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.

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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 ecodesign 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

Dr. Jacques Sanche
Chair of the Board of Directors

Fabrice Billard
CEO

Sustainability Report 2025

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_2e/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

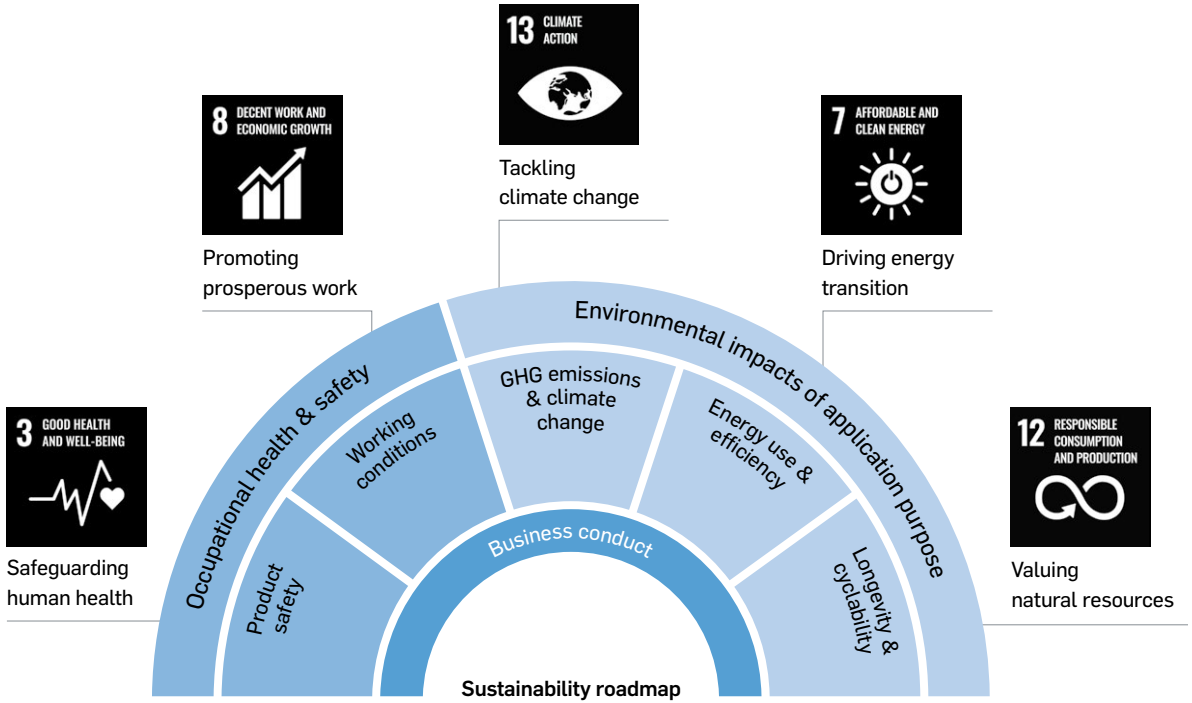
[1] Scope 1 and 2 emissions, excluding the Shenyang foundry, where we rely on renewable grid electricity or technological developments to achieve our ambitions.
[2] Updated target based on the new survey methodology.

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 sustainability 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.

Strategic sustainability framework



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).

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 CO_2e/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.

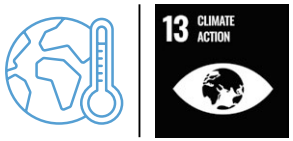
* Scope 1 and Scope 2, excluding the Shenyang foundry where we rely on renewable grid electricity or technological developments to achieve our ambitions.

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 CO_2e/h)
Progress: -55% CO_2e/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 CO_2e/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.

