

SUSTAINABILITY REPORT

Issued April 2026



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“Chart is a **global leader in the design, engineering and manufacturing of process technologies and equipment for gas and liquid molecule handling for the Nexus of Clean™** - clean power, clean water, clean food and clean industrials, regardless of molecule.”

JILLIAN EVANKO / CEO
CHART INDUSTRIES



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Chart Industries Inc. (NYSE: GTLS) is a global leader in the design, engineering, and manufacturing of process technologies and equipment for gas and liquid molecule handling for the Nexus of Clean™ – clean power, clean water, clean food, and clean industrials – regardless of molecule. Our unique product and solution portfolio across stationary and rotating equipment is used in every phase of the liquid gas supply chain, including engineering, service, and repair, and from installation to preventive maintenance and digital monitoring. We are a leading provider of technology, equipment, and services related to energy, industrial gas, liquefied natural gas (LNG), nuclear, mining, marine, water treatment, aerospace, hydrogen, biogas, and carbon capture, among other applications.

We are committed to excellence in environmental, social, and corporate governance performance both for our company as well as our customers. With 63 global manufacturing locations and over 50 service centers from the United States to Asia, Australia, India, Europe, and South America, the company maintains accountability and transparency to its team members, suppliers, customers, and communities. Our total headcount as of December 31, 2025, was 11,777 global team members. To learn more, visit <https://www.chartindustries.com/>.

**Power****Water****Food****Industrials**

www.chartindustries.com

OneChart™

OneChart™ reflects Chart's approach to operating as one global company – bringing together our family of brands, capabilities, and expertise under a unified strategy to serve customers seamlessly across markets. This approach is built on a strong track record of organic growth, complemented by strategic acquisitions that have expanded our capabilities and global reach. At the center of this portfolio is Howden, a global leader in air and gas handling solutions, which Chart acquired in 2023.



Burton Corblin™



CRYONORM



Together, our technical excellence, total project approach, and broad portfolio of complementary products – combined with our ability to integrate these elements into highly engineered, end-to-end solutions – position Chart uniquely to deliver value for customers around the world.

A GLOBAL FOOTPRINT TO SERVE CUSTOMERS LOCALLY



CHART'S VISION, MISSION AND VALUES

Our Vision inspires us

Providing engineered solutions to enable a better tomorrow.

Our Mission is our guide

We connect our people, leading technologies, and global expertise to deliver innovative and sustainable solutions for our customers and the world around us.

Our Values shape who we are

Safety
above all



Here for our
customers



People make the
difference



Pursue
excellence



Passion
for results





Focus Areas and Commitments

We believe that strong business performance is fundamentally connected to responsible environmental stewardship, an engaged workforce, and meaningful community involvement. We remain committed to continuously strengthening our initiatives to align with our growth strategy, financial objectives, and culture. We are committed to:

- Providing a safe working environment, learning opportunities, and career growth for all our team members.
- Educating, developing, and empowering our team members, and thus enabling them to identify and adopt best practices.
- Upholding our ethical standards globally to ensure fair competition based on the quality of our products and services.
- Striving to communicate and incorporate sustainability initiatives throughout our supply chain.
- Maintaining our financial responsibility to our shareholders and team members while supporting our communities.
- Maximizing the environmental benefits of our products for customers while minimizing the adverse environmental impact of our operations and supply chain.

We operate with a keen focus on sustainability and active community engagement. We strive to responsibly address today's needs and create lasting value for our stakeholders, collaborating to build a brighter and more resilient future for generations to come.



Safety
above all



Here for our
customers



People make the
difference



Pursue
Excellence



Passion
for results

About This Report

Chart's 2025 Sustainability Report highlights the progress of our initiatives and performance across our operations. Our environmental efforts are directed toward reducing our carbon footprint, improving resource efficiency, strengthening the resilience of our operations, and advancing solutions that help our customers achieve their sustainability goals. Socially, we emphasize workplace safety, meaningful community involvement, and a people-centered culture that fosters inclusion, engagement, and overall well-being. Our governance practices are anchored in transparency, ethical business practices, and disciplined risk oversight, reinforcing accountability throughout the organization.

This report provides an overview of our performance aligned with the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods standard and outlines our contributions to the United Nations Sustainable Development Goals (UN SDGs). We leverage the Task Force on Climate-related Financial Disclosures (TCFD) framework to inform our assessment and disclosure of climate-related risks and opportunities. We are also actively preparing for emerging regulatory requirements, including the European Union's Corporate Sustainability Reporting Directive (CSRD) and California climate disclosure legislation, and currently report under the European Union's Carbon Border Adjustment Mechanism (CBAM), as we continue to enhance our data, processes, and governance structures. During the reporting year under CBAM, Chart completed quarterly reporting of embedded emissions and continued to strengthen its readiness for the forthcoming definitive phase. In addition, we actively monitor evolving reporting standards and environmental regulations across the jurisdictions in which we operate and evaluate the most effective path for alignment.

Chart is committed to the integrity and accuracy of the information presented here. This report was developed with input from Chart executives, operational leaders, the ESG Steering Committee, and subject matter experts, and was reviewed and approved by our Executive Leadership Team and the Board of Directors. Unless otherwise noted, the information reflects Chart's continuing operations for the period of January 1, 2025, through December 31, 2025. On July 29, 2025, Chart announced a definitive agreement under which it will be acquired by Baker Hughes (NASDAQ: BKR), subject to regulatory approvals and other customary closing conditions. Chart subsequently received shareholder approval for this transaction on October 6, 2025.

References to the Chief Executive Officer (CEO) in this report reflect the company's leadership structure during the 2025 reporting year. Effective January 6, 2026, Jill Evanko transitioned from her role as CEO to serve as a Senior Advisor through the close of the Baker Hughes transaction.

DOUBLE MATERIALITY ASSESSMENT

As a key element of our efforts to prepare for reporting under the Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality assessment (DMA) in accordance with the European Financial Reporting Advisory Group's (EFRAG) materiality assessment guidance. Building on this foundation, we are now advancing our double materiality assessment outcomes into operational priorities and aligning our broader sustainability strategy with CSRD readiness requirements, as well as leading disclosure and rating frameworks such as CDP, EcoVadis, and the S&P Corporate Sustainability Assessment (CSA).

Note that the concept of materiality used in the preparation of this report is not meant to correspond to the concept of materiality associated with disclosures required by the US Securities and Exchange Commission (SEC).



OUR BUSINESS SEGMENTS



CRYO TANK SOLUTIONS

Cryogenic products and engineered systems for the distribution and storage of liquid gases including LNG, LN₂, O₂, CO₂, Ar, He, H₂ and more.



HEAT TRANSFER SYSTEMS

Equipment and process technology that is critical to delivering enhanced energy efficiency and improved operational reliability.



SPECIALTY MARKETS

Solutions for hydrogen, carbon capture, aerospace, food & beverage, water treatment, and other specialty applications – advancing sustainability and innovation across a wide range of critical industries.



REPAIR, SERVICE & LEASING

Aftermarket services for products and systems to keep equipment operating at peak performance.



#

KEY NUMBERS

63

Global Manufacturing Sites

50+

Service Sites

1,500+

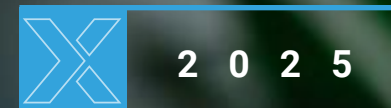
Engineers on Our Team

2,500+

Trademarks and Patents

450,000+

Installed Base of Equipment Globally



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LETTER FROM THE CEO



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“In 2025, our strategy became even more clearly defined by **the role we play as a molecule-agnostic solutions provider** across energy, LNG, hydrogen, carbon capture, industrial gas, water treatment, and other critical markets and applications. We deliver not only equipment, but **lifecycle solutions that help customers operate more efficiently, reliably, and responsibly.**”

Dear Chart Stakeholder,

At Chart, sustainability is not a separate initiative – it is core to how we operate. It is embedded in the technologies we deliver, the projects we support, the way we run our facilities, and how we govern and grow our business. Our 2025 Sustainability Report reflects the continued progress we are making to operate with greater discipline, transparency, and alignment as we deliver critical energy and industrial infrastructure solutions worldwide.

In 2025, our strategy became even more clearly defined by the role we play as a molecule-agnostic solutions provider across energy, LNG, hydrogen, carbon capture, industrial gas, water treatment, and other critical markets and applications. We deliver not only equipment, but lifecycle solutions that help customers operate more efficiently, reliably, and responsibly. At Chart, sustainability is inseparable from our business strategy – it shows up in the markets we serve, the technologies we advance, and the long-term partnerships we build.

This year demonstrated the scale and visibility of that impact. We were selected to support Semptra Infrastructure's Port Arthur LNG Phase 2 project, providing air-cooled heat exchangers and cold boxes that contribute to energy security and lower-emission LNG infrastructure. The LNG Alliance adopted our IPSMR® process technology and modular solution, reinforcing our position in efficient LNG process design. We expanded carbon capture deployment through partnerships such as Bloom Energy and customer installations like Real Ale Brewing using our Earthly Labs technology, illustrating how our solutions scale from industrial applications to craft industries. We also saw increasing demand from data center customers, including our first small-scale LNG solution inclusive of liquefaction and storage. This highlights a growing opportunity as data centers continue to pursue behind-the-meter power solutions.

We partnered with multiple European heavy-duty truck OEMs to support the deployment of bio-LNG-powered heavy-duty vehicles, providing cryogenic tanks and fueling equipment that enable lower-emission freight solutions. At the same time, we strengthened our service footprint with the launch of our UK Aftermarket Center of Excellence in Chesterfield, UK and expanded equipment accessibility through new distribution partnerships in North America. At our second facility in Theodore, Alabama, we began building the largest shop-built cryogenic tanks in the world – supporting aerospace, marine, and energy applications that demand precision and performance.

These are not pilot concepts. They are commercial deployments where Chart's technologies directly improve efficiency, reliability, and emissions performance in the field.

Within our own operations, we continued to advance energy efficiency initiatives and sustainable manufacturing practices. In 2025, Scope 1 greenhouse gas emissions increased by 23%, while Scope 2 emissions decreased by 13% year over year, reflecting changes in operational activity and energy use across our footprint.

Importantly, emissions intensity improved over the same period, demonstrating continued progress in emissions efficiency. While our journey continues, we remain committed to our long-term ambition of achieving net-zero greenhouse gas emissions by 2050. Just as importantly, we strengthened the rigor behind our environmental data, standardizing site-level collection, enhancing internal controls, and aligning with evolving global reporting expectations to ensure our performance is accurately reflected.

Governance and risk management also continued to evolve. Sustainability oversight is increasingly integrated into enterprise governance, with enhanced Board visibility into cybersecurity, environmental performance, regulatory readiness, and supply chain resilience. This reflects our belief that sustainability is not a reporting exercise, it is a component of operational excellence and long-term value creation.

None of this progress would be possible without our people. Safety remains our top priority and our most important commitment. In 2025, we reinforced our safety culture through renewed emphasis on Stop Work Authority and cross-site knowledge sharing. Our year-end total recordable incident rate (TRIR) improved to 0.38 from 0.40 in 2024, marking the lowest level in company history. Our lost time injury rate (LTIR) was 0.12. We remain focused, and are not satisfied, until we achieve our goal of zero accidents.

