

# Extended key figures

		2025	2024	2023	2022	2021
<b>Energy</b> ✓						
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 <sup>1</sup>		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
<b>Greenhouse gas emissions</b> ✓						
Greenhouse gas emissions Scope 1	tCO <sub>2</sub> e	3'022	4'170	4'917	4'674	4'221
Combustibles		809	1'250	1'436	1'551	1'485
Fuels		1'907	2'226	2'833	2'914	2'508
Others		306	694	648	209	228
Greenhouse gas emissions Scope 2	tCO <sub>2</sub> e	4'888	7'551	14'120	15'396	13'198
Electricity		3'337	5'919	12'588	13'712	12'252
District heating		1'551	1'632	1'532	1'684	946
Greenhouse gas emissions intensity by working hour (Scope 1 and 2)	kgCO <sub>2</sub> e per working hour	1.2	1.8	3.0	3.4	3.3
Greenhouse gas emissions intensity by working hour without foundry (Scope 1 and 2)	kgCO <sub>2</sub> e per working hour	1.0	1.3	2.1	2.3	2.1
Greenhouse gas emissions intensity by sales volume (Scope 1 and 2)	tCO <sub>2</sub> e per mCHF	7.5	10.7	19.6	24.2	26.8
Greenhouse gas emissions business travel (Scope 3)	tCO <sub>2</sub> e	3'320	3'907	3'931	2'663	1'405
<b>Scope 3 emissions</b>						
Total Scope 3 emissions	million tCO <sub>2</sub> e	85.4	70.5	88.4	73.5	not evaluated
Scope 3 emission excluding energy transmitted to the next process step	million tCO <sub>2</sub> e	11.9	13.4	15.4	13.1	not evaluated
<b>Water and waste</b> ✓						
Water <sup>2</sup>	m <sup>3</sup>	75'414	65'297	74'991	78'687	83'810
Waste <sup>2</sup>	t	3'268	3'384	2'790	3'530	2'805

<sup>1</sup> From fossil sources.

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

✓ Assured by PwC 2025 (limited assurance)



## Extended key figures

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

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

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

<sup>3</sup> Rate per 200'000 working hours for total of lost workdays.

Assured by PwC 2025 (limited assurance)



## Extended key figures

	2025	2024	2023	2022	2021
<b>Employee structure</b>	FTE	FTE	FTE	FTE	FTE
<b>Number of employees</b>	<b>3'305</b>	<b>3'336</b>	<b>3'243</b>	<b>2'973</b>	<b>2'732</b>
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
<b>Number of external workers</b>	<b>330</b>	<b>329</b>	<b>329</b>	<b>305</b>	<b>298</b>
<b>Number trainees &amp; apprentices</b>	<b>99</b>	<b>124</b>	<b>145</b>	<b>178</b>	<b>153</b>

Assured by PwC 2025 (limited assurance)



Extended key figures

	2025		2024		2023		2022		2021	
	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average	FTE	% yearly average
<b>Employee turnover</b>										
<b>New employee hires</b> (% 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
<b>New employee hires</b> (% 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
<b>Employee turnover</b> (% 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
<b>Employee turnover</b> (% 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<sub>2</sub>e in 2025 (2024: 13'606 tCO<sub>2</sub>e, 2023: 14'444 tCO<sub>2</sub>e, 2022: 15'801 tCO<sub>2</sub>e, 2021: 13'653 tCO<sub>2</sub>e).

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.