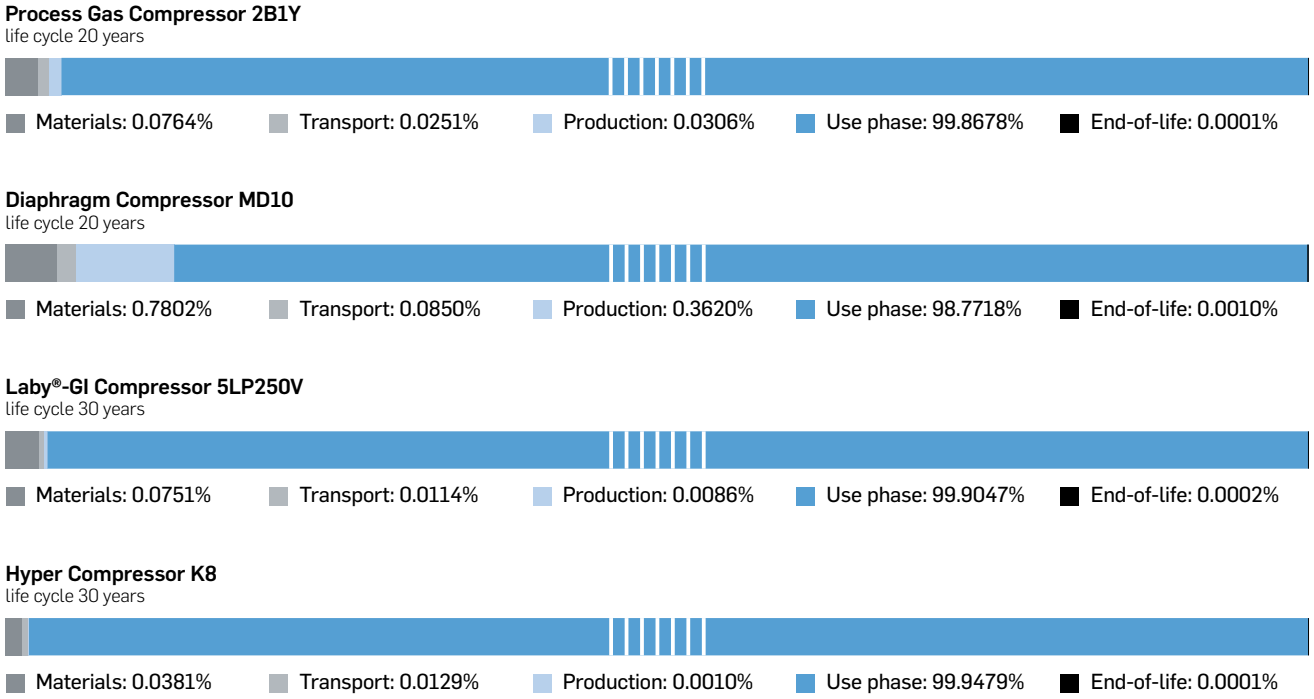
Progress in fiscal year 2025
We continued our focus on implementing our emission reduction roadmap. It contains project-based individual emission reduction pathways for each local unit, which form an integral part of our climate transition plan and are monitored through an aggregated Group level plan. 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 %



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 CO_2 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 CO_2 equivalents (tCO_2e) 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 tCO_2e 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.

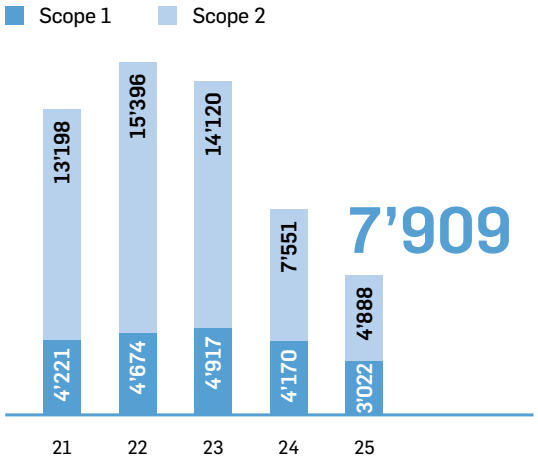
Our Scope 3 emissions associated with the fiscal year 2025 activities amount to 85.4 million tCO_2e of which 99.6% are related to in the use phase. Thereof, the majority is linked to adiabatic energy, which is the energy physically needed to compress a certain amount of gas to a certain pressure. This 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 tCO_2e 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 tCO_2e, 2022: 73.5 million tCO_2e) 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.

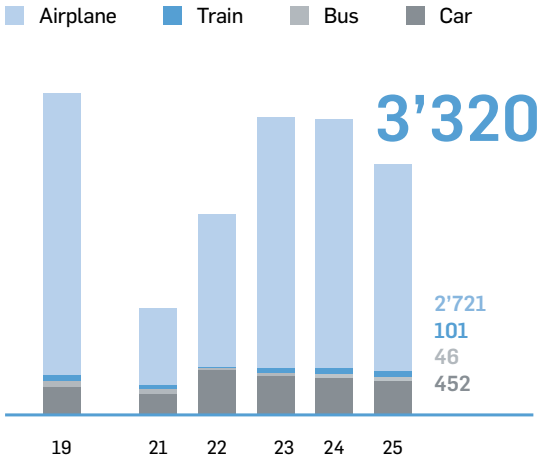
Greenhouse gas emissions

in tons of CO_2e (per calendar year)



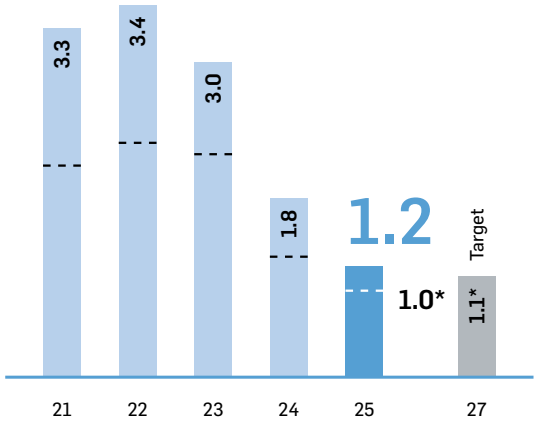
Greenhouse gas emissions business travel

in tons of CO_2e (per calendar year)