Investing meaningfully in workforce development and inclusion has never been more important, and I am proud of the strides we made in 2025. Our OneChart™ internship program reached a record 38 interns across 16 universities and 14 global sites. We launched our first global Project Management Career Week, introduced a formal mentorship program and fostered collaboration between our Rotational Engineering Program and the Howden Graduate Program, and our Employee Resource Groups (ERGs) now span more than 10 countries – reflecting the increasing global and connected nature of our workforce.

Employee engagement and community involvement remain strong. For the second consecutive year, more than 25% of our global workforce participated in our OneChart™ Giving Back Program. We marked our fifth year participating in Dress for Success' "Your Hour, Her Power®" campaign and celebrated International Women's Day with global storytelling that highlighted the talent and leadership of women across Chart and the team members who support them. Mental health and well-being continue to be integrated into site-level programming through workshops, speakers, and manager engagement initiatives.

As sustainability expectations and methodologies evolve, we continue to focus on strengthening our foundation, improving data auditability, engaging constructively with ratings agencies, and aligning with global frameworks. We continue to see improvements in how our sustainability performance is evaluated externally, reflecting the progress of our operations.

Looking ahead, 2025 positions Chart for its next chapter. As we prepare for our planned combination with Baker Hughes in second quarter of 2026, we are focused on ensuring that the strengths we have built—our technologies, our operational discipline, our culture, and our sustainability commitment—scale within a broader portfolio.

Together, we see an opportunity to amplify our global impact, expand our reach, and further enable the energy and industrial systems the world depends on. I have never been more confident in our team, our technologies, and the essential role we play in enabling a more efficient and resilient future. We look forward to continuing this journey and sharing our progress with you.

Sincerely,



Jillian (Jill) Evanko

2025 Chief Executive Officer, Chart Industries

Senior Advisor as of 1/6/2026

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Enterprise Sustainability Highlights

ENVIRONMENT

- Expanded ERP integration and Power BI dashboards to enhance operational and environmental data visibility across global sites.
- Continued tracking emissions performance against our updated 2023 baseline, maintaining disciplined Scope 1 and Scope 2 data management aligned with the Greenhouse Gas (GHG) Protocol.
- Further embedded sustainability into capital planning through our Authorization for Expenditure (AFE) process, requiring carbon impact evaluation for qualifying projects.

SOCIAL

- Achieved the lowest TRIR in company history, improving to 0.38 in 2025.
- Launched a Global Environment, Health and Safety (EHS) Audit Program following peer benchmarking, strengthening enterprise-wide safety governance and risk visibility.
- Global ERG participation exceeded 400 team members across 10+ countries, and over 25% of employees participated in the OneChart™ Giving Back Program for the second consecutive year.

GOVERNANCE

- Published our Supply Chain Due Diligence Policy, reinforcing transparency and regulatory readiness.
- Continued engagement with third-party ESG ratings and disclosure frameworks, including CDP, supporting improved transparency and performance benchmarking.
- Maintained Board-level oversight of sustainability, climate risk, and enterprise risk management through established governance structures.

SUSTAINABILITY RECOGNITION & EXTERNAL VALIDATION

- External recognition through independent sustainability ratings and third-party evaluations continues to affirm the strength of our sustainability performance and our commitment to transparent, accountable practices.
- Recognized for the second consecutive year on Newsweek's 2025 Most Responsible Companies list; ranking #32 of 75 companies in the Capital Goods sector.
- Awarded Industrial Process Company of the Year by Sustainability Today.
- Received gasworld's Global Innovation (GWGI) award for Innovation in Applications for our IPSMR® technology.
- Continued positive momentum across sustainability ratings, including S&P Global, MSCI, Sustainalytics, CDP, and ISS.

NOTABLE 2025 PROJECT AWARDS AND PARTNERSHIPS & SUSTAINABILITY-ENABLED GROWTH

In 2025, sustainability continued to drive commercial growth across key markets:

- Carbon Capture & Sequestration: Selected for the Dry Piney Helium and Carbon Sequestration Project and expanded deployments across industrial and beverage markets.
- Lower-Carbon LNG Infrastructure: Selected for Port Arthur LNG Phase 2 and Amigo LNG, supporting energy security and lower-emission gas infrastructure.
- Hydrogen & Renewable Gas: Delivered hydrogen compression systems and supported bio-LNG fueling infrastructure in Europe.
- Data Centers: Announced partnerships integrating carbon capture with fuel cell systems to support reliable, lower-emission power solutions.



Contribution to the United Nations (UN) Sustainable Development Goals (SDGs)

Chart supports the UN SDGs through operational performance, governance discipline, and customer-facing technologies, including:



SDG 3 – GOOD HEALTH AND WELLBEING

- Achieved record-low TRIR and strengthened global safety governance.
- Expanded mental health programming and integrated well-being into EHS initiatives.



SDG 4 – QUALITY EDUCATION

- Welcomed a record 38 interns globally.
- Continued leadership development programs including Emerging Leaders Program, Rotational Engineering Program, Technical Expertise Program, Operational Leaders Program, Finance Leaders Program, and Welding Council, amongst others.
- Delivered enterprise-wide training supporting professional growth and operational excellence.



SDG 5 & 10 – GENDER EQUALITY & REDUCED INEQUALITIES

- Expanded Network of Women (NOW) chapters globally, reaching 300+ members.
- Continued unconscious bias training and inclusive leadership initiatives.



SDG 6 – CLEAN WATER AND SANITATION

- Advanced water treatment solutions addressing emerging contaminants and industrial wastewater.
- Invested in monitoring and improving operational water management practices.



SDG 7 & 13 – AFFORDABLE AND CLEAN ENERGY & CLIMATE ACTION



- Increased carbon capture deployments across food & beverage and industrial markets.
- Supported LNG, hydrogen, and renewable gas infrastructure projects.
- Maintained disciplined emissions intensity tracking aligned with global standards.



SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Launched our fourth annual company-wide Global Innovation Contest.
- Enhanced digital tools supporting operational efficiency and sustainability performance.



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

- Expanded lifecycle-focused repair, service, and leasing solutions.
- Recognized facility-level waste reduction achievements, including zero waste-to-landfill at select sites.



SDG 16 – PEACE, JUSTICE, AND STRONG INSTITUTIONS

- Extended annual ethics training requirement and completion.
- Published Supply Chain Due Diligence Policy and strengthened responsible sourcing oversight.





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FULL SOLUTION PLATFORMS ACROSS THE

NEXUS OF CLEAN™



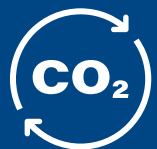
CLEAN POWER

Hydrogen, Helium, LNG, Biogas, Energy Recovery, Nuclear



CLEAN WATER

Water and Wastewater Treatment, Desalination



CLEAN FOOD, BEVERAGES & AGRICULTURE

Small-Scale Carbon Capture, Storage and Distribution for Beverage, Dosing Equipment



CLEAN INDUSTRIALS

Post-Combustion Carbon Capture, Hydrogen, Helium

Chart continues to advance its Nexus of Clean™ portfolio, delivering integrated technologies and engineered solutions across applications including energy, industrial gas, hydrogen, carbon capture, water treatment, nuclear, helium, mining, metals, LNG, and other critical markets and applications. These capabilities support customers seeking reliable, efficient, and lower-emission solutions across diverse end markets.

In parallel with product innovation, Chart reinforced the operational systems that enable environmental performance across its global footprint. Through expanded data integration, digital maintenance tools, and process automation, Chart continues to improve visibility, consistency, and performance management across facilities.

Circularity and Resource Efficiency

REPAIR, SERVICE, LEASING AND AFTERMARKET

Chart promotes responsible production by designing products and engineered systems with longevity, durability, and efficiency in mind. Engineering teams apply lifecycle considerations in product development to maximize customer value while minimizing waste generation over time.

In addition to sustainable product design, Chart provides a range of aftermarket services that support equipment performance throughout its operational life. These services include repairs, retrofitting, performance upgrades, digital enhancements, and leasing solutions designed to extend asset lifecycles, improve efficiency, and reduce material waste associated with premature replacement.

In 2025, repair, service, and leasing represented 30.6% of Chart's total sales. Chart also expanded its leasing services into Europe, extending access to flexible equipment solutions beyond the US market. By increasing availability of short- and long-term leasing options, Chart supports improved asset utilization, reduces upfront capital requirements for customers, and advances a more circular approach to equipment deployment.

Extending equipment life and optimizing performance through service and retrofit solutions is a central pillar of Chart's circularity strategy. Chart also advances circularity within its own operations through improved waste management practices and resource efficiency initiatives.

WASTE MANAGEMENT AND CIRCULARITY PROGRAM – BOOYSENS, SOUTH AFRICA

In 2025, our BooySENS facility improved its waste management approach through a structured program aligned with the waste hierarchy, prioritizing prevention, reuse, recycling, and recovery ahead of disposal. The initiative introduced dedicated collection points, color-coded source separation practices, organized waste storage areas, and clearer recycling and disposal pathways to improve traceability and reduce landfill waste. The program demonstrates how site-level systems and employee engagement can support more circular resource management across operations.



CHART FEROX ENVIRONMENTAL RECOGNITION

Chart's Ferox team in Děčín, Czech Republic received national environmental recognition for its "waste as a resource" approach. The site has achieved zero waste-to-landfill for more than three years and reduced overall waste generation by approximately 30%, demonstrating how operational discipline and waste reduction strategies can contribute to improved environmental performance.



AFTERMARKET CENTER OF EXCELLENCE – UNITED KINGDOM

Chart launched a new Aftermarket Center of Excellence in Chesterfield, UK. The expanded facility brings together cryogenic equipment expertise, including trailers, tanks, ISO containers, and packaged gas solutions, alongside water treatment technologies such as SDOX®, an advanced oxygen dissolution system for municipal and industrial applications.

By consolidating operations into a purpose-built regional hub, Chart enhances lifecycle support capabilities, improves response times, and expands access to repair, refurbishment, and technical services across Europe, reinforcing its circular approach to equipment performance and longevity.



“Chart helps customers **reduce emissions**, particularly in **hard-to-abate and energy-intensive applications**.”

Continued Investment in Scaling Decarbonization Technologies

CARBON CAPTURE, UTILIZATION AND STORAGE (CCUS)

CCUS remains a core way Chart helps customers reduce emissions, particularly in hard-to-abate and energy-intensive applications. Chart’s Cryogenic Carbon Capture™ (CCC) technology is designed to reduce carbon emissions by 95-99% while also removing pollutants such as NO_x , SO_x , and mercury from flue gases, producing liquid CO_2 that can be utilized or monetized.

During 2025, Chart continued expanding carbon capture applications across both high-purity markets through its Earthly Labs CiCi® technology platform and low CO_2 purity applications through its Sustainable Energy Solutions (SES) business. Growth in industrial and utility-scale carbon capture reflects increasing demand for solutions that support emissions reduction while maintaining reliable energy and industrial operations. Carbon capture continues to represent a key growth area for Chart, supported by expanding applications across both decentralized and industrial-scale markets.

Chart also announced selection by Blue Spruce Operating LLC to provide a Nitrogen Rejection Unit (NRU) and helium process technology/equipment for the Dry Piney Helium and Carbon Sequestration Project in Wyoming, USA. At full operational capacity, the project is anticipated to permanently sequester up to 4.5 million metric tons of CO_2 per year.

