

# SUSTAINABILITY REPORT

Issued April 2024





NEXUS OF CLEAN™

ONECHART™

ONE GLOBE

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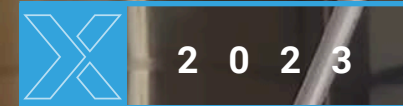
Appendix A: SASB

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**“We are committed to continuous improvement and growth in our ESG and sustainability journey, both for our customers and ourselves. Whether it’s by helping our customers achieve their net-zero targets or helping to solve some of the world’s most urgent challenges, we are continuously working to enable a cleaner future.”**

**JILLIAN EVANKO / CEO**  
CHART INDUSTRIES



ESG REPORT

/ PART 1

# ABOUT CHART



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Chart Industries Inc. (NYSE: GTLS) is an independent 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. The company’s 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. Chart is a leading provider of technology, equipment and services related to liquefied natural gas, hydrogen, biogas and CO<sub>2</sub> capture, among other applications.

Chart is committed to excellence in environmental, social and governance (ESG) performance for our company as well as our customers, suppliers and partners. With 64 global manufacturing locations and over 50 service centers throughout the U.S., Europe, China, Australia, India and South America, we maintain accountability and transparency to our team members, suppliers, customers and communities. Based in Ball Ground, Georgia, USA, Chart’s total headcount as of December 31, 2023, was 11,576 global team members. To learn more, visit [www.Chartindustries.com](http://www.Chartindustries.com).



Lloyd Wiechmann, a 35+ year shop floor team member based in New Prague, Minnesota, rang the New York Stock Exchange (NYSE) opening bell on Monday, February 13th.



## OneChart™

OneChart™ refers to Chart being one global company with a family of various brands. These brands include AdEdge, Air-X-Changers, BlueInGreen, Burton Corblin, ChartWater™, CPI, Cryogenic Service Center, Cryo Technologies, Earthly Labs, FEMA, Flow Instruments, Fronti Fabrications, GOFA, Howden, Hudson, IMB, Kuhnle, Kopp & Kausch, L.A. Turbine, Maintenance Partners, Peter Brotherhood, Rothemuhle, Sustainable Energy Solutions, Smithco, Spencer, Thomassen Reciprocating Compressors, Turblex, Turbo, VCT Vogel, and VRV.





## CHART VALUES

1

### SAFETY

If it can't be done safely, don't do it.

2

### STRONG WORK ETHIC AND INTEGRITY

Work ethic is an attitude of determination and dedication toward your job. Do what you say and do it responsibly.

3

### STAKEHOLDER ORIENTATION

We're dedicated to meeting the expectations and requirements of all stakeholders.

4

### GIVING BACK, HAVING FUN

Fun, challenging, rewarding, individual growth opportunities.

5

### DELIVERING RESULTS: ACTIVELY SEEK PROFITABLE GROWTH

Pursue all appropriate value-increase strategies.

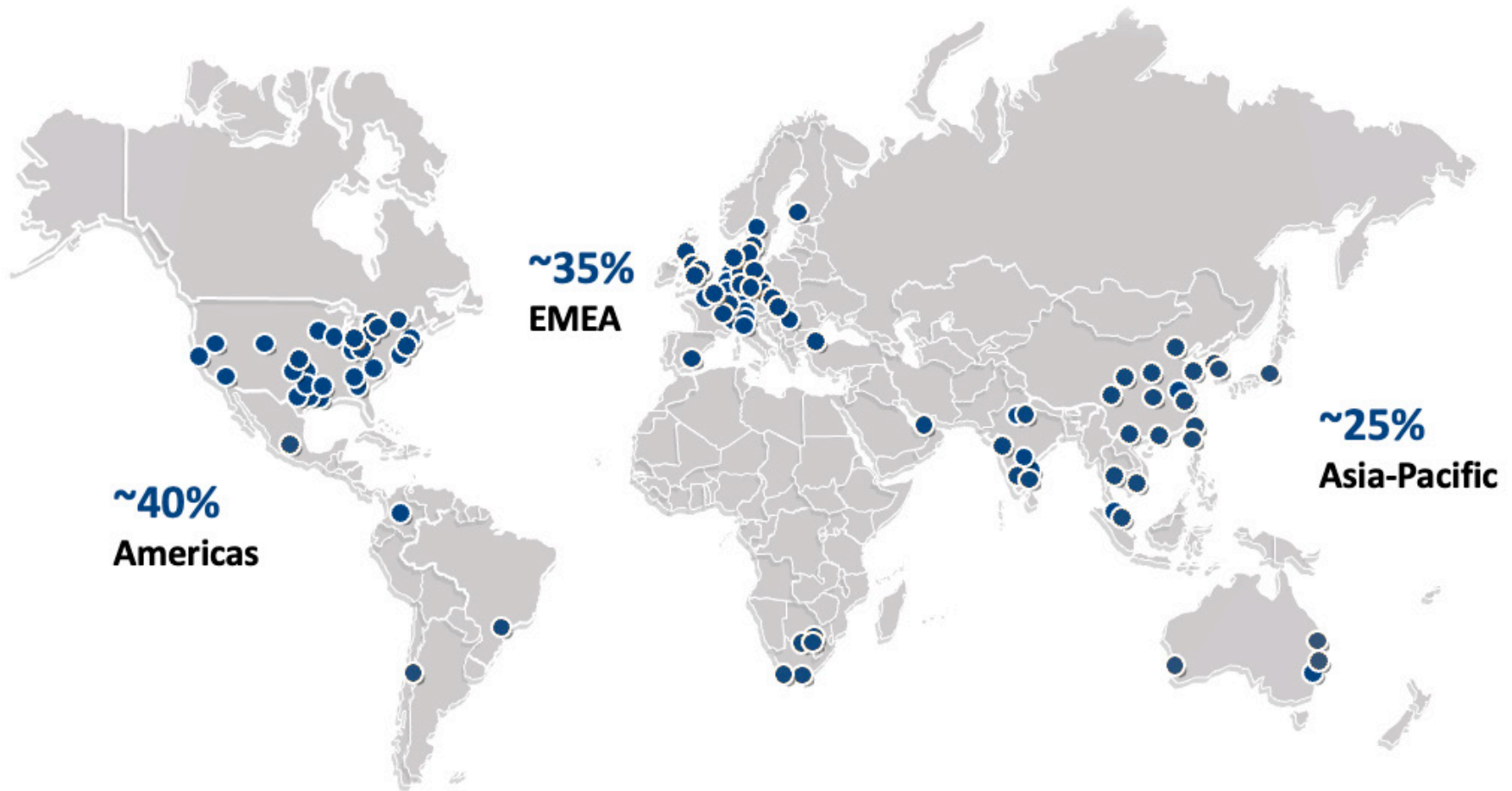
## Building Solutions for a Sustainable Future

The strategic combination of Chart and Howden in March 2023 brought together two market-leading businesses dedicated to helping customers achieve their sustainability goals. Strong alignment between the two companies and our complementary products and expertise in building integrated systems aided a seamless transition.

We can deliver complete solutions and packages across multiple markets such as industrial gas, energy, hydrogen, carbon capture utilization and storage (CCUS), energy recovery, water treatment and liquefied natural gas (LNG), among other applications. The acquisition of Howden brought Chart access to increased engineering expertise that enhances our ability to provide innovative, highly engineered, customer-focused solutions along with cutting-edge products and digital diagnostics to support the energy transition.



## A GLOBAL FOOTPRINT TO SERVE CUSTOMERS LOCALLY







# 50

Countries with operations + repair and service sites



# 64

Manufacturing sites globally



# 169

Number of countries with products installed



# 1,500+

Engineers on our team



# 1,000+

Trademarks and patents

## Chart Industries 2023 ESG Performance Report

Chart is committed to excellence in our ESG performance as we enable the transition to a low-carbon economy. We're continually working to strengthen our ESG performance to support our business strategy for growth, profitability and our corporate culture.

The Chart Industries 2023 Sustainability Performance Report summarizes our results and metrics for relevant disclosure topics in the Sustainability Accounting Standards Board's (SASB) Industrial Machinery & Goods Sustainability Accounting Standard and our contributions to the United Nations' Sustainable Development Goals (SDGs).

Chart also looks to align with the Organization for Economic Co-operation and Development (OECD) and has submitted an application to join the UN Global Compact for 2024.

Chart uses the framework developed by the Task Force on Climate-related Financial Disclosure (TCFD) to inform and report climate-related risks and opportunities. In addition to our ongoing reporting practices, the company is closely monitoring the implementation of the European Union's Corporate Sustainability Reporting Directive (CSRD). This directive will necessitate disclosures encompassing various sustainability domains, starting with a double materiality assessment. Given our operational presence within the EU, we are proactively assessing our scope for compliance and devising a strategy to ensure compliance with CSRD requirement and will conduct a double materiality assessment in 2024.

Unless otherwise noted, the information in this report is presented for the combination of Chart's and Howden's operated assets, from Jan. 1, 2023 to Dec. 31, 2023. Results that apply to only one of the legacy companies will be stated as such. For reference, you can view Howden's 2022 ESG Review [here](#) and Chart's 2022 ESG Report [here](#).

## SUSTAINABILITY REPORT

Chart is committed to providing accurate information about our ESG performance. The content in this report was provided by Chart executives, managers and subject matter experts. It was approved by our executive leaders and CEO and reviewed by the Chart Board of Directors. We review ESG progress regularly during Board of Directors meetings.

## MATERIALITY ASSESSMENT

To help determine content for this report, materiality assessment information from both Chart and Howden was evaluated. A team reviewed topics sourced from peer group materials, SASB and other common reporting frameworks to inform this 2023 report. Going forward, Chart will conduct a refined materiality assessment in 2024 for the combined company, including identifying areas of alignment on priorities, risks and opportunities.

In the meantime, we continue to update and adapt our ESG disclosures in response to stakeholder input and to accurately report Chart's ESG progress as the company expands our global presence as a leader in the clean energy transition.