Greenhouse gas emissions intensity Scope 1 and 2

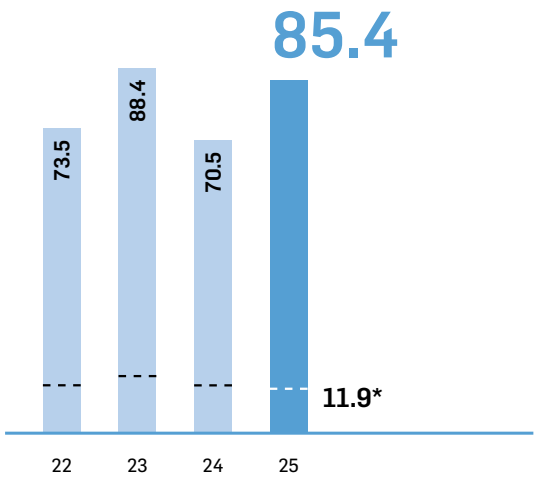
in kg of CO_2e per working hour (per calendar year)



* Excluding the Shenyang foundry

Greenhouse gas emissions Scope 3

in million tons of CO_2e



* Excluding energy transmitted to the next process step

Excluding use-phase emissions (Scope 3.11), the remaining 312 kt CO_2e 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 tCO_2e. 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.

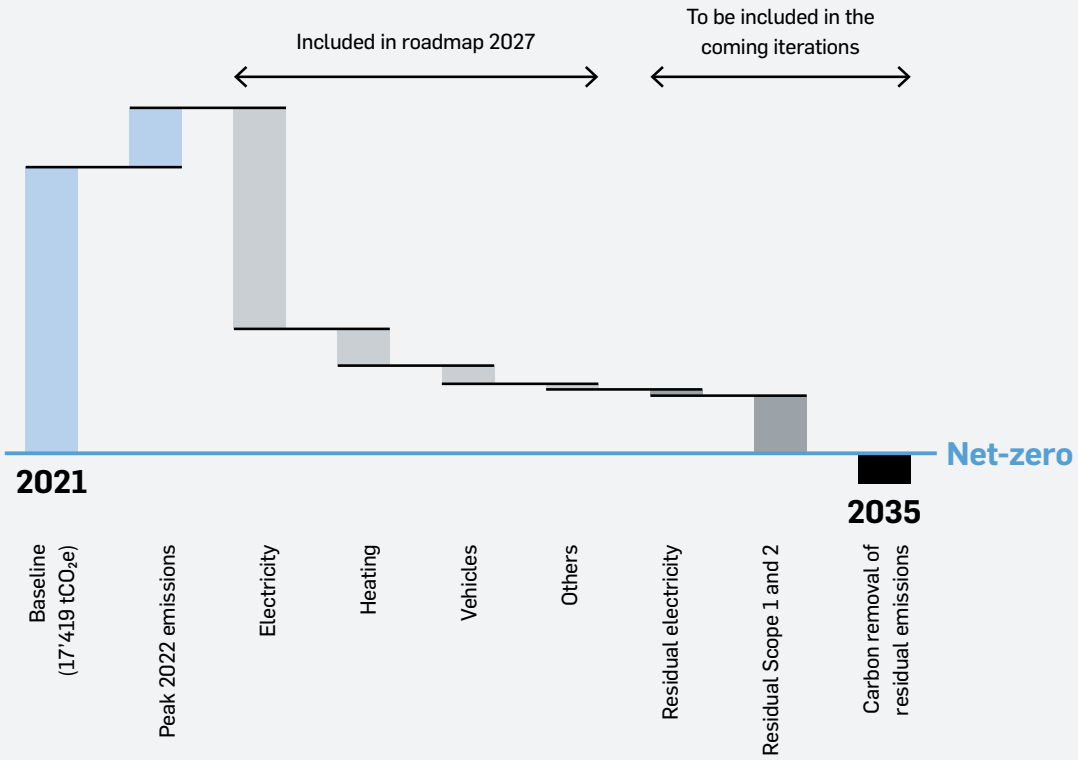
To date, we have started the following key initiatives:

- 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.

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

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%.

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.

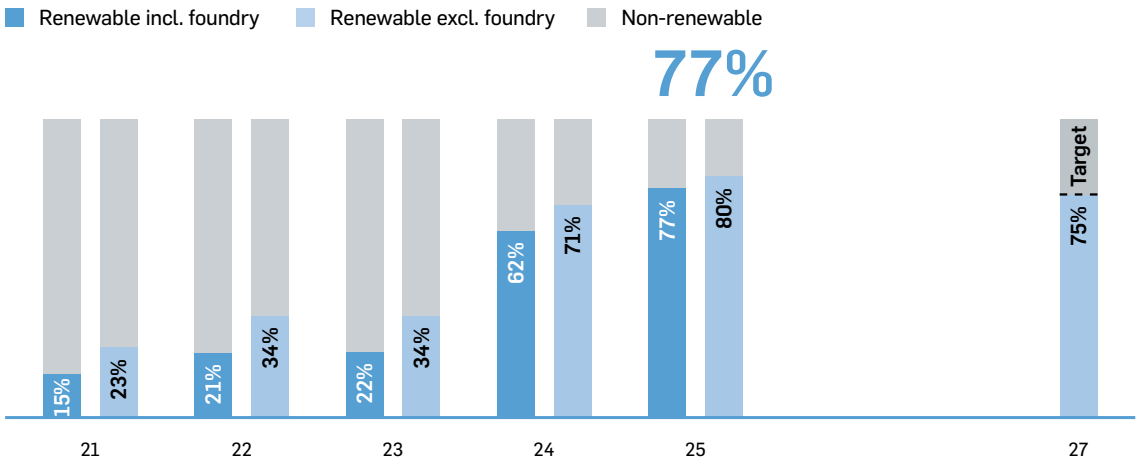
Outlook for fiscal year 2026

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.