SMALL-SCALE CARBON CAPTURE IN FOOD & BEVERAGE

In early 2026, Real Ale Brewing Company installed and implemented Chart’s Earthly Labs CiCi® (Elm) carbon capture technology at its brewery in Blanco, Texas. The system captures CO_2 produced during fermentation, purifies it to ISBT beverage-grade standards, and enables the brewery to reuse the CO_2 for carbonation and other production processes – improving efficiency, reducing external CO_2 reliance, and mitigating supply chain volatility.

The modular CiCi® (Elm) system integrates directly with the brewery’s production process, allowing recovered CO_2 to be purified to beverage-grade and reused onsite in beer carbonation and packaging. The installation demonstrates how small- and mid-scale producers can incorporate carbon capture into operations to support sustainability goals while strengthening operational resilience.



CARBON CAPTURE FOR RELIABLE, LOWER-CARBON POWER

Chart and Bloom Energy announced a carbon capture partnership to decarbonize Bloom's fuel cells to generate near zero-carbon, always-on power. The partnership is designed to capture Bloom's high-purity CO₂ rich exhaust stream and purify the CO₂ for utilization or sequestration.

Unlike conventional natural gas combustion technologies, which produce relatively low-concentration CO₂ streams, Bloom's solid oxide fuel cell platform generates a more concentrated CO₂ stream, enabling more efficient and cost-effective carbon capture. The solution provides an immediate pathway for carbon utilization while supporting long-term sequestration as infrastructure expands.

This solution is particularly relevant for energy-intensive facilities such as data centers and manufacturers, where reliable on-site power generation combined with carbon capture can help address growing energy demand while managing emissions intensity.



ADVANCING CARBON CAPTURE THROUGH POLICY ENGAGEMENT

In 2025, Chart hosted a carbon capture webinar focused on the One Big Beautiful Bill Act (OBBBA), providing customers and industry stakeholders with insights into available incentives, emissions reduction opportunities, and pathways to accelerate project deployment. By engaging directly on evolving policy frameworks, Chart continues to support informed decision-making and broader adoption of carbon capture technologies.

HYDROGEN FOCUS

Chart provides hydrogen solutions spanning compression, storage, distribution, and related infrastructure, supporting applications across industrial, energy, and transportation markets. Our portfolio addresses all stages of the hydrogen value chain – from production and processing to storage and end use, enabling flexible deployment across diverse operating environments.

By leveraging expertise in both liquid and gaseous hydrogen applications, Chart supports customers looking to integrate hydrogen into their operations while maintaining safety, reliability, and efficiency. Our technologies are designed to meet rigorous performance and regulatory standards across global markets. Hydrogen remains a key focus area within Chart's Nexus of Clean™ portfolio, supporting customers pursuing decarbonization, energy diversification, and long-term infrastructure resilience.

In 2025, Chart announced the successful delivery of large reciprocating compressor packages for hydrogen-rich gas and polysilicon compressor services to customers in India. These compressor systems were engineered to API 618 standards and engineered for site-specific requirements.



EXPANDING HYDROGEN IN MARITIME APPLICATIONS

Chart continued its partnership with Energy Observer, the pioneering hydrogen-powered vessel demonstrating the potential of renewable energy in maritime transport. Originally launched as a zero-emission laboratory ship, Energy Observer showcases integrated hydrogen and clean energy technologies designed to advance sustainable navigation.

In 2025, the partnership entered its next chapter, supporting the development of future marine platforms, including ammonia-fueled and liquid hydrogen-powered vessels. Through this collaboration, Chart continues to demonstrate how hydrogen technologies, including liquid hydrogen marine fuel storage solutions, can reduce emissions in global shipping.

LNG, BIOGAS AND LOWER-CARBON FUEL INFRASTRUCTURE

Chart continues to drive the transition to LNG and related gas infrastructure as customers pursue energy security, coal-to-gas switching, and lower-emission alternatives for industrial and heavy-duty transport applications. Through process technologies, heat transfer equipment, and modular solutions, Chart supports a fully integrated end-to-end solution suite with projects across export, liquefaction, and fueling infrastructure.

- **Modular LNG Export Infrastructure:** LNG Alliance selected Chart's IPSMR® process technology and mid-scale modular liquefaction solution for their 7.8 MPTA Amigo LNG export facility in Mexico, leveraging a smaller footprint, higher efficiency, and lower cost modular approach.
- **US LNG Project Equipment:** Building on prior Phase 1 involvement, Chart was awarded by Bechtel to supply air-cooled heat exchangers, brazed aluminum heat exchangers, and cold boxes for Semptra Infrastructure's Port Arthur LNG Phase 2 project in Texas.
- **Biogas Fueling Infrastructure:** Chart completed the largest liquefied biogas (LBG) refueling station in continental Europe, located in Sweden. Designed to support heavy-duty transport, the modular station is directly connected to a nearby biogas liquefaction plant, enabling use of locally produced renewable fuel and supporting lower-emission freight operations.
- **Bio-LNG Transport Innovation:** Through partnerships with leading European heavy-duty truck OEMs, Chart is advancing the adoption of bio-LNG-powered vehicles by delivering cryogenic storage and fueling solutions that enable lower-emission freight transportation.
- **Louisiana LNG Development:** Following Woodside Energy's final investment decision for its Louisiana LNG development, Chart is supplying LNG technology and equipment to support the project. The development is expected to strengthen North America's role in global LNG markets while supporting reliable energy supply for international customers.

DIGITAL TECHNOLOGIES

Chart provides digital solutions that help customers optimize operational performance, enhance visibility into critical data, and support sustainability objectives.

These technologies are designed to improve efficiency, enable informed decision-making, and support emissions and energy management efforts across industrial environments.

The Ventsim™ software suite, which supports the mining industry through 3D design, modeling, and simulation of underground mine and tunnel ventilation systems, is one such solution. By enabling more precise ventilation planning and system control, Ventsim™ supports safe, cost-effective, and energy-conscious operations.

Chart continues to evolve its digital platforms to enhance usability, strengthen data integration, and provide actionable insights that help customers monitor performance and identify efficiency opportunities. Ventsim™ expanded its digital capabilities through enhanced dashboarding and reporting features within Ventsim™ CONTROL, giving customers greater flexibility in how they visualize and interpret ventilation data to support operational and sustainability decision-making.

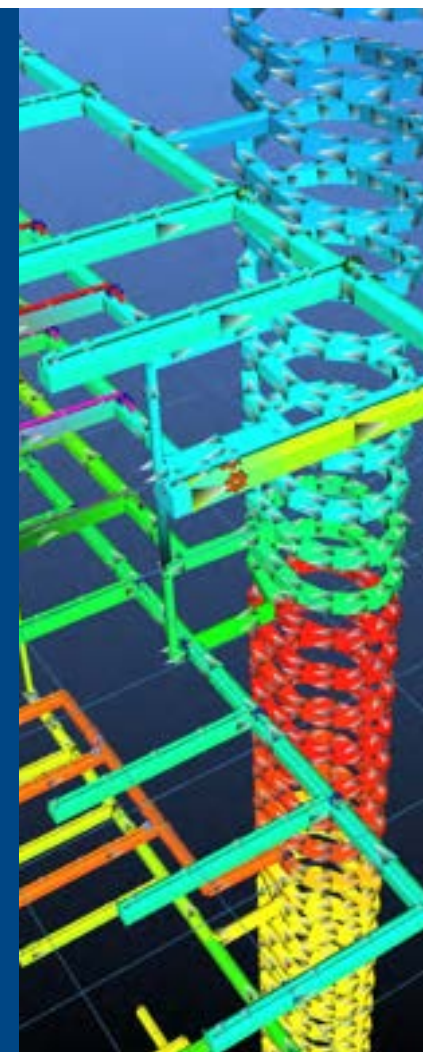
ENHANCING VENTILATION EFFICIENCY THROUGH DIGITAL INSIGHTS

As part of these advancements, Chart strengthened its Ventsim™ CONTROL platform with advanced dashboarding and reporting capabilities, enabling customers to better visualize and analyze critical ventilation data across operations.

In one recent customer implementation, these enhanced digital tools delivered measurable performance improvements over a four-month period, including:

- 39% reduction in ventilation power use
- Approximately 3,500 tons of CO₂ emissions reduced
- Approximately \$1 million in energy cost savings
- Faster, data-informed re-entry times, supporting increased production efficiency

These capabilities demonstrate how digital solutions can drive both operational performance and sustainability outcomes by enabling more precise control, improved visibility, and data-driven decision-making.



PERFORMANCE METRICS

	2023	2024	2025
Number of Team Members	11,576	11,898	11,777
Number of Sites	114	111	114
Scope 1 Emissions (MTCO ₂ e)	25,959	26,935	33,220
Scope 2 Emissions (MTCO ₂ e)	47,516	53,518	46,544
Total Emissions	73,475	80,453	79,765
Total Energy Consumed (GJ)	862,437	870,314	928,891
% from Grid Electricity	38.9%	44.3%	41.6%
% Electricity from Renewables	9.5%	7.7%	7.2%
Total Water Consumption (gallons)	227,387,787	336,141,697	288,081,572
Total Waste Recycled (MT)	13,607	9,321	9,710

¹ 2023 and 2024 metrics are inclusive of the combined business.

In accordance with SASB RT-IG-130a: % from Grid Electricity = Purchased Grid Consumption/Total Energy Consumption and % Electricity from Renewables = Renewable Energy Consumption/ Total Energy Consumption.

² As part of our commitment to continuous improvement and transparency, a routine internal audit of 2024 facility-level environmental data identified minor gaps in reporting. These have since been addressed, and the relevant figures have been updated accordingly. We remain committed to ensuring the ongoing accuracy, completeness, and transparency of our environmental disclosures.

DATA-DRIVEN ADVANTAGE

Chart leverages operational and performance data to help customers monitor energy usage, improve system efficiency, and identify opportunities to reduce environmental impact. Through digital monitoring and analytics capabilities, customers can gain greater visibility into asset performance across applications such as mining ventilation systems, LNG infrastructure, and wastewater treatment operations.

Chart has a strong track record for optimizing data visibility and performance tracking capabilities to support more informed operational decision-making. These efforts align with a broader focus on improving transparency, consistency, and reporting across systems.

Our Environmental Performance

In 2021, Chart established a goal to reduce greenhouse gas (GHG) intensity across company-owned operations by 30% by 2030, using 2020 as the baseline year. **After achieving this target ahead of schedule, we increased our ambition in 2022, committing to a 50% reduction by 2030.** This revised goal was successfully met in 2023, through continued operational efficiency and emissions management efforts. Chart has continued to maintain performance at or above this reduction level in both 2024 and 2025, reflecting the sustained impact of these initiatives across our operations.

In 2024, as part of our commitment to continuous improvement and transparency, we updated our GHG inventory to reflect changes in the scope and structure of our operations. This update, conducted in accordance with the GHG Protocol, included a comprehensive review of our Scope 1 and Scope 2 emissions data back to 2020. Using a consistent and rigorous methodology across our global footprint, we established 2023 as our baseline year to ensure emissions reporting accurately reflects our current operational profile.