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 U.S. Securities and Exchange Commission (SEC).

## FEEDBACK

Chart welcomes feedback from investors and stakeholders. Please contact our Investor Relations department at (770) 721-8899 or [InvestorRelations@chartindustries.com](mailto:InvestorRelations@chartindustries.com) or our Sustainability department at [Sustainability@chartindustries.com](mailto:Sustainability@chartindustries.com) with your comments and questions.



## CHART INDUSTRIES REPORTING SEGMENTS



### CRYO TANK SOLUTIONS

Cryogenic products & engineered systems for the distribution & storage of liquid gases including LN<sub>2</sub>, O<sub>2</sub>, CO<sub>2</sub>, Ar, He, H<sub>2</sub> & more



### HEAT TRANSFER SYSTEMS

Cryogenic equipment & process technology which is critical to delivering a lower carbon energy future



### REPAIR, SERVICE & LEASING

Aftermarket services for industrial gas, LNG & H<sub>2</sub> products & systems to keep equipment operating at peak performance



### SPECIALTY MARKETS

Solutions that aid in building a low carbon energy future, reducing waste, improving lives & making the planet more sustainable

**X** 2023

**ESG REPORT**

/ PART 2

# LETTER FROM THE CEO



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## MACRO TRENDS DRIVING CHART'S BUSINESS

- + Global Energy Security, Independence, Resiliency and Availability
- + Aggressive GHG and CO<sub>2</sub> Reduction Goals Being Established Globally in the Public and Private Sectors
- + Population and Economic Growth
- + Role of Corporate Sustainability
- + Global Clean Water Needs

### DEAR CHART STAKEHOLDER,

Chart's environmental, social and governance (ESG) strategy is designed to help our customers across the globe improve their environmental performance, reduce their carbon footprint and meet and exceed their business objectives. In 2023, we remained steadfast in that commitment, while understanding the importance of reducing our own carbon footprint and achieving our own ESG goals. We must do both to continue to operate a successful, sustainable business, and to lead the energy transition revolution.

Over the past year, we took transformative steps to accelerate our efforts in a way that's producing meaningful, tangible results.

We closed on the strategic combination of Chart and Howden in March 2023. This united two market-leading, sustainability-focused companies whose business models are very much aligned. Together, we have greater leverage to deliver complete, innovative solutions across what we call the Nexus of Clean™ -- clean power, clean water, clean food and clean industrials. Specifically, that includes end markets where we have world-class expertise – industrial gas, energy transition, hydrogen, water treatment and carbon capture, utilization and storage (CCUS), among others.

The joining of these two companies has allowed us to increase our geographic reach to more than 35 countries and significantly expand our pool of experienced professionals. On the engineering side alone, we've doubled the size of our global team to more than 1,500. OneChart™ -- our combined brands, know-how and geographic presence -- has expanded our opportunities to help customers achieve their business objectives and sustainability goals and further positioned us as a leader in the clean energy transition.

Our defined synergies have been and continue to produce results on a variety of fronts, such as reducing carbon emissions and advancing the hydrogen economy. In April 2023, we expanded an existing agreement to use Chart's Cryogenic Carbon Capture (CCC™) technology on a carbon pipeline system running between Iowa and Illinois -- the first CO<sub>2</sub> pipeline with CCUS capabilities. Additionally, the parties agreed to work together to use equipment made by Howden for CCUS applications -- an area where

Howden has vast experience. That same month, on the other side of the globe, we broadened a legacy Howden agreement to include Chart's hydrogen solution offerings for refueling stations in Australia, New Zealand and Southeast Asia. Collaborations such as these are vital to Chart's success and to advancing a decarbonized economy, and I'm pleased to note we formed or expanded more than 50 strategic partnerships in 2023.

Our Global Sustainability Committee is a group of 20-plus ESG experts and advocates from across the company who share best practices and experiences, expand the great work we're doing in certain regions to the global organization, stay up to date on compliance and requirements, identify opportunities for external communications with shareholders and customers, and provide an overall forum for our team members to drive change within the organization.

I'm incredibly fortunate to work with talented, thoughtful team members who are always up for a challenge and thrive on finding innovative ways to approach our business. My most important charge as CEO is to ensure their safety and wellbeing.

In 2023, we implemented a new OneChart™ Environment, Health and Safety (EHS) Policy that outlines our vision to ensure a world-class EHS culture and work toward a goal of zero harm to our people and the environment. Our examination of best practices also led to a uniform EHS scorecard for each Chart site to track, manage and improve EHS execution, and 12 Lifesaving Rules to reduce incidents associated with specific safety-related activities.

One of the indicators we use to measure safety performance is Total Recordable Incident Rate (TRIR). Our rolling 12-month TRIR was 0.53 as of December 31, 2023, our lowest in company history. We remain committed to improving these numbers and aiming for a zero-accident workplace.

We continue to look for opportunities that encourage team members to make Chart a better place to work and to provide learning and growth opportunities. Our Global Diversity & Inclusion (D&I) Committee now has more than 70 members from eight countries. One of its major contributions in 2023 was the expansion of our Employee Resource Groups (ERGs) to celebrate D&I within Chart. The first ERG, Chart Network of Women (NOW), was formed in 2022 and has grown to over 300 members around the world. We also formed our LGBTQAI+ group (Chart Pride) in 2023. Already in 2024, we have launched a Chart PRIME ERG for more experienced working professionals and a Chart RISE ERG for young professionals, as well as a Veterans ERG.

**We also took significant steps in 2023 to further deepen and diversify our talent pool throughout the company. We launched an Operational Leaders Program, which will focus on developing specific operational team members through special 12-to-18-month assignments. With a combination of participants from legacy Chart and legacy Howden, our Engineering Fellows and Key Experts Program and our Emerging Leaders Program also continued to gain momentum.**

Chart team members remain focused on the needs of the communities where we live and work. One development that will have a lasting impact was the decision to expand Howden's legacy Bright Futures Program – which assists people in disadvantaged communities – and integrate it with Chart's existing Giving Back Program to form a OneChart™ Giving Back Program, a dynamic way to promote giving to important causes.



“The joining of these two companies has allowed us to increase our geographic reach to more than 35 countries and significantly expanded our pool of experienced professionals. **On the engineering side alone, we’ve doubled the size of our global team to more than 1,500.** OneChart™ -- our combined brands, know-how and geographic presence – has expand our opportunities to help customers achieve their business objectives and sustainability goals and further positioned us as a leader in the clean energy transition.”

Strong corporate governance continues to serve as the foundation for Chart. As always, we conduct business with the highest regard for ethics and integrity. We added three new members to our Board of Directors in 2023. Of our ten directors, nine are independent, four are female, and two are diverse. We will continue to oversee the company with the highest regard for stakeholder interests.

I’m confident that our OneChart™ team has never been stronger, and we’re optimistic about the future. We appreciate your interest in our progress.

Sincerely,

**Jillian (Jill) Evanko**  
Chief Executive Officer, Chart Industries





# ESG REPORT

/ PART 3

# HIGHLIGHTS



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## United Nations Sustainable Development Goals (SDGs)

Chart contributes to many of the UN SDGs, a global blueprint for a more peaceful, prosperous and sustainable future. Our 2023 achievements supporting the SDGs include:



### SDG 3 GOOD HEALTH AND WELLBEING

- We are committed to supporting the physical and mental wellbeing of our team members through programs such as our Week of Understanding and our Employee Resource Groups (ERGs), as well as including mental health in our safety discussions.
- We received the “Health Promoting Enterprise” certification from the National Institute of Public Health and Ministry of Health of the Czech Republic, a national award recognizing our excellence and commitment to health and safety.
- We have over 70% of sites who are 12 months or more accident free as of December 31, 2023.



### SDG 4 QUALITY EDUCATION

- Through our Bright Futures Program, we support access to quality education for disadvantaged and under-represented groups in our local communities.



### SDG 5 GENDER EQUALITY

- Chart is active at the elementary, middle school, high school and university levels, attending career fairs and other events to promote STEM education and to explain what careers in engineering, manufacturing or related fields might look like.
- Chart provides internal training for all global team members.
- Chart offers undergraduate and graduate support for team members looking to pursue higher education.
- We are committed to driving greater gender balance at all levels of our business. This is evident through our global Chart Network of Women (NOW) employee resource group (ERG) chapters across the U.S., Europe and Asia, as well as our established social targets aimed at increasing the number of females in leadership.
- Chart is led by a female CEO.



### SDG 6 CLEAN WATER AND SANITATION

- Our ChartWater™ solutions treat 4.5 billion gallons of water per day in the U.S. Further, ChartWater™ provides clean water to approximately one billion people worldwide daily.
- We offer diverse system solutions to best fit the treatment needs of customers and enable them to eliminate a variety of contaminants from potable, industrial, wastewater and reuse streams, including PFAS, a non-biodegradable and persistent chemical that is also the fastest growing water quality concern in the industry.
- Chart has recycled 227,387,787 gallons of water across its facilities in 2023.



### SDG 7 AFFORDABLE & CLEAN ENERGY

- We extended our partnership and contract with Calgary-based cleantech company Kathairos Solutions. Chart and Kathairos are involved in a partnership that provides oil and gas producers



with a seamless way to eliminate methane emissions from remote well sites and production facilities by using nitrogen to operate remote well-site pneumatic devices.

- Chart received Korean Gas Safety (KGS) certification and approval of our liquid hydrogen (LH2) bulk transport trailers built in Theodore, Alabama, for the Korean market, making us the first and only supplier with an LH<sub>2</sub> trailer design approved to serve the growing Korean market.
- Chart executed many Memorandum of Understandings (MOUs) throughout 2023 - an example being the expansion of our MOU with Wolf Carbon Solutions U.S. LLC. As part of the agreement, Chart's Sustainable Energy Solutions (SES) Cryogenic Carbon Capture™ (CCC) technology will be employed on Wolf's Mt. Simon Hub carbon pipeline system running from Iowa to Illinois – the first CO<sub>2</sub> pipeline with carbon capture, utilization and storage (CCUS) capabilities.
- As part of an expanded cooperation agreement, Chart, Howden and Hydrexia will combine their expertise and technologies to deliver complete refueling station solutions with a modularization concept for customers in Australia, New Zealand and Southeast Asia.