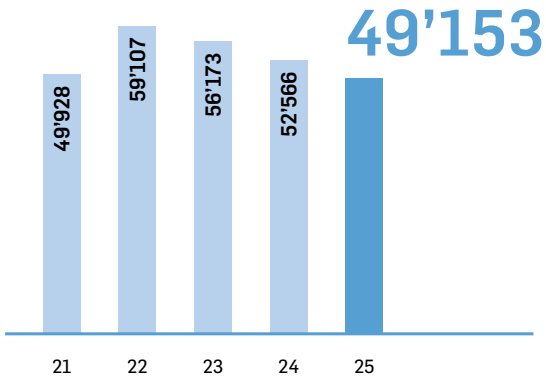
Share of renewable electricity

in % (per calendar year)



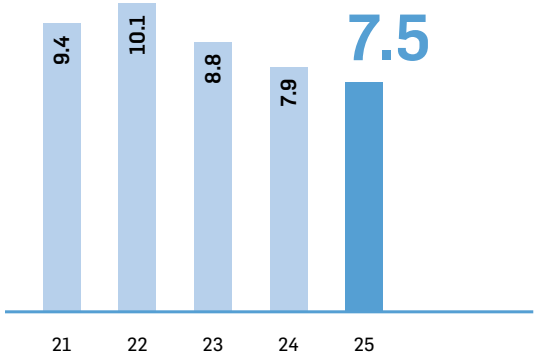
Energy consumption

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:

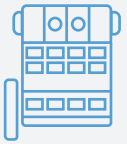
- Longevity of new products through technology, engineering, easy maintenance, and optimized wear parts.
- Longer life cycles of existing compressor systems through retrofitting, overhauling, and longer maintenance intervals.
- Repairing of components and compressors.
- Use of recycled materials, in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

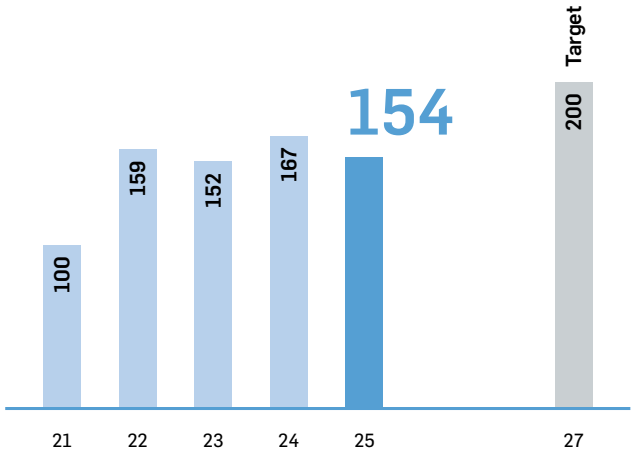
In fiscal year 2026, we will further strengthen our maintenance offering and customer support approach, reflecting the operational constraints and uncertainties customers may face in a challenging geopolitical environment. We will expand consulting formats and service models that help customers increase 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 CO_2 emissions compared with manufacturing and installing a new compressor.