Since establishing this baseline, we have continued to track emissions intensity to measure progress over time. In 2025, emissions intensity was 18.71 MTCO₂e per million dollars in revenue, representing a 13.8% decrease compared to the 2023 baseline.

Driving Environmental Performance Through Digitization

✓ Digital Enablement of Environmental Performance

In 2025, Chart advanced the digital infrastructure supporting operational visibility and environmental performance across our global footprint.

✓ ERP Data Integration & Power BI Visibility

Chart integrated most of its ERP systems into a centralized data warehouse, enabling near real-time visibility through Power BI dashboards. This increased transparency supports more timely reporting, performance tracking, and executive-level oversight of operational and environmental data.

✓ Maintenance Standardization through MaintainX

Chart continued deploying MaintainX, a digital maintenance platform that standardizes preventive maintenance practices across sites. The system enables shared procedures, centralized documentation, and improved tracking of maintenance activities – helping optimize equipment performance, reduce inefficiencies, and support more consistent environmental and operational outcomes.

✓ Improved Reporting Discipline

Enhanced digital tools and process automation have supported more consistent and timely reporting across facilities, strengthening data reliability and performance management capabilities.

This reflects continued progress in improving emissions efficiency, even as overall emissions were influenced by changes in operational activity, and underscores our continued focus on strengthening emissions management across our sites.

In addition, 2024 marked the establishment of baseline data for waste and water across our operations. In 2025, we continued to build on this foundation to improve data consistency and tracking capabilities.

Total water consumption was 288,081,572 gallons, representing a 14.3% decrease compared to 2024, while total waste recycled was 9,710 metric tons. We remain focused on strengthening water and waste management practices and improving resource efficiency across our operations.

INCORPORATING SUSTAINABILITY IMPACT INTO CAPITAL PLANNING

Chart integrates sustainability considerations into its Authorization for Expenditure (AFE) process. Team members proposing plant-improvement capital projects are asked to identify the estimated carbon emissions reduction or other sustainability impacts associated with the proposed investment.

Incorporating sustainability impact into capital planning provides additional visibility into the environmental benefits of capital expenditures and enables the sustainability team to track progress and better understand carbon-reduction opportunities across company sites. While these considerations help inform decision-making, they serve as a qualitative input rather than a formal approval criterion within the capital allocation process.

This sustainability incentive within the AFE process originated from a project led by Chart's Emerging Leaders Group and is now managed by the sustainability team.

ENERGY USE

Chart continues to implement initiatives across its global operations to improve energy efficiency and reduce overall energy consumption. These efforts include energy-efficient lighting upgrades, motion sensor installations, and ongoing evaluation of renewable energy opportunities at the site level. 2025 highlights include:

- Installation of a solar water-heating system in Mexico City, expected to **reduce LP gas consumption by 60–80% and avoid approximately 4,300 kg of CO₂ emissions annually.**
- Deployment of a solar energy system in Changzhou, China, projected to **generate renewable electricity equivalent to approximately 35% of the facility's annual consumption.**
- Completion of Phase 2 of a solar photovoltaic expansion at our Chart Ferox site in Děčín, Czech Republic, **adding approximately 750 MWh of renewable energy generation and reducing emissions by an estimated 320 tons of CO₂ per year.**

Data-Driven Energy Management in Frankenthal, Germany

In 2025, Chart's Howden Turbo facility in Frankenthal, Germany implemented the MessDas energy management system, a real-time metering and monitoring platform providing detailed visibility into electricity, heat, and compressed air consumption across the site.

The system includes approximately 140 meters installed across buildings and production areas, enabling teams to identify major energy users and implement targeted efficiency improvements. Actions taken include optimizing equipment usage, shifting energy-intensive processes to align with renewable energy availability, and reducing unnecessary energy consumption during non-operational hours.

By enhancing transparency and enabling data-driven decision-making, the system supports continuous improvement in energy efficiency and emissions reduction. This initiative was recognized internally with a "Best Environmental Impact Award."



WATER MANAGEMENT

In addition to supporting customers in managing water use, Chart monitors and analyzes water consumption across its global facilities. We continue to identify opportunities to reduce water use and increase recycling, harvesting, and reclamation efforts at the site level. For example, at our Hosur, India facility, effluent water is captured and treated for reuse in landscaping applications. At many of our manufacturing facilities, our ChartWater™ water and wastewater treatment systems are installed for contaminant removal, treatment, and reuse efforts locally.

We work with third-party vendors to enhance rainwater harvesting and wastewater recycling capabilities across our operations. Though water consumption levels may fluctuate year over year depending on production volumes, particularly where hydrostatic testing of cryogenic equipment requires significant water use, we are committed to efficient and careful use of water and other natural resources.

Chart remains committed to identifying additional opportunities to reduce water use and improve recycling efficiency across facilities.

Sustainable IT

1.2M

Pages not printed

150M

BTUs of energy saved from not printing

142

Trees saved from not printing

105,000

Pounds of CO₂ emissions avoided from reduced printing

784

Tons of CO₂ emissions prevented from zero landfill recycling

289,642

Kilograms of CO₂ emissions saved through the decommissioning of IT equipment

51.25

Metric tons of CO₂ reduction because of updating Chart computers to Windows 11

78.630

Kilowatt per hour power saving because of updating Chart computers to Windows 11

AVOIDED EMISSIONS

Chart continues to reduce paper consumption and associated emissions by digitizing workflows and increasing use of digital systems across its global operations. Expanding digital platforms and centralized data visibility supports operational efficiency while reducing reliance on paper-based processes.

Partnering with Kathairos to Eliminate Methane Emissions Through Nitrogen Innovation

Chart continues its partnership with Calgary-based Kathairos Solutions, supporting oil and gas producers in reducing methane emissions by utilizing nitrogen-powered systems for remote well-site pneumatic devices.

This collaboration enables producers to eliminate methane emissions associated with traditional pneumatic systems.

This initiative resulted in:

- 467,496 tons CO₂e emissions eliminated in 2025
- 938,679 total tons CO₂e emissions eliminated to date
- 2,879 N₂ tanks deployed to date



Industry Associations

Chart plays a leading role in advancing the energy transition, industrial gas safety, LNG infrastructure, hydrogen development, and clean water solutions through active participation in industry associations and policy engagement. In 2025, Chart continued to collaborate with policymakers and industry groups to support hydrogen advancement, strengthen safety standards, expand LNG infrastructure, and address emerging energy demands, including those driven by data centers.

CHART CONTRIBUTES TO THE GLOBAL CONVERSATION ABOUT ENERGY TRANSITION AND SUSTAINABILITY THROUGH OUR ASSOCIATION WITH:





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**SUSTAINABILITY
REPORT**

/ PART 5

SOCIAL

ABOUT



LETTER



HIGHLIGHTS



ENVIRONMENT



SOCIAL



GOVERNANCE



APPENDIX

In 2025, Chart reinforced its commitment to fostering a safe, ethical, and rewarding workplace, advancing programs, policies, and practices that embody our culture and align with our long-term business strategy. Our human capital management framework remains guided by our core values and strategic priorities and is designed to attract, develop, and retain a diverse, high-performing workforce.

Our focus this year is centered on emphasizing our safety culture, expanding continuous learning and development opportunities, and embedding these priorities across our global operations. We made significant progress in our Environmental, Health and Safety (EHS) governance and audit programs, reflecting our ongoing dedication to operational excellence and consistency across our sites. These efforts contributed to achieving our lowest TRIR of company history, underscoring the effectiveness of our proactive safety approach and risk management initiatives.

We continued to advance leadership development, technical training, and continuous learning as central pillars of our talent strategy. We were also proud to see continued engagement with our Employee Resource Groups (ERGs), which play a vital role in fostering inclusion, belonging, and cultural awareness across the organization. These groups helped drive new initiatives that strengthened employee engagement and supported our collective commitment to an inclusive workplace.

Chart's team members once again demonstrated our shared values in action through active volunteerism, community outreach, and our Giving Back Program. For the second year in a row, over 25% of Chart's global team members participated in our Giving Back Program, dedicating their time and resources to food banks, civic organizations, and other noteworthy causes. We continue to demonstrate responsible corporate stewardship and make a positive impact in the communities where we live and work through these collective efforts.

Employee Health and Safety

The safety and health of our team members remains our top priority as we work to build and sustain a zero-incident culture. Guided by our unified [OneChart™ Environment, Health and Safety \(EHS\) Policy](#), we are committed to providing secure and healthy workplaces that meet or exceed regulatory and internal standards. This commitment is supported by comprehensive training, proactive risk assessments, and strong safety leadership to protect every team member, whether in the office, on a production floor, or at a customer site.

We take EHS responsibilities seriously, positioning Chart as a proactive industry leader. Through our integrated EHS management approach, we continuously enhance operational performance, safeguard our people, and ensure consistent delivery of high-quality products and services.

Global Annual Safety Highlights

Americas

Maintained a Lost Time Injury Rate (LTIR) at or below 0.11 throughout the year, reaching an exceptional low of 0.07.

China

Achieved eight consecutive months incident-free, surpassing 2.8 million hours without a recordable incident, and maintained a 12-month rolling LTIR of 0.00 for four consecutive months in 2025.

AMIA

Recorded five consecutive months incident-free, exceeding 2.8 million hours worked without a recordable incident during 2025.

Europe

Reached a global record low 12-month rolling Total Recordable Incident Rate (TRIR) of 0.11 in September 2025 and surpassed 3.6 million hours incident-free.



POLICIES & PRINCIPLES

To achieve our objectives, we adhere to strict EHS Principles that apply to everything we do:

- Our safety foundation is based on the belief that all safety incidents are preventable.
- Any safety incident that does occur will be used as a learning opportunity.
- Safety is everyone's responsibility.
- No task is so important that it cannot be done safely.
- The protection of people and the environment is the highest value of our operating culture.
- Everyone at Chart has "Stop Work Authority" – meaning they are empowered, authorized, and expected to stop work if they see a potentially unsafe situation.

Our OneChart™ EHS Policy

Applicable to all Chart team members, customers, suppliers, partners, and contractors, encompasses our Vision, Key Principles, Priorities, and Actions. This policy continued to be embedded throughout 2025, outlining the essential actions that support our health and safety objectives, all aimed at achieving operational success. Key components include regular reviews of EHS performance at the highest levels of the organization, ongoing training to empower our staff to work safely and sustainably, and the establishment of a variety of performance measures to track our progress. These initiatives collectively strengthen our commitment to a safe and healthy workplace for everyone involved.

Our EHS team has implemented a comprehensive scorecard across all facilities that integrates both leading and lagging indicators to track and strengthen performance. Through 2025, our EHS scorecard continued to drive a targeted approach to the management of EHS outcomes while providing clear pathways for continuous improvement.

Key measures include hazard reporting ratios per headcount, near-miss management, Visible Felt Leadership where senior leaders actively engage with teams to reinforce safety behaviors, and the use of Global Safety Flashes which are used to share safety learnings across sites. Together, this scorecard ensures active engagement in addressing risks and eliminating unsafe conditions and behaviors throughout our global operations.

Each location continues to maintain a monthly compliance schedule and implements corrective and preventive action plans following evaluations to ensure adherence to all applicable laws, regulations, and company standards. Global Safety Alerts remain an important mechanism for communicating required actions and ensuring timely closure and verification through our EHS scorecard key performance indicators (KPIs). As our EHS scorecards, standards, and auditing practices became further embedded during 2025, these improvements enhanced oversight, consistency, and performance management at every level of the organization.