## SDG 8 DECENT WORK AND ECONOMIC GROWTH

- For the fourth year in a row, Chart participated in the Dress for Success Your Hour, Her Power® campaign, which helps women globally gain access to career opportunities, reach financial independence, overcome food insecurity, support their families and gain confidence to be their best selves.
- We formed new Employee Resource Groups (ERGs) – an LGBTQIA+ ERG (Chart Pride), a Chart PRIME and RISE ERG, and a Veterans ERG.
- In 2023, Chart celebrated our third annual Week of Understanding (WOU) to raise awareness about diversity and

inclusion and to learn more about team members. Some of the key themes were culture, gender, workplace equality, community involvement & volunteering, and identity & wellbeing.

- Every Chart team member must complete Unconscious Bias training annually.
- To deepen and diversify our talent at all levels, we created an Operational Leaders Program, which functions in a similar fashion to our Rotational Engineering development program but with a specific focus on operational talent.
- We held our second Global Innovation Contest, recognizing four winners from four different Chart facilities. We also expanded the concept to include a Quarterly Business Challenge to focus on timely, relevant issues for the business.
- Chart remains active in the Women Business Collaborative, an organization whose mission is to accelerate the advancement of all women business leaders and to spotlight the need for gender diversity and pay equity in the workplace.
- We aim for a zero-incident workplace.
- We have an Environmental, Health and Safety (EHS) scorecard for each Chart site to track and manage EHS performance as well as give routes for continual improvements.
- We adopted 12 Lifesaving Rules associated with a variety of safety-related activities.



## SDG 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- We received the IP&E (Industrial Plant & Equipment) Award in the Sustainable Innovation category, an awards program that recognizes best-in-class industrial excellence in the U.K.
- Our Decin, Czech Republic site won Most Innovative company from the Innovation Centre of the Ústí and Labem Region for our development of a comprehensive solution for the storage and dispensing of LNG.

10

REDUCED  
INEQUALITIES

## SDG 10 REDUCED INEQUALITIES

- Chart participates in the Dress for Success Your Hour, Her Power® campaign annually. In addition, Chart participates in the Women in Business Collaborative. Chart also offers team members a Chart Network of Women (NOW) employee resource group globally to empower women in the workplace.

12

RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION

## SDG 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- We won the Excellence in Manufacturing award, sponsored by the National Manufacturing Institute Scotland, at the 2023 ROCCO Awards.
- Coastal Carbonic, among others, chose Chart to capture carbon from their dry ice production processes.
- We continue to document and disclose metrics related to our waste and water footprint. We are developing a robust understanding of opportunities to reduce waste, increase material recovery and reuse, and lower our water consumption.

13

CLIMATE  
ACTION

## SDG 13 CLIMATE ACTION

- We are committed to having net-zero emissions by 2050.
- We achieved our goal of reducing GHG emission intensity by 50% by 2030 (relative to a 2020 baseline) seven years ahead of target. We remain committed to achieving net-zero by 2050.

16

PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS

## SDG 16 PEACE, JUSTICE, AND STRONG INSTITUTIONS

- By operating ethically as a business, we demonstrate the importance of our core values: Safety, Strong Work Ethic, Stakeholder Orientation, Giving Back and Having Fun.
- Every Chart team member must successfully complete annual ethics training.



2023

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# ENVIRONMENT



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Chart has proudly continued to develop and expand our Nexus of Clean™ portfolio, **which includes a comprehensive suite of clean innovative solutions for the various markets we serve.**

Chart provides complete solutions and packages across multiple market applications such as industrial gas, energy, hydrogen (both gaseous and liquid), CCUS, energy recovery, water treatment and LNG, among others. The addition of Howden's strong experience and technologies offers opportunities across the value chain by providing customers with strategic, optimized, vertically integrated solutions, further cementing Chart's position as a leader in the clean energy transition.

Helping customers improve their sustainability performance, reach their ESG goals and advance their decarbonization efforts has long been a driving force for Chart. In 2023, we added 322 new customers and supported 106 First-Of-A-Kind (FOAKs) customers using our equipment and solutions in new ways and with new applications. We also executed 50 MOUs and partnerships in 2023; 67% of these partners have placed orders with us.

Chart consistently receives positive feedback for enabling our customers to be more sustainable, and we're excited to explore and provide them with more opportunities through our stronger, integrated entity.



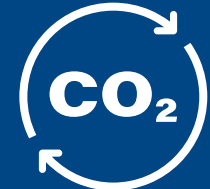
## FULL SOLUTION PLATFORMS

ACROSS THE

NEXUS OF CLEAN™



**CLEAN POWER**  
Hydrogen, Helium,  
LNG, Biogas, Energy Recovery



**CLEAN FOOD, BEVERAGES & AGRICULTURE**  
Small-Scale Carbon Capture, Clean Beverages, Dosing Equipment

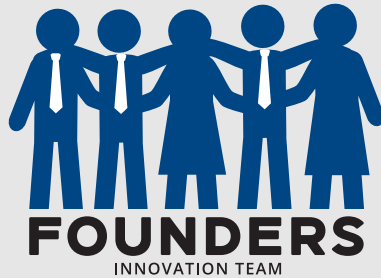


**CLEAN WATER**  
Water and Wastewater Treatment, Desalination



**CLEAN INDUSTRIALS**  
Post-Combustion Carbon Capture, Hydrogen, Helium, Electrification for Clean Mining

*\*Our digital and aftermarket offerings provide a smart, reliable, innovative solution to customers.*



## BUILDING ON OUR ONECHART™ STRATEGY THROUGH OUR FOUNDERS' INNOVATION TEAM

Following our Nexus of Clean™ acquisitions over the past few years, we're privileged to have the founders and CEOs of the companies remain a part of the Chart family as contributors to our Founders' Innovation Team. The team is in its fourth year and remains focused on its mission of:

- + Driving cross synergies from idea to execution
- + Identifying and escalating opportunities for new product development and R&D
- + Identifying opportunities to share resources for further innovation
- + Executing new MOUs and expanding current ones.
- + Supporting technical and commercial integration efforts
- + Identifying, developing, and executing synergies
- + Developing strategies for improved global cross-selling

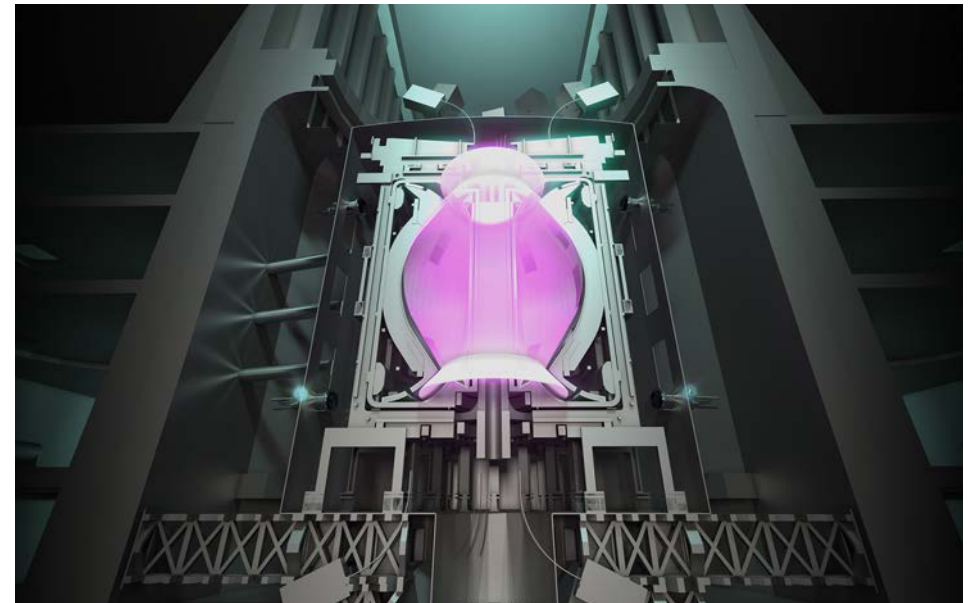
In 2023, the team added legacy Howden team members who now make up 50% of the team.

## Enabling Nuclear Fusion Power Generation

Chart has joined forces with the Spherical Tokamak for Energy Production (STEP) project, a U.K. Atomic Energy Authority (UKAEA) program.

At the heart of nuclear fusion lies the challenge of containing the fusion reaction. This is achieved through superconducting magnets, which require extremely low temperatures maintained by a helium refrigerator and helium gas circulation.

Chart is evaluating the helium refrigeration system for the STEP fusion plant with the goal of improving efficiency in helium refrigeration and gas circulation processes and hardware. This collaboration is a significant step toward making fusion power – a near-limitless, low-carbon energy source – a commercial reality.



## Water and Wastewater Treatment

ChartWater™ is a global manufacturer and service provider for municipal water treatment and industrial process applications, offering a comprehensive portfolio of proven and innovative water treatment solutions from Chart Industries, BlueInGreen, AdEdge Water Technologies, and Howden.



### CHARTWATER™ INCLUDES CUTTING-EDGE TECHNOLOGIES FROM:

- **Chart Industries** -- A leading, independent global manufacturer of highly engineered equipment servicing multiple applications in the Energy, Water, and Industrial Gas markets. For water applications, Chart provides cryogenic storage tanks and vaporizers for liquid oxygen, liquid carbon dioxide, liquid nitrogen, and liquid hydrogen, resulting in the lowest lifecycle cost solution in the market. AdEdge, BlueInGreen, and Howden are brands of Chart Industries.
- **AdEdge** -- A water treatment solution provider specializing in the design, manufacture and execution of prescriptive treatment systems that remove a range of contaminants from drinking, waste and industrial water, together with water reuse applications.
- **BlueInGreen** -- A water clean-tech specialist and dissolved gas expert that leads the effort to replace chemicals, catalysts and ambient air with oxygen, carbon dioxide and ozone, delivering lower treatment costs and energy consumption for pH control, oxidation and odor control.
- **Howden** -- A global manufacturer of high efficiency blowers and compressors and digital solutions for advanced, efficient smart ambient aeration systems used to manage effluent.