Sales volume for revamp and upgrade services

in index points, base year 2021 = 100

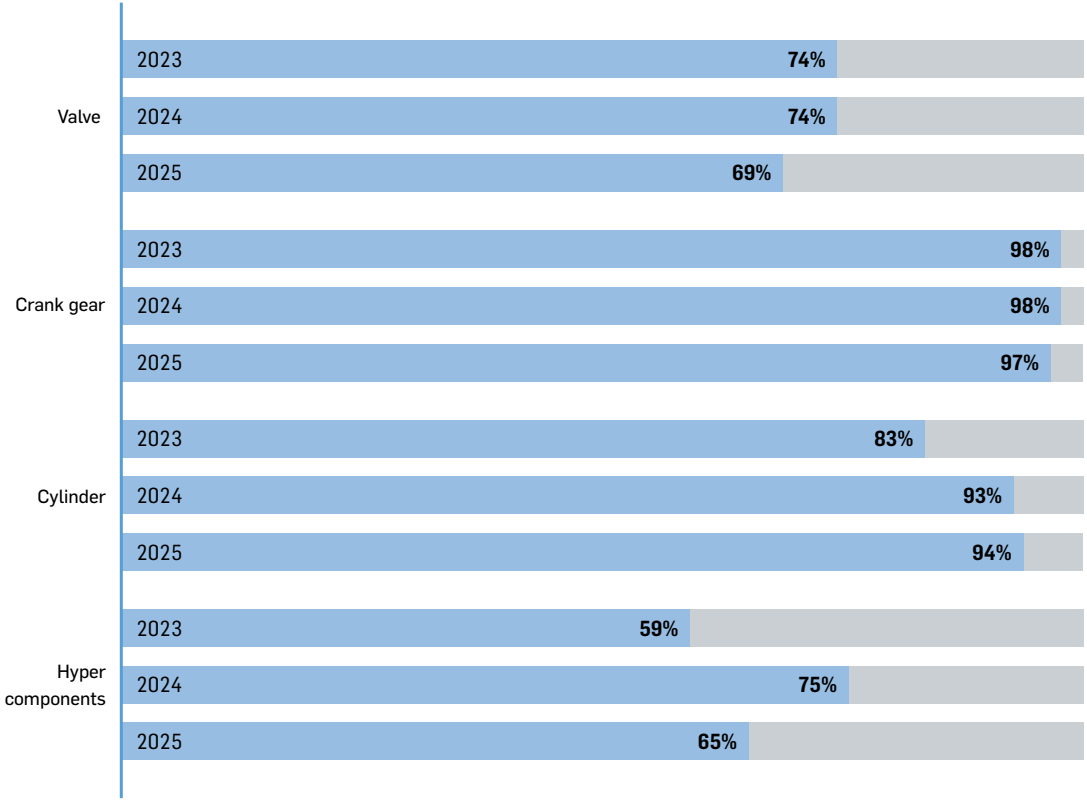


Condition based oil change: a small change with measurable impact

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 derivates 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.

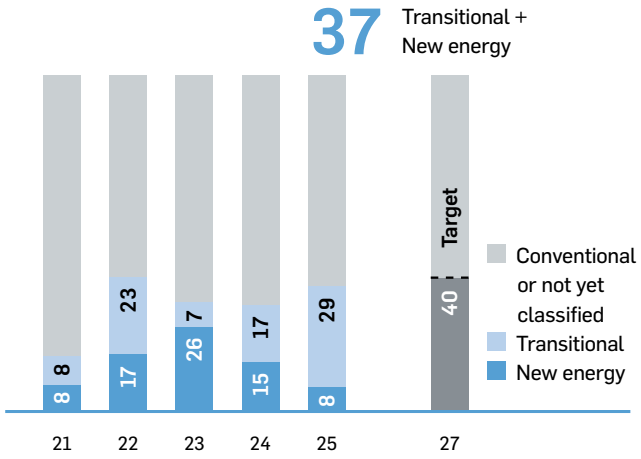
The technological advantages of reciprocating compressors for these applications are unrivaled efficiency and long service lives.

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 CO_2 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

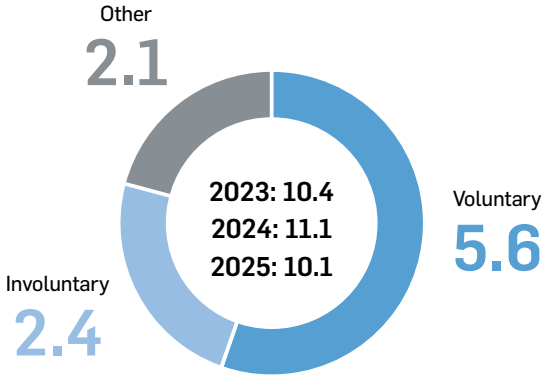
Dialog and relations
We acknowledge and support freedom of association as set out in our Code of Conduct. Open dialog with employees is a priority for Burckhardt Compression and is fostered in various ways. In addition to employee surveys and a continuous exchange with line managers, employees are informed 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 established 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.

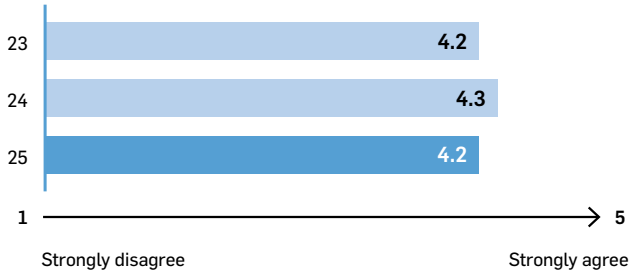
We strengthened our commitment to respect and support internationally recognized human rights through the further implementation of our human rights policy. A risk screening across our own operations did not identify any significant human rights risks, while highlighting opportunities to further strengthen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

Rating from employee survey*

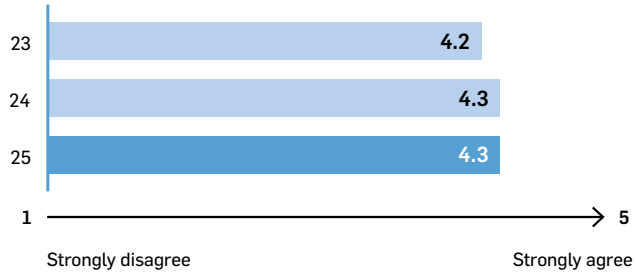
Employee engagement survey results

Average points scored for the statements:

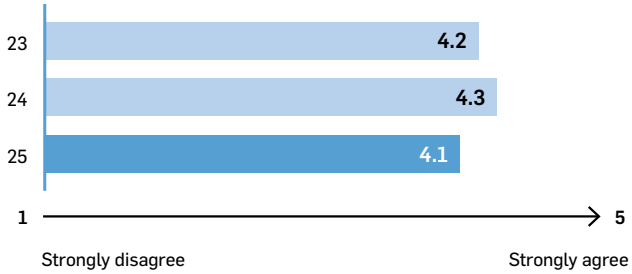
"How satisfied are you with your company as a place to work?"



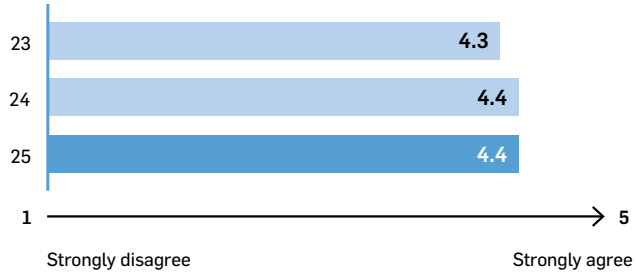
"My company provides me with opportunities to balance my work life and personal life."



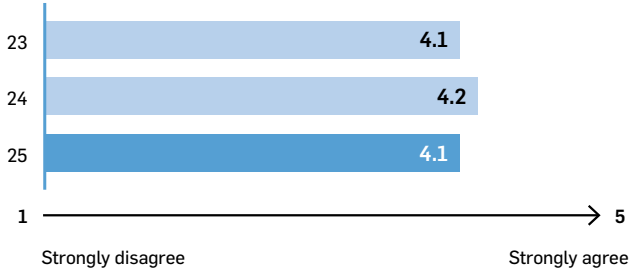
"I would recommend my company as a great place to work."



"At work, I am treated with respect."



"Leadership communicates effectively with the company."



* 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 framwork.

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.

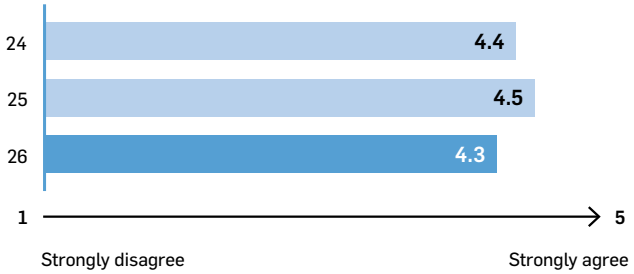
We take a structured, yet locally embedded, approach to mental health and wellbeing, building on our existing local initiatives and enhancing them through a Group-wide framework. Our approach is guided by three pillars — awareness & empowerment, guidance & support, and community & culture — which together 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

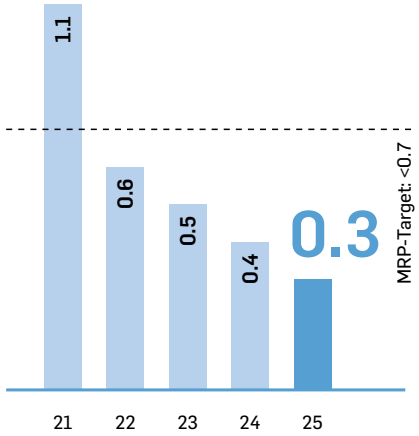
The Lost Time Injury Rate (LTIR) has further decreased from 0.4 to 0.3. It marks continued improvement compared to last year and is well below our Mid-Range Plan target of 0.7. The severity rate has increased from 18.7 to 35.1, driven primarily by one exceptional incident with a high number of lost days, 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.

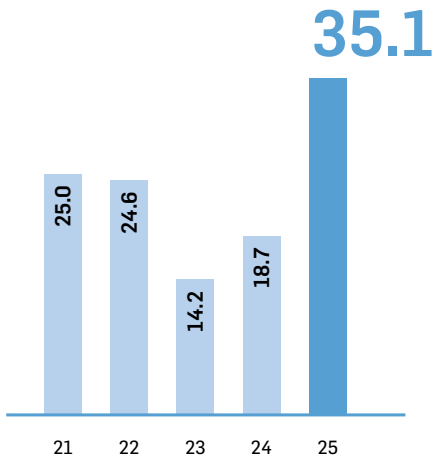
Lost Time Injury Rate (LTIR)

Per 200'000 hours worked
(per calendar year)



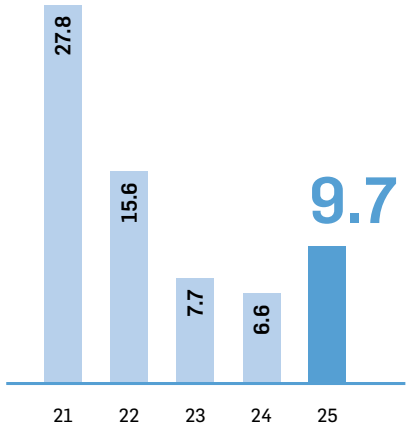
Severity Rate (SR)

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 development 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.