In 2025, following a rigorous benchmarking exercise with several best-in-class peer companies, we implemented a Global EHS Audit Program supported by our peer-to-peer audit network. The new framework combines self-assessment and peer-to-peer reviews to deliver deeper insights into site-level safety performance and identify areas for improvement and best practices to share globally. Each audit produces a detailed site risk profile, enabling a more proactive approach to risk mitigation.

A tracking system that provides monthly updates on site performance and progress against corrective actions also helps to maintain visibility and accountability.

*Our safety and environmental programs and practices reflect requirements of the **ISO 45001 Occupational Health & Safety standard for management systems** and the **ISO 14001 standard for environmental management systems**. All our major facilities comply with ISO 45001 and ISO 14001 standards, while other sites adhere to relevant requirements based on local operational contexts. This approach enhances safety and improves environmental performance across our operations. We assist sites that increase their work scope or are newly acquired in becoming certified.*

HEALTH & SAFETY GOVERNANCE

Establishing a culture of safety and accountability starts at the highest levels of our organization. In 2025, our CEO remained actively engaged in EHS performance, closely tracking trends and reinforcing expectations across all operations. Our governance framework provides critical structure and oversight. Regular reviews by safety and regional EHS leaders, supported by monthly performance reporting to executive leadership and the Board, strengthen transparency and accountability. Additionally, Chart sites report on safety metrics monthly to segment and functional leadership. We also conduct report-out meetings in the event of recordable incidents or high-potential near misses with all plant managers, ensuring that a wide range of perspectives contribute to our safety efforts. Job hazard analyses continued to inform risk evaluations and mitigation planning across all sites. In the event of an accident, we employ a standardized form to document the incident, conduct a root cause analysis, implement corrective measures, and share findings within 24 hours. This proactive approach ensures that we learn from incidents and continuously improve our safety practices.

TARGETED SAFETY INITIATIVES AND ENGINEERING CONTROLS

We also advanced several global risk reduction programs, including a comprehensive grinder safety initiative that replaced older equipment with upgraded models featuring enhanced safeguards, as well as machine guarding and ladder reduction programs that systematically eliminated key hazards. These efforts, coordinated across operations and leadership teams, reinforced shared ownership of safety performance.

SAFETY STAND-DOWNS AND LEARNING CULTURE

Leadership also conducted coordinated safety stand-downs to address the underlying root causes of any increases in incident rates.

The scale of these stand-downs was a hallmark of 2025. Conducted in both small-area sessions and sitewide forums, they focused on current risks, recent incidents, and near misses. Lessons learned from any event with broader company implications were promptly shared across the global network, ensuring rapid, data-driven improvements.

BY COMBINING PROACTIVE RISK MANAGEMENT, CONTINUOUS OVERSIGHT, AND RECOGNITION OF SUCCESS, **WE CONTINUE TO FOSTER A WORLD-CLASS EHS CULTURE FOCUSED ON ZERO HARM AND CONTINUOUS IMPROVEMENT.**

Our Safety Performance

Chart's US facilities comply with all applicable Occupational Safety and Health Administration (OSHA) standards and internal company requirements, while our international locations adhere to relevant health and safety laws in the jurisdictions where they operate. We also hold contractors to the same high standards, requiring them to complete an EHS assessment that verifies the existence of a safety policy, appropriate training programs, and the implementation of all necessary safety measures prior to work at any Chart site. Each facility upholds our Occupational Safety and Health Program requirements, which cover training, reporting, accident investigation, auditing, and compliance. Sites are required to maintain active safety committees composed of team members and to operate safety suggestion programs that encourage continuous improvement. Hourly team members are recognized and rewarded for submitting safety and hazard identification cards, reinforcing engagement and accountability. Facilities achieving record durations without workplace incidents are celebrated at least twice annually, reflecting our shared commitment to a culture of safety excellence.

CHART TEAM MEMBERS HAVE **"STOP WORK AUTHORITY"** AND ARE EMPOWERED, AUTHORIZED, AND REQUIRED TO STOP WORK IF THEY'RE CONCERNED THAT A JOB OR PROCEDURE IS UNSAFE OR DANGEROUS.

In 2025, we had 53 recordable incidents at our global locations, compared to 56 in 2024. As safety is our top priority, we will not be satisfied until we have zero incidents. We also track the number of days since the last recordable incident at all our facilities.

To measure safety performance, our primary indicators are the Total Recordable Incident Rate (TRIR), Days Away, Restricted or Transferred Rate (DART), and Lost Time Injury Rate (LTIR).

SAFETY PERFORMANCE METRICS

	2023	2024	2025
Total Recordable Incident Rate (TRIR)	0.53	0.40	0.38
Days Away, Restricted or Transferred Rate (DART)	0.28	0.19	0.16
Lost Time Injury Rate (LTIR)	0.20	0.10	0.12

LTIR is calculated as (number of lost time incidents x 200,000) / (total hours worked), consistent with US OSHA recordkeeping standards.

We prioritize safety and product quality through our robust health, safety, and environmental management practices. Our commitment is demonstrated by site-specific quality systems and certifications, tailored to meet local requirements and industry standards.

People, Culture & Belonging

We respect and value the culture, identity, and experiences of every individual. Our people, culture, and belonging initiatives, guided by our Global Diversity and Inclusion Committee, promote a workplace where all team members feel recognized, supported, and empowered. This inclusive environment enhances well-being and belonging while driving innovation, improving product quality, and strengthening customer relationships. We believe that people, culture, and belonging are integral to every aspect of our business, and we actively create opportunities for team members to develop, contribute, and make a meaningful impact. The pillars of our people, culture, and belonging program include:

- **Employee Resource Groups (ERGs)** – We believe ERGs, such as our Chart Network of Women (NOW), create a sense of belonging and empower team members to grow personally and professionally.
- **Innovation** – Through events, campaigns, and activities such as our Global Innovation Contest, we encourage creative and original thinking and leverage global team members' diversity of thought and perspectives. Innovation is one area that sets us apart, so we are committed to fostering it.
- **Communication** – To reach and exceed our goals, it's incumbent upon us to effectively communicate our programs and progress to all team members and external stakeholders, through internal and external channels.
- **Recruiting & Retention** – To ensure top-level talent and diversity within our business, we're increasing partnerships with organizations that promote female engineers, military veterans, and Historically Black Colleges and Universities (HBCUs), to name a few.
- **Giving Back** – To support local communities, we reinforce our commitment to volunteerism and social responsibility through our OneChart™ Giving Back Program.





TOP EMPLOYER RECOGNITION – SOUTH AFRICA

In 2025, Chart's Howden Africa team was recognized as a Top Employer 2026 by the Top Employers Institute, earning distinction in the Construction Services and Engineering category. The Top Employers Institute is a globally recognized organization that certifies companies based on a rigorous assessment of people practices, including talent strategy, leadership development, workplace culture, learning, diversity and inclusion, and employee experience.

Employee Engagement Drives Innovation

In 2025, for the fourth consecutive year, we invited team members worldwide to participate in our Global Innovation Contest, continuing our commitment to fostering creativity and collaboration across the organization. We received hundreds of submissions from team members representing diverse regions and functions. A cross-functional panel of experts evaluated the entries, narrowing them to a group of finalists reviewed by Chart's executive leadership team, who selected five winning ideas.

This year's winning projects span across Aftermarket Strategy and Digital Enablement, Product Technology, Artificial Intelligence and Advanced Analytics, Manufacturing, and Safety, reflecting the diversity of our business and the variety of thoughts and perspectives across our global organization, which is something that has continued to allow us to innovate and establish ourselves as global industry leaders.



OUR EMPLOYEE RESOURCE GROUPS (ERGS)

We continued to strengthen our culture of inclusion through our global Employee Resource Groups (ERGs). We substantially expanded our Chart Network of Women (NOW) ERG, and total global ERG participation now exceeds 400 team members across more than 10 countries. Each ERG operates with a high level of employee ownership, with chapters that are employee-led. They each adapt their focus areas to ensure local perspectives, issues, and community needs are effectively represented and addressed.



Chart NOW

300+ team members



Chart Pride

50+ team members



Chart Rise

40+ team members



Chart Prime

70+ team members



Chart Veterans

50+ team members



Leadership Support Encouraging ERG Participation

In September 2025, CEO Jill Evanko served as keynote speaker at the Women in Logistics Leadership Conference in Humble, Texas, speaking on ***“Perseverance: Thriving Through Challenges and Change.”*** Members of the Texas NOW chapter attended, reinforcing the connection between executive leadership and employee-led inclusion initiatives.

SPOTLIGHT: CHART NETWORK OF WOMEN (NOW) IN 2025

In 2025, Chart substantially expanded its Network of Women (NOW) group, with membership growing to more than 300 team members globally and new chapter activity across multiple regions.

NOW chapters delivered a range of initiatives focused on professional development, well-being, community engagement, and connection. Some examples from 2025 include:

- **India:** Hosted a financial wellness workshop attended by nearly 200 team members, as well as an International Day of the Girl Child campaign encouraging employees to share messages of empowerment for the next generation of women.
- **Houston, Texas (USA):** Led a community outreach initiative supporting families with urgent neonatal care needs and participated in industry leadership events to strengthen visibility and representation of women in logistics and manufacturing.
- **New Prague, Minnesota (USA):** Organized a global awareness event focused on breast and prostate cancer prevention and screening, offered both onsite and virtually to employees worldwide.
- **Frankenthal, Germany:** Launched a new NOW chapter, bringing together colleagues to foster networking, mentorship, and professional growth.

These initiatives reflect NOW's mission to support the personal and professional development of women across Chart while strengthening connection, inclusion, and community across our global footprint.



RECRUITING AND ENGAGING A DYNAMIC TALENTED WORKFORCE

We uphold the principles of respect, fairness, and equal opportunity in every aspect of employment, from recruitment and hiring to training and advancement. Employment decisions are based solely on individual qualifications and business needs. As an Equal Employment Opportunity (EEO) employer, we are committed to maintaining a workplace free from discrimination and harassment. We do not discriminate on the basis of race, color, religion, sex, gender identity or expression, sexual orientation, pregnancy, age, national origin, disability, veteran or military status, marital status, genetic information, or any other characteristic protected by law. We also provide promotion and career development opportunities in a non-discriminatory manner and fully comply with all applicable local, state, and federal equal employment regulations. This commitment extends to all employment practices, including recruitment, placement, promotion, compensation, benefits, training, leaves of absence, and terminations.

Our HR team continues to collaborate with educational institutions, business associations, and technical and trade organizations to attract a diverse pipeline of talent. Partnerships with Historically Black Colleges and Universities (HBCUs), technical schools, and universities, many with exemplary STEM programs, are central to these efforts. Through initiatives such as sponsored engineering capstone projects, we help bridge the gap between academic learning and industry application. Our HBCU partnerships have helped drive record representation within our Rotational Engineering and Internship Programs.

By the end of 2025, women made up 27% of participants, while 36% identified as coming from diverse backgrounds across our Emerging Leaders Program, Rotational Engineering Program, Finance Leadership Program, and Internship Programs. In 2025, we also increased the hiring of women in manufacturing and engineering roles compared to 2024, conducted gender pay studies, and implemented compensation strategies to promote equity. In addition, we actively support supplier diversity by engaging with female- and veteran-owned businesses.