### ADVANCING THE NEXUS OF CLEAN™ IN WATER

Chart has continued to expand our capabilities in providing water-treatment solutions to a variety of industries, further promoting the Nexus of Clean™. ChartWater™ offers the most efficient, cost-effective solutions for contaminant removal, including PFAS and arsenic, aerobic biological processes, pH adjustment, ozonation, desalination, odor control and aeration.



## REPAIR, SERVICE, AFTERMARKET

As part of our goal to promote responsible production, Chart products and engineered systems are designed to deliver value to our customers through longevity, quality and efficiency. Chart offers a range of aftermarket services to keep equipment operating at peak performance. Our engineering teams use a cradle-to-grave approach when designing product to both maximize value to our customers while also looking to minimize waste streams. A core focus of our aftermarket, service, and repair business is to ensure proper operations of our equipment through service, digital, and retrofit sales to extend the average life of equipment and improve energy efficiency. Repair, service and leasing represented 30.4% of total sales in 2023, growing 17.4% since 2022.

## INNOVATION AND SUSTAINABILITY *Roadmap to Net Zero*

As part of Chart's acquisition of Howden, we have aligned our combined sustainability goals. Our targets are 50% emissions intensity reduction by 2030 and net-zero emissions by 2050.

Our commitment to sustainability extends beyond our internal operations to a broader industry context. Recognizing the pivotal role we play in the global energy landscape, Chart is committed to taking and maintaining a leadership position in decarbonizing industry practices. We believe the impact of our technologies lies in their potential to catalyze the low-carbon energy transition across various sectors.

By leveraging our collective expertise and resources, we aim to influence and reshape global value chains toward more sustainable and environmentally responsible practices. Through this proactive stance, we affirm our role as an impact driver, aligning our business strategies, solutions and technologies with the need for widespread decarbonization and contributing meaningfully to a more sustainable future for our planet.

## AUGMENTED REALITY

Chart's information technology (IT) group is collaborating with our marketing team and members of the Emerging Leaders Program on an Augmented Reality (AR) roll-out. AR gives prospective customers the opportunity to see our products and solutions in 3D, which helps visualize the size and scale of our products. AR is also used with current customers. If a customer is unable to visit a site, Chart will send them a pair of AR goggles to see the details of the equipment.

AR is also used in repair and servicing. Our field service personnel use AR to virtually see the equipment in the field and assess a problem. Experienced operators can virtually walk a less experienced operator through the steps involved in a successful repair, helping us creatively address the gaps we often face in skilled labor. This not only yields cost savings for Chart, but it's a quicker and more efficient way of helping our customers stay in service with no downtime or interruptions.



## KATHAIROS SOLUTIONS

Remote oil and gas well sites, relying on methane to operate pneumatics, continually vent methane into the atmosphere through normal operation, which can result in significant methane volumes emitted over time. Our partnership with Kathairos Solutions, which leverages Chart technology to operate the existing pneumatic devices on nitrogen instead of methane, resulted in the elimination of 70,000 MT CO<sub>2</sub>e in methane emissions in 2023. This partnership speaks to our commitment to provide innovative solutions and support wide decarbonization across industry at scale.

Chart and Kathairos (whose name is derived from the Greek for “clean air”) partnered to provide a solution based on proven Chart technology, providing the oil and gas industry with Kathairos’ patent-pending technology for eliminating all methane emissions in wellhead pneumatics and process tanks.

As of 2023, Chart and Kathairos serviced 38 unique oil and gas customers utilizing the technology. Chart is committed to helping Kathairos quickly roll out this technology to the hundreds of thousands of existing well sites across the Americas that can benefit from this innovation, which will allow oil and gas companies to significantly mitigate methane emissions, a potent greenhouse gas linked to climate change.

Sustainable solutions like this, rooted in innovation and supported by strategic partnerships, help pave the way for a more resilient future.

## PROVIDING ENERGY EFFICIENT SOLUTIONS TO MINES

In 2022, we were contracted to design and implement a ventilation control system that will optimize the supply of fresh air to workers in the Agnico Eagle Fosterville Mine in Australia while reducing energy consumption, carbon emissions and operating costs. The project has not only increased safety for the underground workers but also reduces 16,000 tons of carbon emissions annually.

In 2023, in China’s Shanxi Province, Chart has helped Pengfei Group replace heavy-duty diesel trucks with transport vehicles powered by cleaner-burning and less-expensive LNG at Pengfei’s mining operations. The Chinese government encourages the use of cleaner fuels like LNG to help improve air quality. The trucks using LNG help Pengfei reduce fuel costs by 50%.

LNG produced during mining operations is stored in Chart-produced tanks at a production park near the mine and transported to customers over long distances using Chart-patented LNG submerged pump transfer trailers (known as ORCAs) and LNG transportable semi-trailers, also designed and manufactured by Chart. To date, Chart has supplied two Orcas and six LNG semi-trailers. Chart also is engaged in building a large number of LNG refueling stations in the area to facilitate the filling of LNG fuel bottles.

Additionally, using high-purity hydrogen produced during mining operations, Pengfei and Chart have partnered on demonstration applications such as hydrogen refueling stations, hydrogen storage devices and hydrogen energy heavy trucks using Chart’s extensive hydrogen capabilities and technology.

## HYDROGEN FOCUS

We have an end-to-end suite of hydrogen solutions that not only positions us as a leader in cutting-edge technologies but also offers a strategic advantage in contributing to the broader industry’s sustainable transformation. With over 157 years of experience, we serve markets around the world, further advancing the adoption and uptake of hydrogen as a clean-energy source and enabling mechanism.

Our comprehensive hydrogen offering empowers us to capitalize on the growing demand for clean energy alternatives. By providing solutions and technologies covering the entire value chain — from production technology to storage to distribution and utilization — we can provide a robust and efficient system that maximizes operational synergies. Additionally, we are equipped to offer customers both liquid and gaseous hydrogen applications, ensuring flexibility and tailored solutions to meet diverse industrial needs.



Some of our impactful hydrogen projects include;

- In June 2023, Energy Vault Holdings, a leader in sustainable grid-scale energy storage solutions, selected Chart as the supplier of an integrated liquid hydrogen storage and fuel delivery system for a green hydrogen long-duration energy storage system (BH-ESS). The system is used with a utility-scale battery to provide back-up power to Calistoga, California. The 80,000-gallon LH<sub>2</sub> storage tanks allow for at least 48 hours of site autonomy without refueling. The hydrogen fuel cell will be powered by electrolytic hydrogen derived from renewable energy sources and will generate clean power within the hybrid energy storage system architecture developed and operated by Energy Vault to serve local utility Pacific Gas and Electric Company (PG&E), a subsidiary of PG&E Corporation. Chart is proud to provide solutions and execute strategic partnerships that reduce the risk of sustained power loss while ensuring safety and reliability throughout these systems.
- In July 2023, Avina Clean Hydrogen, a leading developer of electrolytic hydrogen plants, and Chart entered a partnership to further the deployment and utilization of green hydrogen in the transportation industry. Under terms of the agreement, Chart will supply our Howden compressors for Avina's state-of-the-art green hydrogen facility in Southern California. The gaseous hydrogen will be compressed and used to decarbonize heavy-duty trucks, marking a significant milestone as the region's first green hydrogen plant. Chart's Howden diaphragm "D" series compressors will enable the safe and efficient transportation of compressed gaseous hydrogen, ensuring its availability as a clean fuel source for heavy-duty trucks throughout Southern California.

In November 2023, Chart received Korean Gas Safety (KGS) certification and approval of our liquid hydrogen (LH<sub>2</sub>) bulk transport trailers built in Theodore, Alabama, for the Korean market, making us the first supplier with an LH<sub>2</sub> trailer design currently approved to serve the growing Korean market. Chart worked closely with KGS to ensure that their stringent safety requirements would be met or exceeded with our offering.

## CARBON CAPTURE, UTILIZATION AND STORAGE

One of our priorities is to provide low-carbon emission technologies that replace heavy emission legacy technologies to further reduce emissions while providing efficiency and cost-effective solutions. One key aspect of our approach to reducing our customers' carbon footprint is by offering carbon capture, utilization, and storage (CCUS) which has been identified as a key technological pathway to reduce emissions in hard-to-abate sectors.

### HOW DOES CARBON CAPTURE WORK?

The process works by capturing CO<sub>2</sub> at industrial installations, or directly from the atmosphere, compressing it for transport and then storing it safely, deep underground. There are a variety of ways to capture CO<sub>2</sub> from industrial processes, including Point Source Capture (PSC) and Direct Air Capture (DAC). Chart can provide solutions and equipment for both options.

Chart and Howden have been at the forefront of CCUS projects for more than a decade. The integration of the companies has expanded the ways we can support customers looking to capture, use and store waste CO<sub>2</sub> in their operations. We continue to see a rise in the adoption of our CiCi® technology, with new partners across the globe using the solution to capture and reduce waste CO<sub>2</sub> in breweries and, most recently, the production of dry ice. In October 2023, Coastal Carbonic, a long-standing Chart customer and dry ice manufacturer, chose Chart to be their carbon capture provider. Coastal Carbonic estimates that 30-50% of exhaust gas in its dry ice production is waste. By utilizing the Chart Earthly Labs CO<sub>2</sub> capture solution, Coastal Carbonic is expected to see a return on investment in two years and keep millions of pounds of CO<sub>2</sub> out of the atmosphere.

## DIGITAL TECHNOLOGIES

Cutting-edge digital technologies are powerful tools for our customers in advancing their sustainability goals. Leveraging Howden's digital technology strengths, Chart offers a variety of innovative digital solutions and simulation technology that supports easy tracking, timely interventions, equipment optimization, reduced leakage, and improved operational efficiency resulting in cost and emissions savings for our customers.