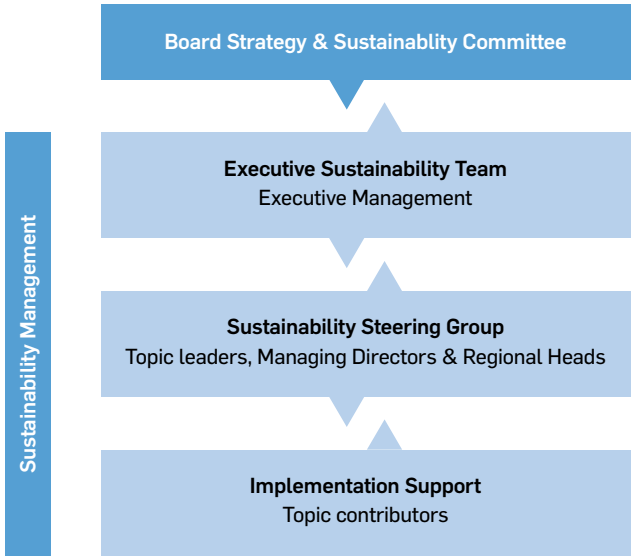
All members of the Executive Management are also members of the Executive Sustainability Team, which is responsible for the strategic approach at Group level and compliance with our sustainability roadmap.

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.

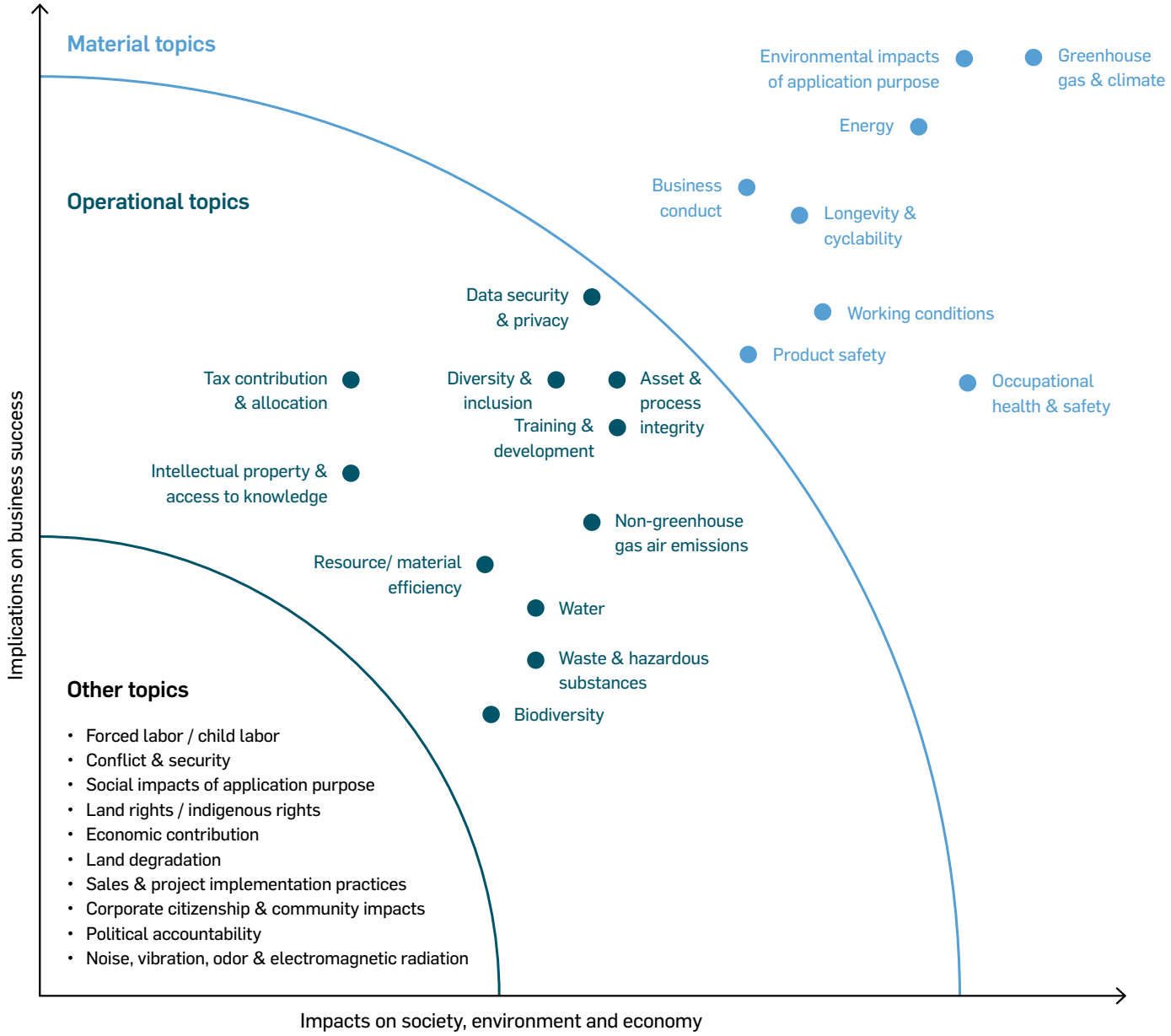
For each of the eight material topics, we have appointed a topic leader as an advocate. Operational topics are important to us as well, but we do not pursue them with the same strategic approach as the material topics. They are integrated into the operational business activities at the departmental level. 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.