Our talent management strategy is designed to build a globally integrated workforce that leverages diverse skills and perspectives, fostering innovation, creativity, and workplace well-being while advancing our long-term sustainability objectives.

INCLUSIVE WORKPLACE CULTURE

We recognize the importance of fostering an inclusive workplace culture and have implemented unconscious bias training for all new hires and supervisors. This program increases awareness of implicit biases that may influence decision making and workplace interactions, while providing practical tools to identify and mitigate them. By encouraging reflection and open dialogue, the training helps build a more equitable environment where diverse perspectives are valued and every team member feels respected and included.

Our ERGs further strengthen this culture by creating spaces for connection, mentorship, and shared experiences. Through these groups, team members from different backgrounds and identities are empowered to contribute their ideas, support one another, and help shape an inclusive culture that recognizes and celebrates diversity across the organization.

Building Our Team for the Future

TALENT RETENTION

Our human capital strategy aligns all people-related initiatives with business objectives to drive organizational performance and deepen team member engagement. We recognize that our workforce is our greatest asset and remain committed to attracting, developing, and retaining top talent. In 2025, 21% of our team members had been with the company for more than ten years, reflecting the strength and stability of an experienced workforce capable of addressing our customers' complex needs. Our voluntary turnover rate also remained well below the industry average at 9.3%, a notable improvement from 9.6% in 2024.

CELEBRATION OF INTERNATIONAL WOMEN'S DAY AND WOMEN'S HISTORY MONTH

For the fifth consecutive year, Chart participated in Dress for Success's "Your Hour, Her Power®" campaign in celebration of International Women's Day and Women's History Month, supporting women globally in accessing career opportunities, achieving financial independence, and building confidence.

To mark International Women's Day, we highlighted inspiring women from across Chart through daily recognitions and a global social media campaign.

The campaign was also extended to include men, reinforcing that meaningful progress and equality are achieved when everyone works together to support one another.



RECOGNITION AS A TOOL FOR TALENT RETENTION

Chart celebrated International Project Management (PM) Day 2025, recognizing the exceptional contributions of our Project Managers and Project Teams across all regions. Their leadership, innovation, and technical expertise continue to drive successful project delivery and create real value for our customers and our business.

To mark the occasion, we launched our first-ever PM Career Week, a global initiative dedicated to showcasing the talent, passion, and career journeys of our PM community. Highlights included:

- Daily spotlight videos sharing PM career stories and insights
- The “PM Perspectives” series, featuring more than 30 unique career journeys
- Live panel discussions and Q&A sessions to encourage knowledge sharing
- Team challenges and competitions to engage and connect colleagues across regions

As part of this celebration, we also introduced a formal mentorship program, which has already received positive feedback from both mentors and mentees.



COMPREHENSIVE EMPLOYEE EXPERIENCE

Our dedicated Human Resources and Employee Engagement team emphasize developing a comprehensive and positive team member experience that encompasses several key elements:

- **Safe and Comfortable Workplaces:** We ensure that our work environment is safe, well-equipped and comfortable for all team members.
- **Supportive Atmosphere:** Our culture fosters a supportive atmosphere where team members feel valued and cared for, promoting overall well-being.
- **Respectful Manager-Employee Relationships:** We prioritize productive and respectful relationships between managers and team members, which are essential for a healthy workplace.
- **Open Communication Channels:** We have established open channels for team members to voice concerns or share opinions, with a firm commitment to addressing issues promptly and effectively. Senior leadership actively encourages direct engagement from team members, fostering a culture of transparency and responsiveness across the organization.

INTERNSHIPS AND EARLY-CAREER INITIATIVES

We recognize the importance of developing the next generation of talent through our comprehensive internship and new graduate programs. These initiatives provide students and recent graduates with hands-on experience, professional growth opportunities, and direct exposure to projects that advance both their careers and our organizational goals.

In 2025, we welcomed a record 38 interns to the OneChart™ team, our largest class to date. This group represented 16 universities, 14 majors, and 14 sites across the business. More than a quarter were returning participants, including three interns who joined the program for a third consecutive year. Our CEO personally met with the entire class to discuss the company's mission, as well as their summer projects and career aspirations. From engineering and IT to finance and HR, interns delivered meaningful work that contributed tangible value across our global operations.

We also expanded our new graduate programs in Hyderabad, India, onboarding 23 mechanical and chemical engineers and five finance and accounting graduates into our trainee program. We continue to partner with a diverse range of universities and technical institutions, building a dynamic pipeline of talent with fresh perspectives, innovative ideas, and strong technical foundations. Our internship and early-career initiatives are central to our long-term talent strategy.

TRAINING AND DEVELOPMENT

Our commitment to training and development is reflected in targeted initiatives that build team member skills, adaptability, and long-term growth. We provide a wide range of professional development opportunities to support career advancement and align individual capabilities with our evolving business strategy. Collaboration across regions and functions is encouraged to promote knowledge sharing and seamless teamwork.

To further support continuous learning, we offer tuition assistance for team members pursuing formal education, along with a robust suite of free online training resources available globally. These materials cover diverse topics, from project management certification and technical expertise to leadership and communication skills, empowering team members to expand their knowledge and realize their full potential.

We are dedicated to fostering a culture of continuous learning and development within our organization through various initiatives, which continued to expand in 2025. Over the past year, our programs reached a new level of maturity, driven increasingly by team members themselves who are taking active ownership of their growth and collaboration. This evolution has resulted in greater cross-regional interaction, with teams connecting globally to share best practices, develop joint learning projects, and launch peer-led initiatives. It has been encouraging to see participants proactively shape their own professional development experiences, reflecting the growing depth and resilience of our learning culture across our global network.

Training and Learning Metrics

In 2025, our team members completed **36,615 hours** of training, equating to approximately **3 hours and 11 minutes** of training per team member. This does not include the nearly **28,000 courses** we offer on our local learning platforms, which team members take advantage of frequently.

CHART ROTATIONAL ENGINEERS AND EUROPEAN GRADUATE PROGRAM

Over the past year, our Chart Rotational Engineers and European Graduate Program came together to host joint sessions focused on building skills, sharing knowledge, and strengthening connections worldwide. These sessions feature presentations, problem-solving, and career insights, showcasing the best of our OneChart™ culture. In October 2025, our CEO joined as a guest speaker to share insights into her own career journey and lessons learned along the way, the backstory of bringing Chart and Howden together, as well as how to think about building resilience for generations to come.



Our talent development programs include:

- **Operational Leaders Program** – aimed at challenging participants to engage in developmental operations projects outside their usual assignments, allowing them to fast-track their learning while maintaining day-to-day responsibilities.
- **Emerging Leaders Program** – tailored to equip high-potential team members with the skills necessary to navigate leadership challenges and drive organizational success. The program focuses on high-impact, cross-functional global projects, with participants providing regular updates to executive leadership on progress and outcomes.
- **Technical Expertise Program** – a comprehensive program that brings together Fellows, Key Experts, and Subject Matter Experts to strengthen technical capabilities across the organization. In addition to mentoring and developing early-career engineers in our Rotational Engineering Program, the program plays a critical role in solving complex, high-impact engineering challenges and advancing technical excellence company-wide.
- **Rotational Engineering Program** – committed to providing new graduates with valuable experiences through hands-on engineering experience across various departments.
- **European Graduate Program** – designed to develop early-career talent in Europe through structured training, hands-on experience, and cross-functional exposure, supporting the development of technical and leadership capabilities across the business.
- **Finance Leadership Development Program** – dedicated to providing participants, including recent graduates, with comprehensive training in financial management and leadership principles.
- **Welding Council** – a cross-functional team of technical experts that establishes and standardizes welding procedures, qualifications, and quality requirements across the company. The Council ensures compliance with global codes and customer specifications, drives continuous improvement in welding processes, and supports manufacturing sites with best practices, training, and technical oversight to maintain safety, quality, and performance standards.

EMERGING LEADERS TEAM ADVANCING DATA VISIBILITY

One of the many standout achievements of our Emerging Leaders team this year was the development of a Power BI-based analytics solution that significantly enhanced enterprise-wide data visibility and decision-making. The team successfully integrated the majority of Chart's ERP systems, enabling near real-time access to critical operational data.

This integration allows users to analyze activities from multiple ERP platforms within a single environment and visualize results through interactive Power BI dashboards. The system provides the executive team with immediate insights into key operational metrics, such as daily invoicing forecasts, facilitating more responsive and data-driven management decisions.

Effective Engagement and Communication

CUSTOMER RELATIONSHIP MANAGEMENT

Fostering strong relationships with our customers is paramount. We have established structured channels for project reviews and open communication through regular reporting. Our approach includes:

- **Regular Project Meetings:** We conduct steering committee meetings at the executive level to ensure alignment and transparency.
- **Client Involvement:** We actively involve clients in decision-making processes by regularly seeking their guidance and feedback.
- **Adaptability:** We encourage adaptability in our projects to meet evolving customer needs.
- **Timely Communication:** Keeping projects on schedule and within budget is a priority, along with consistent updates on key milestones.

We place strong emphasis on understanding customer needs and preferences to enhance our service delivery and strengthen long-term relationships. To achieve this, we regularly gather client insights through monthly meetings and targeted quarterly surveys, ensuring their feedback directly informs our business strategies.

Our commercial teams maintain consistent, face-to-face engagement with customers, capturing valuable input from daily interactions across markets.

We also actively monitor customer complaints and analyze long-term trends, recognizing that our customers ultimately define quality and satisfaction. By actively listening and responding to their feedback, we not only improve our products and services but also build loyalty, trust, and sustained partnerships in a highly competitive marketplace.

STAKEHOLDER EDUCATION AND ENGAGEMENT

We continued to make significant progress in stakeholder education and engagement in 2025, strengthening dialogue across government, industry, and customer networks. Our efforts extended beyond communication to active collaboration on energy policy and industrial safety matters.

A key area of focus this year was advancing dialogue around the role of hydrogen in US decarbonization and energy security through our participation in the Fuel Cell and Hydrogen Energy Association (FCHEA).

In parallel, we continued our active participation with the Compressed Gas Association (CGA), contributing technical expertise to support the development of more stringent and effective safety regulations for the sector.

These collaborations reinforce our commitment to driving responsible industry standards and ensuring safe, reliable operations across the value chain.

EMPLOYEE FEEDBACK AND ENGAGEMENT

Gathering team member feedback is central to fostering collaboration and enhancing the overall employee experience. Team member-led initiatives encourage participation, build engagement, and strengthen our culture across regions. Through our Quarterly CEO Global Town Halls, team members receive regular updates on business performance, strategy, and key priorities, helping ensure alignment around shared goals. In addition, our CEO City Series provides monthly deep dives into specific functions, regions, or business areas, offering more focused insights and engagement opportunities.

Complementing these global forums, regional town halls and an open-door policy create channels for open communication, allowing team members to share feedback directly or anonymously. This dialogue is further reinforced through daily CEO recognitions, known as our “One Chart People Doing One Chart Things” spotlights, which recognize employees and teams who exemplify our values and inspire others. Regular discussions with team members, from early career team members to more seasoned professionals, further encourage connection, innovation, feedback, and continuous improvement.