### VENTSIM™

**Ventsim™ DESIGN** is our award-winning software suite enabling the 3D design, model and simulation of underground mine and tunnel ventilation systems with controls for safe and efficient operations.

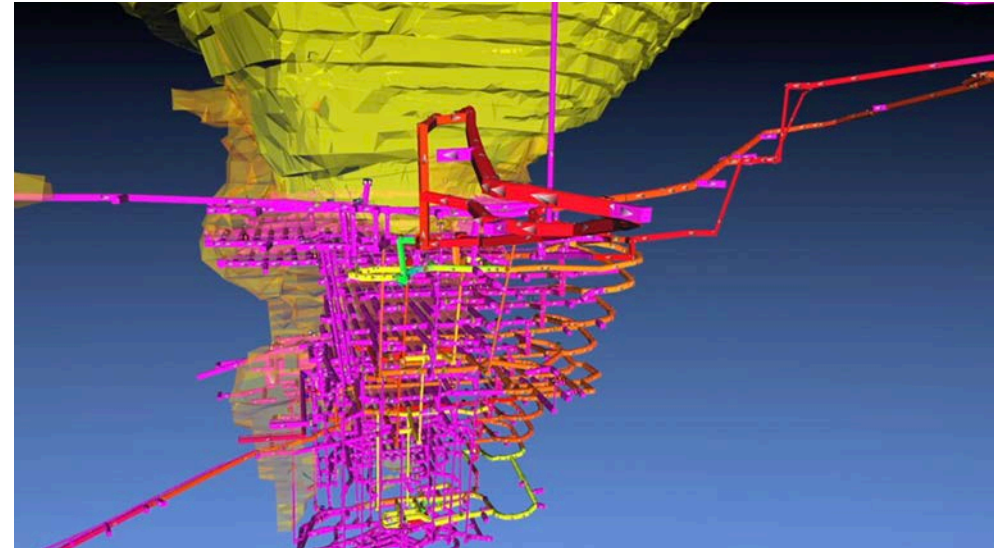
**Ventsim™** originated as mining management software in 1993. Today it ensures that operations within mines and tunnels are safe and efficient through a suite of solutions.

**Ventsim™ CONTROL** is designed to reduce energy consumption, associated costs and improve energy efficiency in underground mining ventilation systems, supporting net zero goals.

The software suite uses advanced algorithms to analyze real-time data and adjust ventilation equipment to maximize energy savings while maintaining safe working conditions. As the global mining industry continues to face the need to reduce its carbon footprint, Ventsim™ CONTROL offers a valuable solution by optimizing energy usage.

Chart continues to enhance Ventsim™ capabilities and leverage advancement in technologies like artificial intelligence (AI). We're furthering our energy management and control toolkit and implementing a carbon calculator, building on the energy dashboards we have in place to visualize energy consumption, energy savings and, more recently, carbon emissions.

Chart is working to put ventilation-focused, AI-backed algorithms to work at mine sites, potentially taking the company's ventilation optimization abilities to new heights. This would coincide with a new web-based interface, introducing business intelligent dashboards to an already impressive lineup of features. These changes are expected to take place in 2024.



## DATA-DRIVEN ADVANTAGE

By collecting real-time data on energy usage and resource consumption, we help our customers identify inefficiencies and make data-driven adjustments to reduce their environmental footprint. We actively monitor a global footprint of over 500 assets, from ventilation fans in mining to Turbo Blowers in wastewater treatment. Since the Howden integration, we have developed a monitoring solution to optimize the performance of LNG fueling stations and so far in 2024, we enabled tracking of carbon capture from EarthlyLabs CiCi® equipment. The combined impact of these innovations has the potential to significantly reduce industrial emissions and conserve resources.

# PERFORMANCE METRICS

In 2021, Chart set an ambitious target to reduce greenhouse gas (GHG) intensity by 50% across company-owned operations by 2030 compared to a 2020 baseline and to achieve net zero emissions by 2050.

	2022	2023
<b>Number of Team Members</b>	5,178	11,576
<b>Number of Sites</b>	29	114
<b>Scope 1 GHG CO<sub>2</sub>, MT</b>	16,148	25,959
<b>Scope 2 GHG CO<sub>2</sub>, MT</b>	28,484	47,516
<b>Total Emissions</b>	44,632	73,475
<b>Emissions Intensity (MT CO<sub>2</sub>e/Million\$)</b>	27.7	20.09
<b>Total Energy Consumed (GJ)</b>	459,406	862,437
<b>% from Grid Electricity</b>	48.5%	38.9%
<b>% Electricity from Renewables</b>	1.5%	9.5%

\*2022 metrics are Chart standalone data. 2023 metrics are inclusive of the combined business.

In keeping with our commitment to transparency and staying accountable to stakeholders, we're happy to share our 2023 environmental performance. As we've grown significantly through the acquisition of Howden, our performance looks different from previous years.

As outlined by the Greenhouse Gas Protocol, the industry best practice is to rebase emissions following a major acquisition. In this case, that means combining historical emissions data from Howden with legacy Chart performance across the reporting years of 2020 to 2024.

To rebase according to the Greenhouse Gas Protocol, we adhere to a rigorous methodology, which involves collecting and aggregating data with a consistent approach across all business units, companies, and facilities. The process is guided by internationally recognized standards, allowing for a robust and credible foundation to baseline our emission-reduction initiatives.

We have chosen to align data collection and analysis methodologies for the 2023 reporting period.

	2022	2023
<b>Total Water (Gallons)</b>	214,778,129	227,387,787
<b>Total waste recycled (MT)</b>	13,171	13,607

\*Units of measure are in gallons & metric tons.

\*2022 numbers are inclusive of the combined business.

\*During our analysis of 2022 data to align our approach for 2023, we uncovered reporting errors at some facilities, which resulted in higher-than-expected recycled waste activity in 2022. As a result, and in-line with our commitment to continuous improvement and transparent disclosure, we have updated our performance and corrected the errors.

\*Data sources include recycled plastic and recycled wood pallets for the first time in addition to recycled ferrous, nonferrous, and cardboard materials.

We are proud to report that our 2023 emissions intensity decreased by 27% relative to 2022 to 20.1 MT CO<sub>2</sub>e/Million\$. We are proud to share we have achieved our previously set goal of reducing GHG emissions intensity 50% by 2030 compared to a 2020 baseline. We commit to rebaselining in 2024 and setting a new interim target at that point. We remain committed to achieving net-zero emissions by 2050.

## Efforts to Improve Our Environmental Performance

### ENERGY USE

Chart has instituted company-wide mandates to switch to energy efficient lighting and install motion sensors to reduce unnecessary energy usage across global locations. Upgrades are completed at all of our major facilities globally.

### INCORPORATING ESG IMPACT INTO CAPITAL IMPROVEMENT DECISIONS

Chart has launched an ESG incentive to our Authorization for Expenditure (AFE) process, where all team members involved in plant-improvement capital projects are required to quantify the carbon emissions reduction estimate or other ESG impact of the proposed project in the AFE. This also helps the ESG team better track their progress and quantify carbon-reduction efforts at company sites. The update to the AFE process was a result of a project started by the Emerging Leaders Group and is now managed by Chart's ESG team.

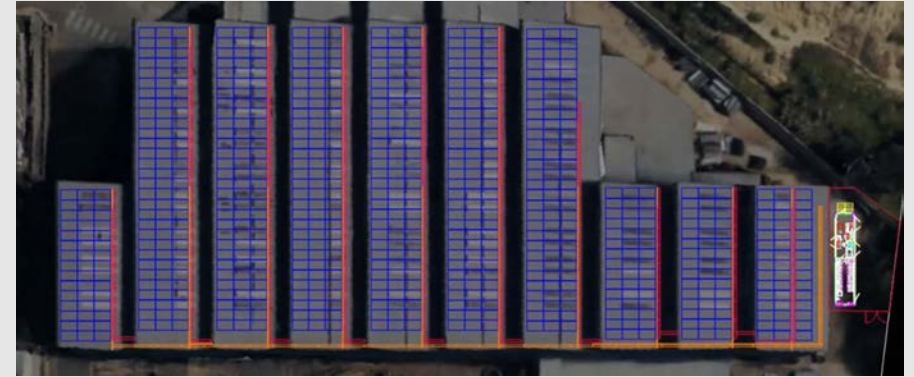
### AVOIDED EMISSIONS

Our European team made significant strides in 2023 tracking and avoiding CO<sub>2</sub> emissions and achieving significant positive environmental impact. Through our efforts to promote digital document convergence and signage as opposed to traditional printing and wet signage, the team paved the way for adopting these initiatives across other locations.

1	Million pages not printed
125M	BTUs of energy saved from not printing
118	Trees saved from not printing
44	Tons of CO <sub>2</sub> emissions avoided from reduced printing
211	Emissions from zero landfill recycling
116	Emissions avoided through decommissioning of IT equipment

## Chart Facility Environmental Case Studies

### BOOYSENS, SOUTH AFRICA SOLAR PROJECT:



#### Overview:

The BooySENS, South Africa solar project supports Chart's targets of reducing greenhouse gas (GHG) emissions and combats the increasingly unreliable and costly grid power in South Africa. This project provides significant savings in electricity cost and back-up power (diesel generator) costs to avoid production losses.

#### ROI:

The payback is 24 months.

#### Roadmap/Timeframe to Completion:

The project was initiated in 2022 and installation was completed in 2023. This proposed hybrid system will use a phased approach and be monitored over a 12-month period to determine system requirements through seasonal changes.

## DECIN, CZECH REPUBLIC WASTE MANAGEMENT AND ZERO LANDFILL PROJECT:



### Overview:

Our Decin, Czech Republic launched a landfill-free waste management project to minimize the circular economy output and convert waste into secondary raw materials in efforts to reduce greenhouse gas (GHG) emissions and costs. Through this project, all wood waste is returned to secondary processing in the wood industry for production of OSB boards), and all municipal waste is shredded and processed into alternative fuel used in cement plants. Heavy waste from production processes, such as blasting grit, is further used as a raw material for transport construction.