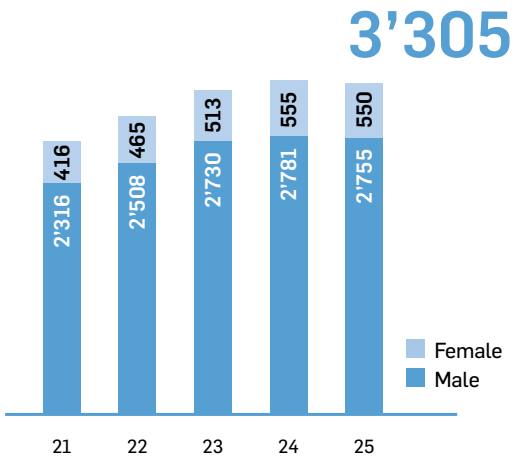
We appreciate our employees' expertise and promote knowledge sharing. Individual training and development are part of the annual appraisal and performance review process and are financially supported by the company. To ensure the ongoing development of technological expertise and personal as well as 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-

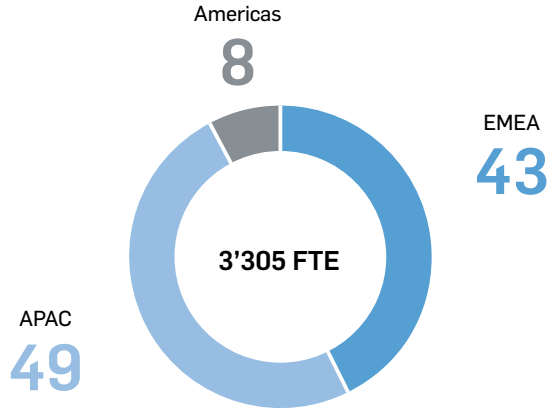
Global workforce by gender

Employees (FTE)



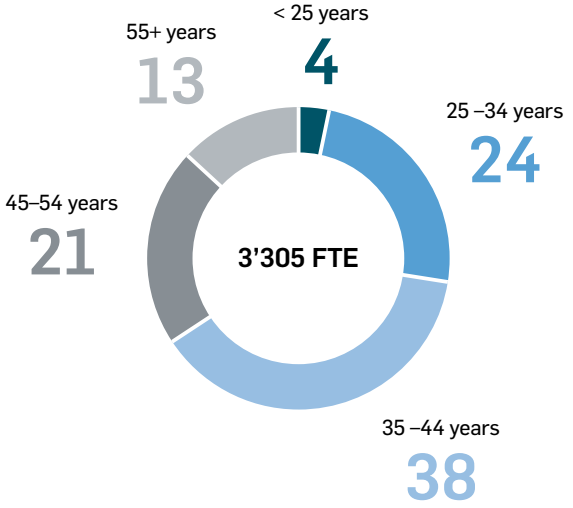
Global workforce by region, 2025

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, verification, 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_2e	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_2e	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)	$kgCO_2e$ 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)	$kgCO_2e$ 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_2e per mCHF	7.5	10.7	19.6	24.2	26.8
Greenhouse gas emissions business travel (Scope 3)	tCO_2e	3'320	3'907	3'931	2'663	1'405
Scope 3 emissions						
Total Scope 3 emissions	million tCO_2e	85.4	70.5	88.4	73.5	not evaluated
Scope 3 emission excluding energy transmitted to the next process step	million tCO_2e	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)

	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)

	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)

Employee turnover	2025 FTE	2025 % yearly average	2024 FTE	2024 % yearly average	2023 FTE	2023 % yearly average	2022 FTE	2022 % yearly average	2021 FTE	2021 % yearly average
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 tCO_2e in 2025 (2024: 13'606 tCO_2e, 2023: 14'444 tCO_2e, 2022: 15'801 tCO_2e, 2021: 13'653 tCO_2e).

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 mitigation 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 (tCO_2e 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	–	• 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: • 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.

PricewaterhouseCoopers AG, Birchstrasse 160, 8050 Zürich
+41 58 792 44 00

www.pwc.ch

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)	**Chapters in this report**
Environmental matters	Greenhouse gas emissions and climate change Energy use and efficiency Longevity and cyclability Environmental impacts of application purpose
Social matters	Product safety Dialog with our stakeholders
Employee related matters	Working conditions Occupational health and safety
Respect for human rights	Overarching human rights, environmental, and governance due diligence Supply chain due diligence
Combating corruption	Business conduct

Winterthur, June 2, 2026