Together, these initiatives elevate engagement, promote transparency, and reinforce a culture where every team member feels heard, valued, and empowered to contribute to Chart’s ongoing success.

MENTAL HEALTH AND WELL-BEING

We recognize that mental health is essential to overall well-being, engagement, and productivity, and our commitment to fostering a supportive work environment that prioritizes awareness and access to care has never been more important. In 2025, we expanded our mental health initiatives through a variety of programs designed to encourage open dialogue and provide meaningful support. These included speaker sessions, webinars, and lunch-and-learn events, as well as site-wide communications highlighting available resources and the importance of mental wellness.

Site leaders also incorporated mental health discussions into safety moments, emphasizing the bridge to overall well-being, while managers completed online training to better support their teams. Informal “Coffee Connect” sessions offered additional opportunities for team members to check in and share experiences in a relaxed setting.

ONECHART™ GIVING BACK PROGRAM

Chart’s Giving Back Program supports employee-led community engagement by providing both financial and time-based resources. Employees are eligible for a \$250 company fund match to support a charitable initiative or nonprofit organization of their choice, as well as one additional day of paid-time-off to volunteer. This program empowers team members to contribute to causes that matter to them while reinforcing Chart’s commitment to community impact.



Our comprehensive Employee Assistance Program (EAP) continues to provide confidential counseling, stress management tools, and educational workshops.

Chart is committed to creating a culture of understanding, respect, and care to further ensure all team members feel valued and supported.

Supporting Our Local Communities

EMPLOYEE VOLUNTEERISM & GIVING

We believe that our success is deeply connected to the well-being of the communities where we live and work. Our team members are dedicated to supporting their communities through initiatives that address local needs and create lasting positive impact. Guided by our commitment to sustainability, we focus our efforts on advancing education, promoting social equity, and strengthening environmental stewardship, driving meaningful change both locally and globally.

In 2025, our community support initiatives included, among others:

- **In Mirpur, Dhaka, Bangladesh, 25 of our current and former Rotational Engineers teamed up to donate to the Bidyanondo Foundation, a nonprofit organization supporting education for underprivileged and orphaned children in Bangladesh.**
- **In Děčín, Czech Republic, our team members supported residents of a local retirement home by fulfilling 90 “holiday wishes” with employees delivering gifts in person.**
- **In Bedfordview, South Africa, our team members provided essential resources to communities in need, such as dignity packs for students and sustainable hygiene solutions, as part of our commitment to giving back.**
- **In Ball Ground, Georgia (USA), we participated in the Cherokee County Bargain Hunter Coat Drive for the 8th year in a row to support The Children’s Haven, a nonprofit organization dedicated to supporting children impacted by abuse and neglect.**
- **17 of Chart’s Network of Women (NOW) ERG members in New Prague, Minnesota (USA) volunteered to pack food for starving children at the non-profit organization, Feed My Starving Children, to support their local community.**

We are also invested in advancing STEM education worldwide by providing resources and inspiration for students pursuing science, technology, engineering, and mathematics. Investing in the next generation of innovators is essential to driving progress, strengthening future workforces, and supporting a more sustainable global economy.

Some examples of our STEM outreach initiatives include:

- Our team in Scotland led a STEM Ambassador campaign, hosting activities, competitions, and outreach events designed to spark curiosity and bring engineering concepts to life.
- We partnered with institutions such as the Greater Peterborough University Technical College to help students better understand career opportunities in engineering and technical fields.
- At our Netherlands site, we welcomed students through the “Twente Goes Techno” program, giving them direct exposure to engineering environments and career pathways.
- In France, we worked with the Association Jeunes Ambassadeurs to connect students and young professionals with local industry and provide insight into the regional economic landscape.
- Our Mechanical Engineering Graduate Scheme continues to demonstrate strong outcomes and was reaccredited by the Institution of Mechanical Engineers (IMechE) through 2028.

STEM EDUCATION SPOTLIGHT: PRIMARY ENGINEER PROGRAM

Since 2022, Chart has supported Primary Engineer’s “If You Were An Engineer, What Would You Do?” competition, an initiative that introduces elementary school students to engineering through creativity and problem-solving.

The program encourages students to identify real-world challenges and design innovative solutions, helping build early interest in STEM and develop the next generation of engineers and innovators.

GIVING BACK HIGHLIGHTS

- ✓ Achieved over 25% participation in Chart-related volunteer initiatives through our Giving Back Program (for the second year in a row).
- ✓ 100% of regions participated in volunteer initiatives.
- ✓ Participation spanned dozens of sites and functions globally.
- ✓ Activities supported a wide range of community needs and causes including food security, environmental sustainability, disaster relief, STEM education, local community support, and more.
- ✓ Giving back efforts were predominantly employee-led and locally organized, enabled by global programs and resources.



BEING RECOGNIZED FOR OUR CSR EFFORTS

Our Chart Ferox team in Decin, Czech Republic recently received the Governor's Award for Social Responsibility, earning a special prize from the jury for its extraordinary contributions to their local communities and demonstrating a strong workplace safety culture.

The recognition underscores our commitment to our long-term sustainability strategy, with clear benefits for our people, company, and communities.

This year, 56 organizations from the private and public sectors – including large and small companies, and public institutions and municipalities – participated in the competition.





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Strong governance remains foundational to Chart's long-term success. Defined by our Board of Directors, our governance framework supports disciplined decision-making, proactive risk oversight, and responsible leadership. Through a continued focus on transparency, accountability, and ethical conduct, governance principles are embedded across our strategic and operational execution.

In 2025, the Board provided oversight during a dynamic year that included several strategic developments. Throughout these developments, governance discipline, risk oversight, and stakeholder transparency remained central priorities.

Board of Directors

Chart's Board of Directors oversee enterprise risk management, strategic direction, financial performance, and corporate governance policies. Directors are elected by shareholders and are required to comply with Chart's [Chart's Code of Ethical Business Conduct](#).

Independence remains a defining feature of our Board composition. In accordance with our [Corporate Governance Guidelines](#) and applicable regulations, directors must meet all applicable independence standards. As of December 31, 2025, Chart's Board of Directors consisted of eight members, seven of whom were independent. Our CEO, as a member of management, was not considered independent.

The Board has three standing committees that conduct regular business: [Audit](#), [Compensation](#) and [Nominations and Corporate Governance](#).

AUDIT COMMITTEE

The Audit Committee is responsible for overseeing the integrity of financial reporting and the Company's risk management processes. Management retains responsibility for identifying and managing day-to-day risks and provides regular updates to the Committee on financial, legal, regulatory, operational, and reputational exposures.

Senior leaders regularly attend Board and committee meetings to provide insight into emerging risks and strategic priorities.

COMPENSATION COMMITTEE

The Compensation Committee oversees executive compensation, including that of the CEO and other executive officers. Chart's compensation framework is designed to align executive incentives with financial performance, strategic execution, and long-term shareholder value creation.

Executive performance evaluation is tied to sustainability success indicators. Progress on environmental, health, and safety initiatives, operational efficiency, and broader sustainability objectives is considered in annual discretionary bonus determinations. This approach reinforces executive accountability for advancing Chart's sustainability commitments.

For more detailed information on executive compensation and governance practices, please refer to our [Proxy Statement for the 2025 Annual Meeting of Stockholders](#).

NOMINATIONS AND CORPORATE GOVERNANCE COMMITTEE

The Nominations and Corporate Governance Committee oversees Chart's corporate governance framework and ensures alignment between the Company's sustainability strategy and broader corporate policies. In addition to these responsibilities, the Committee monitors governance-related risks and recommends appropriate actions to address them.

The Committee also leads Board succession planning, identifying director candidates who bring diverse perspectives, industry expertise, and complementary skills aligned with Chart's strategic direction.

BOARD LEADERSHIP STRUCTURE

The Board retains the authority to determine the leadership structure that best supports the Company's long-term interests. During 2025, the roles of Board Chair and Chief Executive Officer were separated. This structure allows the CEO to focus on operational leadership and stakeholder engagement, while the Board Chair supports independent oversight and governance effectiveness.

This leadership model supported continuity and stability throughout 2025 as the Company navigated significant strategic developments.

87.5%	100%	37.5%	12.5%	89%	9
Board Independence	Board Committee Chair Independence	Female Directors	Diverse Directors	Director Attendance at Board Meetings	Board Executive Sessions

Ethics and Integrity

CODE OF ETHICAL BUSINESS CONDUCT

Integrity remains a cornerstone of Chart's culture and business practices. All members of our company are committed to operating in accordance with a comprehensive Code of Ethical Business Conduct that applies across all geographies and throughout our value chain.

Our Code reflects Chart's core values and establishes clear expectations for directors, officers, and team members when conducting business on behalf of the Company. It reinforces our commitment to fairness, transparency, and competition based solely on merit. To uphold these standards, we maintain policies and monitoring processes that help ensure compliance across our workforce, suppliers, and business partners.

All new hires acknowledge receipt and understanding of the Code during onboarding. In addition, team members complete annual compliance training covering topics such as anti-corruption, conflicts of interest, insider trading, trade compliance, and other key risk areas. Training completion is tracked through formal monitoring processes to ensure accountability and consistency across the organization.

As external expectations around corporate responsibility and transparency continue to evolve, Chart's commitment to ethical conduct through regular policy review and continued awareness initiatives remains unwavering.

ANTI-BRIBERY AND ANTI-CORRUPTION

Chart maintains a zero-tolerance approach to bribery and corruption. We comply with the US Foreign Corrupt Practices Act (FCPA) and all applicable anti-corruption laws in the jurisdictions where we operate.

Our anti-bribery framework is built on comprehensive policies and procedures aligned with US Department of Justice guidance. We implement robust controls, including risk-based due diligence, screening, and ongoing monitoring of third parties – such as independent sales representatives and other intermediaries. Through these measures, we actively mitigate corruption risks and ensure our business relationships uphold the same high ethical standards we expect within our organization.

REPORTING CONCERNS

All team members are expected to conduct business in accordance with our Code of Ethical Business Conduct, company policies, and all applicable local laws and regulations.

Designated ethics representatives are available to provide guidance and respond to compliance-related questions. Employees are encouraged, and expected, to report any potential violations to a supervisor, manager, ethics representative, or through the confidential and anonymous [Chart Ethics Hotline](#), which is administered by an independent third party.

All reported concerns are reviewed and investigated as appropriate. Substantiated issues are addressed in a timely and responsible manner, and outcomes are communicated proactively where appropriate.

INTEGRITY

Do what you say and do it responsibly. Honesty, trust, fairness, responsibility and the free exchange of ideas form the foundation of integrity.

We strictly prohibit retaliation against individuals who raise concerns in good faith. Our [Whistleblower Policy](#) safeguards employees who report misconduct and reinforces our commitment to maintaining a transparent, respectful, and accountable workplace.

SUSTAINABILITY OVERSIGHT, ACCOUNTABILITY AND CONTINUOUS IMPROVEMENT

Chart's environmental commitments are defined in our [Environmental and Sustainability Policy](#) and [EHS Policy](#). Oversight of material risks – including climate-related risks – rests with the Board of Directors, with the Audit Committee providing primary oversight of enterprise risk management.

