltd.	Istanbul, Turkey	TRY 800'000	100%				●	●
Burckhardt Compression Singapore Pte Ltd.	Singapore, Singapore	SGD 700'000	100%				●	●
Burckhardt Compression South Africa (Pty) Ltd.	Sunnyrock, South Africa	ZAR 3'000'000	100%				●	●



Company	Registered office	Registered capital	Interest in capital	Research & development	Manufacturing & engineering	Contracting	Sales	Service
Burckhardt Compression Korea Busan Ltd.	Busan, South Korea	KRW 7'000'000'000	100%		•	•	•	
Burckhardt Compression (Saudi Arabia) LLC	Dammam, Saudi Arabia	SAR 1'000'000	100%				•	•
Burckhardt Compression (Netherlands) BV	Rotterdam, Netherlands	EUR 18'000	100%		•		•	•
Burckhardt Compression (Sweden) AB	Landvetter, Sweden	SEK 100'000	100%				•	•
Burckhardt Compression (Thailand) Co. Ltd.	Rayong, Thailand	THB 8'000'000	100%				•	•
Shenyang Yuanda Compressor Co. Ltd. ¹	Shenyang, China	CNY 100'000'000	100%	•	•	•	•	•
Liaoning Yuanyu Industrial Machinery Co. Ltd.	Kaiyuan, China	CNY 39'000'000	100%	•	•			
Shenyang Yuanda Compressor Automatic Control System Co. Ltd.	Shenyang, China	CNY 5'000'000	60%			•	•	•
Compressor Tech Holding AG ¹	Zug, Switzerland	CHF 200'000	100%					
PROGNOST Systems GmbH	Rheine, Germany	EUR 200'000	100%	•	•	•	•	•
PROGNOST Systems Inc.	Houston, USA	USD 240'000	100%		•		•	•
PROGNOST Machinery Diagnostics Equipment and Services LLC	Abu Dhabi, United Arab Emirates	AED 300'000	100%				•	•
Société d'Application du Métal Rouge SAS	Pont Sainte Marie Cedex, France	EUR 501'000	100%	•	•		•	•

¹ Company is directly held by Burckhardt Compression Holding AG.
All other companies are indirectly held by Burckhardt Compression Holding AG.



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To the General Meeting of
Burckhardt Compression Holding AG, Winterthur

Zurich, June 3, 2026

Report of the statutory auditor

Report on the audit of the consolidated financial statements



Opinion

We have audited the consolidated financial statements of Burckhardt Compression Holding AG and its subsidiaries (the Group), which comprise the consolidated balance sheet as at March 31, 2026, the consolidated income statement, the consolidated cash flow statement and the consolidated statement of changes in equity for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the consolidated financial statements (pages 126 to 152) give a true and fair view of the consolidated financial position of the Group as at 31 March 2026 and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with Swiss GAAP FER and comply with Swiss law.



Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the consolidated financial statements" section of our report. We are independent of the Group in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession that are relevant to audits of the financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with these requirements.



We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Key audit matter

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For the matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the “Auditor’s responsibilities for the audit of the consolidated financial statements” section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the consolidated financial statements.

Revenue Recognition under the Percentage of Completion method

Risk A material share of the Group’s revenue is generated in the Systems Division. Revenue for this division is recognized using the percentage of completion POC method according to Swiss GAAP FER 22, if conditions for long-term contracts are met, as described in Note 2.19.

In determining the percentage of completion, estimates are made for total costs, revenues and corresponding margin. The recognition of revenue using the POC method involves significant judgement by management and, therefore, is significant to our audit.

Our audit response As part of our audit, we gained an understanding of the method and processes applied in recognizing revenue using the POC method. Among other audit procedures, we made inquiries of various parties involved (including project managers, controlling and management) for a sample of projects and tested the allocation of costs incurred to projects as well as the periods of such cost allocation by testing third-party invoices and other supporting evidence. We assessed the stage of the percentage of completion by testing internal and external project documents and assessed the revenue and cost recognition.