### GHG Reduction from all waste sources in 2022 and 2023:

52.7% (>500 tons of CO<sub>2</sub>)

## CHENNAI, INDIA WATER SAVINGS PROJECT:



### Overview:

Overall project was to identify opportunities to reduce water consumption at our Chennai site, including:

- Storing circulating RO reject water in fire water sump for firefighting/testing and utilizing RO reject water for toilet flushing
- Utilizing STP for treating the water and using the water for gardening
- Implementing a waterless urinal program
- Providing bore well water for hand washing at canteen.
- Identifying and repairing leaks
- Changing and cleaning water pipelines
- Utilizing fixed float valves to avoid overflow
- Providing awareness training through TBTs and safety committee meetings

### Efficiency gains / GHG reductions:

Approximately 48% savings from total water consumption in 2023

## In 2023, we received the following ESG-oriented recognition:

- Winner, Sustainable Innovation category, U.K.'s IP&E Awards for industrial excellence
- Finalist, S&P Global Platts Energy Awards Deal of the Year – Strategic
- Finalist, S&P Global Platts Energy Awards Corporate Impact – Comprehensive Portfolio
- Finalist, S&P Global Platts Energy Awards Chief Executive of the Year (Evanko)
- Finalist, Energy Industries Council Awards in the Energy Transition and Innovation categories
- Winner, Excellence in Manufacturing, 19th Annual ROCCO Business Awards
- Finalist, 2023 ROCCO Business Awards in the Innovation & Technology, Excellence in Manufacturing and Community Wealth Building categories
- Finalist, Hydrogen Future Awards, Hydrogen Technology of the Year
- Winner, Most Innovative Company (to our Decin, Czech Republic team) from the Innovation Centre of the Ústí nad Labem Region
- Certificate of Merit, Socially Responsible Company (to our Decin team), through the Nadacni Fond FK Teplice
- Health Promoting Enterprise certification from the National Institute of Public Health and Ministry of Health of the Czech Republic
- Winner, Partnership Gwinnett 2023 Movers & Makers Award (to AdEdge), Medium Manufacturer of the Year
- Women MAKE America Award (Evanko)
- Hydrogen Economist Women in Hydrogen 50 Award in the Projects & Partnerships category (Evanko)
- Finalist, EY Southeast Entrepreneur of the Year awards (Evanko)
- Named to Newsweek's 2024 Most Responsible Companies (due to 2023 accomplishments and actions)



## CHART CONTRIBUTES TO THE GLOBAL CONVERSATION ABOUT ENERGY TRANSITION AND CLEAN WATER.



X 2023

ESG REPORT

/ PART 5

# SOCIAL



ABOUT



LETTER



HIGHLIGHTS



ENVIRONMENT



SOCIAL



GOVERNANCE



APPENDIX



## In 2023, Chart's commitment to providing a safe, ethical, and rewarding place to work and grow remained our priority and underpinned every job we performed.

In addition to strong financial performance, we believe our commitment to safety, environmental stewardship, diversity and inclusion and the highest ethical standards – all working in tandem -- are critical to our sustainability as we help advance the transition to cleaner energy.

### OUR PEOPLE DRIVE OUR SUCCESS

Chart's accomplishments start with our people, and we gear our hiring toward talented, diverse, hardworking team members who thrive on everyday challenges and always look for ways to innovate and learn. We are committed to providing a safe work environment, learning and growth opportunities, and an atmosphere that encourages trust and open, honest conversations.

Throughout 2023, the combined Human Resources (HR) teams from Chart and Howden worked diligently to bring together HR policies and practices that foster the best solutions for our global business. We drove utilization of the most effective HR information systems that allowed us to improve key people activities such as recruitment, learning, goals and feedback, talent tracking and engagement. Our key themes of Safety, Strong Work Ethic, Stakeholder Orientation, and Giving Back and Having Fun resonate at our facilities around the world. "One Chart People Doing One Chart Things" is more than the title of the daily email "shoutouts" from our CEO recognizing outstanding team members, projects and other company achievements. It represents how we support each other, our communities, our customers and the new initiatives we're adopting to achieve business and personal success.

We continue to develop and enhance opportunities that encourage our team members to make Chart a better place to work, including our volunteer Global Diversity & Inclusion (D&I) Committee, Welding Council, Emerging Leaders Program, Engineering Fellows and Key Experts Program and Rotational Engineering Program. We also offer an Internship Program for prospective hires and, in 2023, we added an Operational Leaders Program to ensure that our global facilities have ample operational bench strength in the future.

These initiatives and programs strengthen our culture and bolster our ESG performance.

As always, we feel it's important to be good corporate stewards and contribute to the communities where our team members live and work. In 2023, Chart and our local business units and team members made more than \$110,500 in financial donations through our Giving Back program, and team members volunteered time to help food banks, civic organizations and other causes.



## Safety is Always No. 1

The health and safety of our employees is the top priority of Chart as we focus on creating a zero-incident culture. We strive to operate safely and maintain secure and healthy workplaces by meeting or exceeding the expectations of our unified OneChart™ Environment, Health & Safety (EHS) Policy. Our goal every day is to have zero accidents, and we provide training, risk assessments and safety leadership to prevent injuries and illnesses. This applies to every team member, every day, whether they work in the office, a plant, or at a customer site.

In 2023, we blended the best health and safety practices of both legacy companies to create systems and programs designed to be a safety leader. Our revamped OneChart™ EHS Policy, which applies to all Chart associates and contractors, includes our Vision, Key Principles, Priorities and Actions.

To achieve our objectives, we must adhere to strict EHS Principles, and they apply to everything we do:

- Our safety foundation is based on the principle belief that all safety incidents are preventable.
- Any safety incident that does occur will be used as a learning opportunity.
- Everybody has the obligation to stop work that they believe is unsafe.
- 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 is empowered, authorized and expected to stop work if they see a potentially unsafe situation.

## Chart EHS Vision: Safety is our top priority and Chart will continually develop, deploy and improve a world-class EHS culture and standards which result in zero harm to people and the environment.

The new EHS Policy includes actions that underpin our overall health and safety objectives and are designed to help us achieve operational success. Among them are regularly reviewing EHS performance at the highest levels of the company, training and motivating our staff to work in a safe and sustainable manner and setting a range of performance measures.

The key outcome of our combined best practices is an EHS scorecard for each Chart site to track and manage EHS performance as well as give routes for continual improvements. Chart's EHS scorecard is made up of performance indicators to drive health and safety changes through proactive indicators, including hazard reporting ratios per headcount, near-miss management, Visible Felt Leadership via top management, and the use of Global Safety Flashes, among other efforts. Overall, this scorecard ensures that every global location is striving to implement proactive actions to eliminate unsafe conditions and behaviors.



**SAFETY FIRST**  
**ZERO ACCIDENT**

AT THE END OF  
DECEMBER 2023, WE  
HAD OUR LOWEST  
12-MONTH ROLLING  
TRIR IN CHART'S  
HISTORY.



### 1. SEE SOMETHING, SAY SOMETHING

If you see something that poses a danger or potential danger to health, safety and welfare, speak up immediately.



### 2. SAFE HANDLING OF MATERIALS AND SUSPENDED LOADS

Never walk under suspended loads.



### 3. SAFE WORK WITH ELECTRICAL EQUIPMENT

Electrical work is a specialized area and must be completed by a competent person.



### 4. DRIVE SAFELY

Always adhere to the safe driving code of conduct.



### 5. SAFE WORK IN CONFINED SPACES

A permit-to-work is always required for confined space entry.



### 6. LOCK OUT AND TAG OUT

All injuries resulting from inadequate hazardous energy-control procedures can be prevented.



### 7. DO NOT WORK UNDER THE INFLUENCE OF ALCOHOL OR DRUGS

Make sure that your workplace remains safe for everyone.



### 8. SAFE WORKING AT HEIGHT AND ON LADDERS

Consequences of ignoring fall protection can be fatal.



### 9. STACK AND STORE MATERIALS (INCLUDING CHEMICALS) SAFELY

Keep storage areas tidy.



### 10. DO NOT PERFORM ANY WORK ACTIVITY WITHOUT THE APPROPRIATE TRAINING

Appropriate training is the key to working safely.



### 11. ENSURE ACCESS TO THE WORKPLACE IS SAFE

Always follow signage displayed on site.



### 12. DO NOT OPERATE ANY MACHINERY, EQUIPMENT OR TOOLS WITHOUT SPECIFIC GUARDS IN PLACE

Only operate machinery that is guarded.

In 2023, as part of our shared best practices efforts, we developed 12 Lifesaving Rules designed to eliminate severe incidents associated with a variety of safety-related activities. The rules, which provide detailed examples and guidelines, are targeted for anyone who plans, conducts or supervises the actions.

As we've acquired strategic assets in recent years, we've made it a priority to convey our safety culture to new team members and integrate our EHS policies and practices at new facilities. Those sites receive mentoring and assistance from Chart safety managers and regional monthly EHS meetings to bring them to full compliance, which is monitored during corporate EHS evaluations. Chart has also elected a VP of Global Environmental, Health and Safety to oversee overall safety of the company.

To ensure compliance with applicable laws, regulations and Chart policies, we conduct EHS audits at each Chart location, with each site required to have a monthly compliance schedule. Sites implement a corrective action plan for items identified during an evaluation. The action plan includes a list of all preventive and corrective measures undertaken at each location and the status of those initiatives. A Corporate EHS Audit is completed annually for each major location (>200 headcount) and every 2-to-3 years for smaller locations. Our CEO also holds monthly safety reviews with all sites.

## An Unbroken Chain of EHS Responsibility, From the CEO to all Team Members

Establishing a culture of working safely and responsibly starts at the top, and at Chart that begins with our CEO, who communicates regularly with team members about our safety philosophy and performance.