Sustainability considerations are embedded into business planning and performance management. Since introducing a sustainability component into our short-term incentive program in 2021, we have continued to align executive compensation with measurable progress against environmental targets.

CLIMATE STRATEGY AND RISK OVERSIGHT

The Board of Directors maintains oversight of Chart's climate-related strategy and risk management approach. Through the Audit Committee, the Board recognizes that climate risks are interconnected with operational, regulatory, and market risks and ensures they are integrated into broader strategic and financial planning processes.

The Audit Committee meets at least four times annually and reports regularly to the full Board. Among its responsibilities, the Committee reviews potential business impacts associated with extreme weather events and other climate-related factors disclosed in our [Form 10-K](#), as well as evolving regulatory developments that may affect our operations and reporting obligations.

At the executive level, Chart's General Counsel and Director of Sustainability lead a cross-functional approach to climate risk management and strategy. This effort includes collaboration across Procurement, EHS, Investor Relations, and other key functions to monitor regulatory trends, stakeholder expectations, and operational risks. During 2025, this coordination was particularly important as external regulatory and policy landscapes continued to evolve across key markets, including hydrogen, LNG, and broader sustainability disclosure frameworks.

ENVIRONMENTAL MANAGEMENT AND OPERATIONAL EXCELLENCE

Chart is committed to meeting applicable regulatory, industry, safety, and environmental standards while striving to exceed customer expectations. ISO 14001:2015 remains our preferred best practice for environmental management systems across global operations. Our process for integrating newly acquired or expanded facilities into this framework is a focal point of our growth strategy.

Team members receive ISO-related quality and environmental management training to reinforce responsible environmental stewardship across our operations. We also encourage and recognize employee-driven suggestions that support continuous improvement in environmental and operational performance.

EXTERNAL BENCHMARKING AND TRANSPARENCY

Chart participates in recognized third-party sustainability assessments to benchmark performance and enhance transparency. We have reported to the S&P Corporate Sustainability Assessment (CSA) for several consecutive years and continue to see improvement in our performance, with scores increasing to 36 in 2025, compared to 32 in 2024 and 29 in 2023. This upward trend reflects ongoing progress in our sustainability practices and disclosures.

Following our initial response to CDP in 2024, Chart responded again in 2025 and received a “C” rating for the second consecutive year. This reflects consistent performance while the company continues to assess opportunities to enhance disclosure practices and strengthen performance tracking.

We also saw positive movement in external sustainability ratings, reflecting continued improvements in governance, transparency, and performance monitoring efforts.

GLOBAL SUSTAINABILITY COMMITTEE

Our Global Sustainability Committee brings together sustainability champions and subject-matter experts from across the organization, including EHS leaders, operations and facility managers, product leaders, compliance professionals, and other key functional representatives.

The Committee advances Chart’s sustainability priorities by:

- Sharing best practices across regions and business units
- Scaling successful local initiatives globally
- Monitoring compliance and regulatory developments
- Identifying opportunities for stakeholder engagement
- Serving as a collaborative forum for advancing continuous improvement

Through cross-functional collaboration and shared accountability, the Committee helps ensure sustainability considerations remain integrated into operational and strategic decision-making across the enterprise.

Reducing Supply Chain Risks

A resilient, transparent, and responsible supply chain is essential to Chart’s operational integrity and long-term sustainability objectives. We mitigate supply chain risks through structured supplier qualification processes, clearly defined contractual requirements, ongoing performance monitoring, and enterprise-wide risk management practices. In 2025, Chart formally published its [Supplier Code of Conduct](#) on its company website, enhancing transparency and advancing the maturity of our responsible sourcing practices.

In 2025, Chart formally published its [Supply Chain Due Diligence Policy](#) on its company website, enhancing transparency and advancing the maturity of our responsible sourcing practices. The policy currently applies to Chart Germany and its subsidiaries, reflecting processes that have long been embedded internally and supports compliance with evolving regulatory expectations across global markets.

Our Supplier Code of Conduct establishes clear expectations for ethical business practices, human rights protections, environmental stewardship, and compliance with the principles outlined in Chart’s Code of Ethical Business Conduct or equivalent standards. We monitor supplier performance through established oversight mechanisms and leverage third-party tools such as EcoVadis to evaluate key suppliers for environmental and climate-related risks.

To bolster supply chain resilience, we prioritize diversified sourcing strategies where feasible, including dual sourcing approaches to reduce dependency risks. In cases where sole sourcing is required due to proprietary technologies or customer specifications, we implement enhanced oversight and risk evaluation procedures.

Chart prioritizes supply chain transparency and maintains a firm commitment to the responsible sourcing of conflict minerals, reinforcing accountability throughout our value chain. As an active member of the Responsible Minerals Initiative (RMI), we utilize industry frameworks and third-party platforms, including iPoint, to support compliance with the US Securities and Exchange Commission’s conflict minerals rule. Separately, we leverage tools such as Sphera SCRM to enhance broader supply chain risk management and supplier oversight. We continue to assess sourcing practices related to tin, tantalum, tungsten, and gold through structured due diligence processes.

Upholding respect for human rights across our supply chain and safeguarding individuals from forced labor and human trafficking are of the utmost importance. Our commitments are outlined in our [California Transparency in Supply Chains Act](#) and [U.K. Modern Slavery Act](#) disclosure statements.

In 2025, no supplier noncompliance incidents were reported that required enforcement actions or corrective measures.

Investing in IT Cybersecurity

Chart delivers business-aligned IT solutions anchored in four strategic pillars: cybersecurity, infrastructure, applications, and emerging technologies. These pillars are integrated with our broader enterprise strategy and operational priorities.

Safety and risk management are foundational to Chart's values, and cybersecurity remains a strategic priority. We continuously enhance our defenses through ongoing employee awareness training and enterprise-wide controls that promote vigilance and accountability across the organization. Our security posture is independently assessed by a third-party rating firm, and we consistently maintain a security rating above industry averages.

As threats evolve, we remain committed to hardening our cybersecurity capabilities to protect our people, customers, and operations. Oversight of cybersecurity risk is led by our Cybersecurity Steering Committee, which includes the CEO and senior executive leadership. The Committee meets regularly to review our cybersecurity roadmap, assess emerging threats, evaluate incidents, and monitor global developments that could impact the organization. Our Chief Information/Security Officer provides regular updates to the Board of Directors on cybersecurity strategy, risk posture, and mitigation efforts.

Chart maintains comprehensive policies and controls covering prevention, detection, vulnerability management, and incident response to support compliance with applicable laws and regulations across our global operations. Our cybersecurity framework aligns with the Cybersecurity Maturity Model Certification (CMMC), formerly aligned with the National Institute of Standards and Technology (NIST) framework, and meets International Automotive Task Force cybersecurity requirements.

We also work to align with global data privacy regulations, including the EU and U.K. General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA), and China's Personal Information Protection Law (PIPL).

Privacy Notices for the [EU and U.K. GDPR](#) and the [CCPA](#) are publicly available on our website and describe how personal data is processed in connection with the use of our websites or in the course of contractual relationships with our business entities.





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APPENDIX A: SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

This table contains and refers to information related to the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods Sustainability Accounting Standard.

TOPIC	ACCOUNTING METRIC	CODE	UNIT OF MEASURE	2023	2024	2025	MORE INFORMATION
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	RT-IG-130a.1	Gigajoules (GJ), Percentage (%)	(1) 862,437 GJ (2) 38.9% (3) 9.5%	(1) 870,314 GJ (2) 44.3% (3) 7.7%	(1) 928,891 GJ (2) 41.6% (3) 7.2%	N/A
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) (2) fatality rate (3) near miss frequency rate (NMFR)	RT-IG-320a.1	Rate	(1) 0.53 (2) 0 (3) N/A	(1) 0.40 (2) 0 (3) N/A	(1) 0.38 (2) 1 (3) N/A	NFMR is tracked at site level only and is not tracked company wide.
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	Gallons per 1000 ton-miles	N/A		N/A	Not applicable. Chart does not manufacture medium- and heavy-duty vehicles or non-road equipment.
	Sales-weighted fuel efficiency for non-road equipment	RT-IG-410a.2	Gallons per hour	N/A		N/A	
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Watts per gallon	N/A		N/A	
	Sales-weighted emissions of: (1) nitrogen oxides (No _x) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Grams per kilowatt hour	N/A		N/A	
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	N/A	See our Conflict Minerals Policy .			N/A
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Reporting Currency	\$1,029.2 million	\$1,372.7 million	\$1,303.7 million	Includes revenue from repair, service and leasing.
Number of units produced by product category		RT-IG-000.A	Number	Not disclosed	Not disclosed	Chart continues to work through collecting and consolidating this data and will evaluate this for future reporting.	N/A
Number of Team Members		RT-IG-000.B	Number	11,576	11,898	11,777	N/A

APPENDIX B: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Chart considered recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) in the development of this report.

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Disclosure Focus Area	Recommended Disclosure	Reference
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Governance, pg. 47
	Describe management's role in assessing and managing climate-related risks and opportunities.	Governance, pg. 47
³ 2023 employee data as of December 31, 2023. 2024 employee data as of December 31, 2024. 2025 employee data as of December 31, 2025.		
STRATEGY		
Disclosure Focus Area	Recommended Disclosure	Reference
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Future Disclosure
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Future Disclosure
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° or lower scenario.	Future Disclosure
RISK MANAGEMENT		
Disclosure Focus Area	Recommended Disclosure	Reference
Disclose how the organization identifies, assesses and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	Future Disclosure
	Describe the organization's processes for managing climate-related risks.	Future Disclosure
	Describe how processes for identifying, assessing and managing climate-related risks and integrated into the organization's overall risk management.	Future Disclosure
METRICS AND TARGETS		
Disclosure Focus Area	Recommended Disclosure	Reference
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment, pg. 24
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Performance Metrics, pg. 24
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment, pg. 24

APPENDIX C: FORWARD-LOOKING STATEMENTS

Certain statements made in this report are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include statements concerning the company's business plans, including statements regarding pending and completed divestitures, acquisitions, investments, cost synergies and efficiency savings, objectives, future orders, revenues, margins, earnings or performance, liquidity and cash flow, capital expenditures, business trends, scope of market product offerings including clean energy market opportunities, governmental initiatives, including executive orders and other information that is not historical in nature. Forward-looking statements may be identified by terminology such as "may," "will," "should," "could," "expects," "anticipates," "believes," "projects," "forecasts," "outlook," "guidance," "continue," "target," or the negative of such terms or comparable terminology.

Forward-looking statements contained in this report or in other statements made by the company are made based on management's expectations and beliefs concerning future events impacting the company and are subject to uncertainties and factors relating to the company's operations and business environment, all of which are difficult to predict and many of which are beyond the company's control, that could cause the company's actual results to differ materially from those matters expressed or implied by forward-looking statements. Factors that could cause the company's actual results to differ materially from those described in the forward-looking statements include: the company's ability to successfully integrate recent acquisitions and achieve the anticipated revenue, earnings, accretion and other benefits from these acquisitions; slower than anticipated growth and market acceptance of new clean energy product offerings and the other factors discussed in Item 1A (Risk Factors) in the company's most recent Annual Report on Form 10-K filed with the SEC and Quarterly Reports on Form 10-Q, which should be reviewed carefully. The company undertakes no obligation to update or revise any forward-looking statement.



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