Our audit did not lead to any reservations regarding recognition of income and expenses for realization projects.

**Other information**

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements and the tables marked “audited” in the compensation report and our auditor’s reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Board of Directors’ responsibilities for the consolidated financial statements**

The Board of Directors is responsible for the preparation of the consolidated financial statements, which give a true and fair view in accordance with Swiss GAAP FER and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

**Auditor’s responsibilities for the audit of the consolidated financial statements**

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.



A further description of our responsibilities for the audit of the consolidated financial statements is located on EXPERTsuisse's website at: <https://www.expertsuisse.ch/en/audit-report>. This description forms an integral part of our report.

Report on other legal and regulatory requirements



In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

Ernst & Young Ltd

Marco Casal
Licensed audit expert
(Auditor in charge)

Dominique Frutiger
Licensed audit expert

Financial statements of Burckhardt Compression Holding AG, Winterthur

Balance sheet

in CHF 1'000	Notes	31.03.2026	31.03.2025
Current assets			
Cash and cash equivalents		429	239
Other current receivables		235	331
due from third parties		83	179
due from group companies		152	152
Total current assets		664	570
Non-current assets			
Financial assets			
Non-current loans to group companies		38'050	42'200
Investments in subsidiaries	102	236'105	242'861
Total non-current assets		274'155	285'061
Total assets		274'819	285'631

in CHF 1'000	Notes	31.03.2026	31.03.2025
Current liabilities			
Other current liabilities		20	13
Accrued liabilities and deferred income		1'585	1'425
Total current liabilities		1'605	1'438
Non-current liabilities			
Non-current financial liabilities from group companies			
Bonds	105	24'970	7'220
Total non-current liabilities		150'000	150'000
Total non-current liabilities		174'970	157'220
Equity			
Share capital	103	8'500	8'500
Legal reserves from retained earnings		1'700	1'700
Free reserves from retained earnings			
Profit brought forward		67'202	107'469
Net income		35'887	20'557
Treasury shares	104	-15'045	-11'253
Total equity		98'244	126'973
Total equity and liabilities		274'819	285'631

Income statement

in CHF 1'000	2025	2024
Income		
Dividend income from group companies	46'757	35'820
Interest income from group companies	512	491
Income from services provided to group companies	192	192
Other operating income	20	140
Total income	47'481	36'643
Expenses		
Operating expenses	-2'203	-2'119
Other operating expenses	-121	-25
Other non-operating expenses	-6'756	-10'820
Financial expenses	-2'531	-2'668
Income tax expenses	17	-454
Total expenses	-11'594	-16'086
Net income	35'887	20'557

Notes to the financial statements of Burckhardt Compression Holding AG

101. Accounting policies

The financial statements as per March 31, 2026 are in compliance with the requirements of Swiss corporate law.

The financial statements have been prepared in accordance with the provisions of commercial accounting as set out in the Swiss Code of Obligations (Art. 957 to 963b CO).

The following disclosures are not being made separately in the statutory financial statements pursuant to Art. 961d (1) CO as Burckhardt Compression Holding AG is presenting its consolidated financial statements according to Swiss GAAP FER:

- Additional disclosures in the notes (auditor's fee; disclosure on non-current interestbearing liabilities)
- Cash flow statement
- Management report.

The treasury shares are stated at acquisition cost and deducted from equity. No subsequent valuation is made. If the treasury shares are disposed of, the resulting gain or loss is recognized in the profit and loss statement.

All values in the annual financial statements are reported in thousand Swiss Francs unless otherwise indicated.

Burckhardt Compression Holding AG's fiscal year 2025 comprises the period from April 1, 2025 to March 31, 2026.

102. Investments in subsidiaries

The equity interests held directly and indirectly by Burckhardt Compression Holding AG are shown in note 32 “Group companies and associates” of the consolidated financial statements. Investments are valued at cost and according to the principle of individual valuation. The investment in Shenyang Yuanda Compressor Co., Ltd was impaired by CHF 6.7 mn in fiscal year 2025 (prior year: CHF 10.8 mn).