Our Global Safety Council – composed of all global safety leaders – meets monthly to discuss near misses, accidents, injuries, investigations, corrective actions and lessons learned. The Council met in person in September 2023 to facilitate the coordination of global safety policies and practices. A key outcome of the meeting was to develop Chart's EHS roadmap to zero injuries with the company's EHS scorecard as a primary underpinning.

Safety leaders have regular calls to discuss safety policies, procedures and continuous improvement programs. Regional EHS leaders present metrics and

other safety information at executive staff and Board of Directors meetings. Chart sites also report safety metrics monthly to segment and functional leadership. As part of our risk management process, we employ a job hazard analysis designed to identify risks and potential consequences associated with work activities. We apply a methodology that considers the probability and potential severity of job-related safety incidents. If an accident occurs, the company uses a standardized form to document the incident, conduct a root cause analysis and take corrective measures and share within 24 hours of the accident.

## Our Safety Performance

Chart's U.S. facilities comply with OSHA (U.S. Occupational Safety and Health Administration) and company requirements, and our international facilities comply with laws and regulations in countries where they're located. We hold our contractors accountable for following our safety policies when working at a Chart site and completing and returning an EHS assessment confirming they have a safety policy, training and other required safety program elements.

Chart sites implement our Occupational Health and Safety Program requirements for training, reporting, accident investigation, auditing, implementation and compliance. The policy requires each site to create a safety committee and a safety-suggestion program. Our safety committee consists of team members, further encouraging worker engagement and ground-up recommendations. Hourly team members at our facilities are recognized and rewarded for submitting safety and hazard identification cards that contribute to our continuous improvement program. At sites with record numbers of days without accidents, we celebrate those successes at least twice a year.

### MEETING INTERNATIONAL SAFETY AND ENVIRONMENTAL STANDARDS

Many of 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. Chart voluntarily certifies all of our main manufacturing and larger service centers to these internationally recognized standards to increase safety, reduce workplace risks and improve environmental performance. We assist sites that increase their work scope or are newly acquired in becoming certified.

As noted in our EHS Principles, 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. We believe all accidents and injuries are preventable. When recordable injuries occur, they're reported within 24 hours to Chart executives, including the CEO. We thoroughly investigate incidents and near misses, including root cause, put corrective actions in place, track results and share lessons learned in a standard format. In addition, Global Safety Alerts are issued with detailed, mandated actions to ensure the risk is fully mitigated across all geographies. Sites must report back on closure of actions as part of the EHS scorecard key performance indicators (KPIs).

Each manufacturing site or aftermarket operation has an internal auditing program to ensure that safety-related items are maintained and hazards are identified. Those internal EHS audits are conducted monthly. Sites implement a corrective action plan for items identified during an audit. To measure safety performance, our primary indicators are the Total Recordable Incident Rate (TRIR) and Lost Time Injury Rate (LTIR).

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 2023, we had 71 recordable incidents at our global locations, compared to 69 in 2022, despite having more hours worked in 2023 versus 2022 for the combined business. 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. In December 2023, 70% of Chart's global sites had zero recordable incidents for a trailing 12-month period.

## SAFETY PERFORMANCE METRICS

	2021	2022	2023
<b>Number of Team Members</b>	4,809	5,178	11,576
<b>Total Recordable Incident Rate (TRIR)</b>	0.80	0.52	0.53
<b>Days Away, Restricted or Transferred Rate (DART)</b>	0.47	0.28	0.28



## Diversity and Inclusion (D&I) is a priority for our business.

Chart respects and values the culture, identity and experience of every individual, and our global D&I efforts are making Chart a better place to work. These efforts empower our team members to innovate, deliver a higher quality product, and continue to improve customer service.

We believe D&I should permeate every part of our business, and we create multiple opportunities for team members to grow and have an impact. The pillars of our D&I program include:

- **Employee Resource Groups (ERGs)** – We believe ERGs, such as the Chart Network of Women (NOW), create a sense of belonging and empower team members to grow personally and professionally.
- **Innovation** – Through events such as our Global Innovation Contest and Quarterly Business Challenges, 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’re expanding Howden’s Bright Futures Program globally and integrating Chart’s Giving Back Program to create a stronger OneChart™ Giving Back Program.

## I AM WHO I AM



### Katie Gibb

VP | Project Management  
Renfrew, Scotland

I am Katie Gibb. I am a driven professional striving each day to leave a positive impact on the world, our team, and our customers.

Aged 16, I started a 4-week internship with no university degree or real plan, but this

soon opened the doors to a career I never even knew was an option growing up in a working-class area of Glasgow, Scotland. Fast forward to today, I am the first in my family to go university, I am part of an incredible team making a difference to our planet, and I am ever curious at how we can continue to improve as a company and individual. I am also a daughter, sister, auntie, partner, and friend. I am a terrible badminton player, but it doesn’t stop me from trying! I am also a big animal lover and not ashamed to say that my dog is my phone screensaver.

While 16-year-old me did not have a plan or follow a “traditional” path, I am who I am today because I am hard-working and willing to try and because of the incredible network of family, friends, and colleagues around me. And I love that all of our diverse experiences, together, make us Chart.

## TRAINING AND LEARNING METRICS

In 2023, our team members completed **27,367.4 hours** of training – equating to approximately **2 hours and 15 minutes** of training per employee. This does not include the **27,980 courses** we offer on our local learning platforms which team members take advantage of frequently.

## GLOBAL INNOVATION CONTEST WINNERS

T1



### Ernane Piccolo

*Director of Operations  
Howden Americas, Aftermarket,  
Buffalo, NY*

**Idea:** Use AI and other available technology to create a scope of supply and quote for the customer, reducing time and costs.

2



### Juancho Tabangay

*Hydrogen Energy Commercial Director for Hub & Infrastructure  
Fremont, CA*

**Idea:** At the New Prague, MN, hydrogen test site, use hydrogen that might otherwise be vented to fuel cars, forklifts, cranes and Class 8 trucks, reinforcing Chart's commitment to net zero emissions.

T1



### Danny Allred

*Electrical Engineer  
ChartWater™, Fayetteville, AR*

**Idea:** Use AI to pull externally referenced documents that fall outside a customer's proposal, adding clarity to the process and saving time for other parts of the business.

3



### Brian Taylor

*Operations Manager  
FinFans, Beasley, TX*

**Idea:** Identified key mechanisms to improve real-time visibility of manufacturing processes.

## Ideas + Innovation = Progress

In 2023, for the second year in a row, we held our Global Innovation Contest. We asked team members to submit innovative ideas as part of the competition, and we received more than 400 submissions from across the global enterprise. Each idea was evaluated by a cross-functional panel of experts using key performance indicators such as creativity, innovation, cost-effectiveness, actionability and business impact. The winners were chosen by Chart's executive leadership team.

Each of the four winners – we had a tie for first place – was from a different Chart facility, and their ideas represented subject matters such as AI/Automation, ESG and Operations. This further demonstrates the diversity of our business and the variety of thoughts and perspectives across the global organization.

It should be noted that while four ideas were cited as contest winners, Chart plans to implement many of the other submissions based on their inventiveness and value to the company.

To extend the success of the Global Innovation Contest, the D&I Committee (through its Innovation subcommittee) expanded the concept in early 2024 to include a company-wide Quarterly Business Challenge. The objective remains the same, but the quarterly campaign will focus on a timely, relevant issue for the business - for example, "best integration and/or synergy idea." As part of its charter, the Innovation subcommittee regularly evaluates ways in which Chart can further use automation, Augmented Reality and AI to improve our business.

## Effective Engagement & Communication

Employee engagement is extremely important to Chart. Engaged team members understand the company's strategy, know how their roles equate to strategic execution and feel motivated and appreciated in their daily activities.

Good communication also is critical to building employee engagement, and we pride ourselves on the accessibility of every team member to their colleagues, regardless of position or location.

At Chart, the dialogue begins with our CEO, Jill Evanko, who believes that recognizing team members who take the initiative to embody our principles in their daily work is critical to our success. She sends daily "shoutouts" via email – titled "One Chart People Doing One Chart Things"™ – that celebrate team members, their outstanding work and other accomplishments and activities that highlight Chart's values and culture.

Additionally, she conducts regular calls and meetings with team members (including interns) to discuss ongoing developments in the business and answer live questions from participants, who share their thoughts as well. In particular, every couple of months, Evanko holds a gathering that's become known as the CEO Spotlights, where she devotes a couple of hours to meeting with a small group of high-performing employees (5-10) to learn more about the individuals and to get their perspectives on what the company is doing well and where we can make improvements. The Spotlights started in 2021.

Chart employs a variety of communications channels – town halls at least quarterly, our CEO City Series calls, our company intranet, social platforms and individual functional meetings – to ensure that timely, relevant information and actions are shared with team members.

We also regularly conduct assessments at the local facility level to solicit feedback from team members. Chart has a global "Ask" platform, giving team members the opportunity to submit feedback at any time on any business topic. This feedback is then routed to the appropriate individual. The CEO regularly invites team members to reach out to her or other members of the executive leadership team with any feedback.

### DAILY SHOUTOUTS FROM JILL EVANKO



Today we shoutout a OneChart™ effort between IT, sales, product management, marketing, and engineering as the team executed a project to make one of our current sales applications much more customer friendly and easier to maintain, all while strengthening our security.

Our industrial gas team uses a Tank Sizing App which allows us to help our gas distributors and customers correctly size their cryogenic equipment. This app can also advance our customers' mode-change sales processes faster and more accurately.

A team consisting of **Dana Johnston, Jodie Olson, John Tapley, Jessica Godfrey, and Pat Weber** recently switched this app over from being housed in the Apple and Google Play App Stores to a more secure, centralized, and maintainable platform – which also made the app simpler for our customers to use.

See attached for a screenshot of the app.

A huge thank you to **Dana, Jodie, John, Jessica, and Pat**, who met every other week for the past year to get this finalized! The feedback from customers is that this app is a very useful tool, so thank you for doing your part to ensure we are effectively servicing our customers. This is yet another way we are differentiating ourselves from competition.