103. Share capital and shareholders

The share capital amounts to CHF 8'500'000 and is composed of 3'400'000 shares, each with a nominal value of CHF 2.50. All shares are registered shares and are paid in full. According to information available to the company from the disclosure notifications of the SIX Swiss Exchange Ltd., the following shareholders reported shareholdings of at least 3% of the share capital and voting rights as of March 31, 2026 (according to the statutory bylaws the voting rights of UBS Fund Management (Switzerland) AG are limited to 5% of the total number of the registered BCHN shares recorded in the commercial register):

Shareholders

Name	Country	31.03.2026	31.03.2025
		% of shares	% of shares
UBS Fund Management (Switzerland) AG	CH	9.58	9.58
MBO shareholder group (Valentin Vogt, Daniela Vogt, Harry Otz, Leonhard Keller, Martin Heller, Ursula Heller, Marcel Pawlicek)	CH	8.70	8.70
Swisscanto Fondsleitung AG	CH	5.00	5.00
The Goldman Sachs Group, Inc ¹	US	4.92	6.45
BlackRock, Inc.	US	3.07	3.07
NN Group N.V. ¹	NL	-	9.86

¹ The Goldman Sachs Group, Inc. (“GS Group”) has acquired control of NN Investment Partners Holdings N.V. (“NNIP”) and NNIP has a discretionary asset management mandate with respect to BCHN shares which are owned by NN Group N.V.

104. Treasury shares

	2025			2024		
	Number of shares	Avg. transaction price in CHF	Total in CHF 1'000	Number of shares	Avg. transaction price in CHF	Total in CHF 1'000
Balance at 01.04.2025 / 01.04.2024	20'868	529.25	11'253	13'805	474.66	6'553
Purchases	7'271	534.96	3'902	7'271	659.80	4'801
Transfers (share-based compensation)	-200	550.99	-110	-208	516.20	-101
Balance at 31.03.2026 / 31.03.2025	27'939	538.50	15'045	20'868	529.25	11'253

Treasury shares were allocated as part of the share-based compensation as follows:

	2025		2024	
	Allocated treasury shares	Total in CHF 1'000	Allocated treasury shares	Total in CHF 1'000
Board of Directors	170	95	185	88
Executive Management	0	0	0	0
Other Employees	30	15	23	13
Total	200	110	208	101

105. Bonds

Burckhardt Compression issued a bond in the amount of CHF 150 mn with a coupon of 1.5606% due on September 30, 2028 (at par). The issue price was 100% of the nominal value.

The bond is listed on the SIX Swiss Exchange. The previous bond in the amount of CHF 100 mn was repayed as of September 30, 2024.

106. Further disclosures pursuant to Article 959c par. 2 of the Swiss Code of Obligations:

Full-time employees

Burckhardt Compression Holding AG does not employ any employees.

Liabilities to pension funds

in CHF '000	31.03.2026	31.03.2025
Total liabilities to pension funds	0	0

Guarantees

in CHF '000	31.03.2026	31.03.2025
Guarantees	62'121	23'945

Burckhardt Compression Holding AG issues advance payment guarantees and performance bonds in the name of Burckhardt Compression AG and in favor of a small number of selected customers.

The credit lines and guarantee facilities extended to Burckhardt Compression AG by financial institutions do not require any assets or shares of Burckhardt Compression Holding AG to be pledged as collateral.

Residual amounts of lease liabilities

As in the previous year, there were no material lease liabilities that could not be terminated within twelve months.

Remuneration of the Board of Directors and the Executive Management

Type and amount of remuneration of the members of the Board of Directors and the Executive Management as well as the principles and basic elements of the company's compensation policy are depicted and explained in the compensation report on pages 105 to 119.

Events after the balance sheet date

There were no additional events after the balance sheet date which affect the annual results or would require an adjustment to the carrying amounts of Burckhardt Compression Holding AG's assets and liabilities.

Proposal by the Board of Directors for the appropriation of retained earnings

in CHF 1'000	2025	2024 approved by the AGM
Retained earnings at the beginning of the period	128'025	159'954
Distributed dividend	-60'824	-52'486
Net income of the year	35'887	20'557
Retained earnings at the disposal of the annual General Meeting	103'088	128'025
The Board of Directors proposes the following appropriation		
Gross dividend	-61'200	-61'200
Retained earnings carried forward	41'888	66'825

The Board of Directors will propose payment of a gross dividend of CHF 18.00 per registered share at the Annual General Meeting of Shareholders on July 3, 2026.

in CHF	2025	2024 approved by the AGM	2023 approved by the AGM
Gross dividend	18.0	18.0	15.5
Less 35% withholding tax	-6.3	-6.3	-5.4
Net dividend	11.7	11.7	10.1



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To the General Meeting of
Burckhardt Compression Holding AG, Winterthur

Zurich, June 3, 2026

Report of the statutory auditor

Report on the audit of the financial statements



Opinion

We have audited the financial statements of Burckhardt Compression Holding AG (the Company), which comprise the balance sheet as at March 31, 2026, the income statement or the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 157 to 161) comply with Swiss law and the Company's articles of incorporation.



Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession that are relevant to audits of the financial statements of public interest entities. We have also fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



Key audit matter

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For the matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the “Auditor’s responsibilities for the audit of the financial statements” section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the financial statements.

Recoverability of Investment in Shenyang Yuanda Compressor Co., Ltd.

Risk Burckhardt Compression Holding AG evaluates its investments in subsidiaries for recoverability annually and records an impairment loss when the carrying amount exceeds the recoverable amount. The investment in Shenyang Yuanda Compressor Co., Ltd. represents 73% of the total assets. Due to its significance and the judgment the Company must apply in estimating, amongst other factors, future revenues, long-term growth and discount rates in determining the recoverable amount, this matter was considered significant to our audit.

Our audit response Our audit procedures included understanding the Company’s impairment testing process and the determination of key assumptions. We involved valuation specialists to assist in examining the Company’s valuation model and to analyze long-term growth and discount rate applicable for Shenyang Yuanda Compressor Co., Ltd. We evaluated the key assumptions applied and assessed the determination of the recoverable amount.

Our audit procedures did not lead to any reservations concerning the carrying value of the investment in Shenyang Yuanda Compressor Co., Ltd.

**Other information**

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements and the tables marked “audited” in the compensation report and our auditor’s reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Board of Directors’ responsibilities for the financial statements**

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company’s articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

**Auditor’s responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



A further description of our responsibilities for the audit of the financial statements is located on EXPERTsuisse's website at: <https://www.expertsuisse.ch/en/audit-report>. This description forms an integral part of our report.

Report on other legal and regulatory requirements



In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Based on our audit in accordance with Art. 728a para. 1 item 2 CO, we confirm that the proposal of the Board of Directors complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

Ernst & Young Ltd

Marco Casal
Licensed audit expert
(Auditor in charge)

Dominique Frutiger
Licensed audit expert

Burckhardt Compression AG

This report contains forward-looking statements, which reflect the company's current expectations, estimates, and projections about future events. These statements are not guarantees of future performance and involve known and unknown risks, uncertainties, and other factors – many of which are beyond the company's control – that could cause actual results to differ materially from those expressed or implied.

Such factors include, but are not limited to, global economic conditions, exchange rate fluctuations, changes in regulatory environments, market dynamics, competitive actions, and other risks described in this report.

Overall, these statements reflect the company's views as of the date of this report. Therefore, the company assumes no obligation to revise or update any forward-looking statements in light of new information, future events, or otherwise.

The Annual Report is published in English only and is available on the internet under burckhardtcompression.com/report.

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Cover

Overhaul of a Laby®-GI Compressor on the LNG carrier "Lesmes" in Portugal

Tobias Maierhofer, Field Service Coordinator,
inspecting the Laby®-GI Compressor

Photography by Nikita Kruglov, KROO STUDIO,
Portugal

Photography

372dpi gmbh, Schaffhausen
Elfstern, Andelfingen
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