It's also a great example of one of the many efforts we're taking to move to a more digital way of doing business, making things easier for our customers, while prioritizing cybersecurity.

Great job, team!  
Jill



#### Bruno Lajoie

General Manager St-Bruno

**Hire Date:** November 15th, 2015

**Division:** Howden - Americas

**Location:** St-Bruno, Qc, Canada

**Manager:** John Van Fossen



**Software Skills:** ERPs (SAGE, AX, D365), CAD Software (Inventor, AutoCAD, CATIA, Abaqus), Scheduling Software (Microsoft Projects)

**Technical Competencies:** Project Management, Purchasing, Continuous Improvements, People Management, Customer Relationship

**Professional Passions:** Making the most of every opportunity (collectively & individually), Helping others grow and get better, making sure everyone has fun.

**Fun Fact:** Mental and Physical Health is really important and so far, I've initiated 5 colleagues to do CrossFit training 2-3 times a week during lunch break.

**What accomplishment are you most proud of working at Chart?** The way we increased our operating profit throughout 2023 by understanding and controlling our costs, generating savings with value-add engineering, smart purchasing, and efficient manufacturing.



## Increasing Diversity Through Talent Attraction, Retention

At Chart, we're committed to providing an inclusive workplace where everyone is treated with dignity and respect because we believe it strengthens our success and sustainability and promotes team member wellbeing.

Chart's Human Resources staff partners with a variety of educational, business, technical and trade organizations to attract more diverse candidates at all levels of the company. We're passionate about these efforts because they bring new ideas, perspectives and thinking to company, and they build future skills, capabilities and talent pipelines.

At the college level, Chart has established relationships with Historically Black Colleges and Universities (HBCUs) such as Prairie View A&M in Texas and Florida A&M (FAMU). At Prairie View, Chart sponsors capstone projects for engineering students to help them bridge the gap between classroom and industry. We focus heavily on HBCU partnerships, which has led to record diversity in our Rotational Engineering and Internship Programs. At the end of 2023, we had 10 participants in the Rotational Engineering Program, including three females and five who are racially diverse.

At FAMU, Chart offers micro-internships to engineering students to introduce them to the company and provide challenging, real-world work assignments. Chart also has relationships with top engineering schools such as Georgia Tech, Texas A&M and TU Delft in the Netherlands.

Our university relations efforts continued to pay off in 2023 as we welcomed more than 30 interns – a record for the company – which consisted of a mixture of high school and college students. Nearly 30 percent of our interns in 2023 were female, and 42% were diverse.

In Europe, our legacy Howden Apprenticeship Program has been integrated into Chart's Rotational Engineers Program and will continue to provide excellent

grounding for those wishing to pursue a career in engineering or manufacturing. They offer an educational and practical pathway to a potential career with the company by providing hands-on experience and skills across a range of jobs. Our Rotational Engineering Program, which consists of a diverse group of high-potential talent, allows engineers to work across different product lines and better understand Chart's full suite of products and services. Additional assignments to the program will take place throughout 2024.

To garner interest among younger students, Chart is active at the elementary, middle school and high school levels, attending career fairs and other events to promote STEM education and to explain firsthand what a career in engineering, manufacturing or a related field might look like. Every year, Chart participates in the National Association of Manufacturers (NAM) Manufacturing Day in October to educate and excite the younger generations about the manufacturing field and discuss career opportunities at Chart.

Over the past few years, our actions have resulted in hiring significantly more women in manufacturing and engineering positions. Additionally, Chart has completed gender-pay studies and implemented compensation strategies. These efforts remain a priority for our HR team in 2024.

Chart also strives for diversity among our suppliers, including having set internal targets for working with female- and veteran-owned businesses.

## Building Our Team for the Future

Attracting, developing and retaining a talented, diverse workforce is critical for us to deliver high-quality products and services for global markets. We must continue to develop creative programs that build critical skills and competencies if we're going to achieve our business goals and objectives.

Overall, the average tenure for our team members in 2023 was 8.77 years, and nearly a quarter of the company (23%) has 10 to 20 years of service. This makes for a relatively stable, experienced workforce with the expertise and knowledge to support our customers' specific and complex needs. Our voluntary turnover rate in 2023 was well below the industry average at 10.67%.

Chart's Vice President and Chief Human Resources Officer, who reports to the CEO, directs our programs for recruiting, hiring, training, developing, promoting and retaining team members. The CEO and Chief Human Resources Officer regularly update the Board on succession planning and other human resources issues. Chart regularly conducts talent assessments of the entire organization throughout the year with the Board.

Our Board also hears multiple times a year from new and emerging high-potential talent, members of our Global D&I Committee and other key team members.

In 2022, we established social targets to increase diversity across various departments and levels of management throughout the company. These targets were applied to the combined business in 2023.

**Target:** Increase female representation to 40% on our executive management team by 2030

**Progress:** We achieved 38% female representation on the executive management team at the end of 2023

**Target:** Increase female representation to 35% in senior roles by 2030

**Progress:** Female representation in senior management rose by approximately 7% in 2023

**Target:** Achieve employee volunteer participation of 25% as part of our Giving Back initiatives and community program by 2030

**Progress:** We had 2,265 team members, or 19.6% of our total workforce, log volunteer hours in 2023 (320 through our Giving Back program, 905 with Bright Futures, and 1,040 logged in Kronos locally)

We made progress in 2023 deepening and diversifying our talent at all levels. One step toward that goal was the formation of an Operational Leaders Program, which functions in a similar fashion to the Rotational Engineering Program but with a specific focus on operational talent.

Candidates for the new program, which will be overseen by the Company's Senior Vice President for Integration and Operational Excellence, will be nominated and selected by operations leaders at all levels of the business. Participants will receive special full-time assignments for 12 to 18 months that could involve implementing specific improvements at one or more facilities, working at a different facility, business or region, or helping to create new operations training and development programs.

The goal is to prepare potential operational leaders for more responsibility by broadening their exposure and skill sets, while expanding learning and collaboration across Chart's global facilities.

Our Engineering Fellows and Key Experts Program continues to expand and foster a global network of our top engineering talent. With the integration of Howden, we added six new Fellows and nearly a dozen Key Experts in early 2024, doubling the size of the program. Fellows and Key Experts mentor and develop early career engineers in our Rotational Engineering Program.

Our Welding Council – which provides a critical foundation for our fundamental processes and product delivery – also benefited from the Howden integration, adding about 15 new members around the world in 2023.

Our Emerging Leaders program had nine members at the start of 2024, continuing to give strong performers the opportunity to work on high-visibility projects and learn on the job. Team members in this accelerated development program – which started five years ago – report to Chart executives monthly and to the Board quarterly, opening up communication with leadership and improving participants' skills. It has led to promotions and accelerated career paths for participants – adding another facet to the Company's succession planning. Importantly, graduates of the Emerging Leaders Program have a better than 95% retention rate with Chart.

Chart also supports team members who want to pursue higher education or certifications by partially reimbursing the cost of tuition and books for those who maintain certain grade levels. We will continue to develop and empower our people to better satisfy our customers and to continue to help them become the best version of themselves both personally and professionally.

## Supporting Our Local Communities

Chart team members are attuned to our stakeholders and focus on the needs of the communities where we live and work, devoting time and resources to support children, veterans and families, end hunger and improve health, among other efforts.

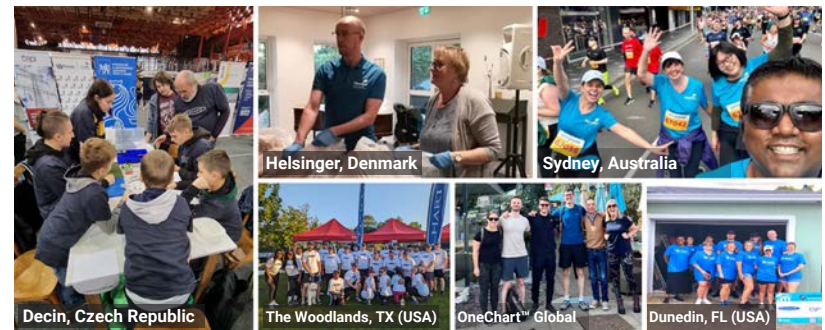
By expanding Howden's legacy Bright Futures Program on a global basis, and integrating Chart's existing Giving Back Program, we created the OneChart™ Giving Back Program, a powerful foundation for the company to make positive and sustainable contributions to impactful causes. Bright Futures was formed in 2022 to assist people in disadvantaged and underrepresented communities realize their full potential through education and skills development.

The integrated program will continue to provide support for a variety of initiatives, one paid day off each year for team members to aid local causes, and an annual fund match of up to \$250 per person to charitable organizations of the team member's choosing.

In 2023, 19.6% of Chart employees volunteered their time, skills and expertise to support those who needed it most in their local communities. The goal is at least 25% participation company-wide by 2030.

- The recipients of Chart's Giving Back Program are as diverse as our team members themselves, and our efforts touch every corner of the globe. Examples of our community giving in 2023 included:
- In Helsingor, Denmark, we organized programs to donate excess food from a local bakery to help feed underprivileged communities.
- In The Woodlands, Texas, team members supported the Safety Around Water Program by raising awareness and funds for drowning prevention.
- In Dunedin, Florida, we volunteered at Habitat for Humanity to help provide support and access to quality, safe, affordable housing.

- Our Decin, Czech Republic team volunteered to support local technical competitions with elementary and middle school students interested in STEM.
- In Sydney, Australia, we participated in 14K runs to benefit The Smith Family, a national charity that creates opportunities for disadvantaged children and their families.
- Across the company, 34 teams (266 total team members) from 15 countries took part in STEPtember, a monthlong event to raise funds for a number of charities, the most prominent being Chest Heart & Stroke Scotland. Collectively, Chart team members recorded approximately 70 million steps and raised \$66,500.



Educational causes remain at the forefront of our giving, and we stepped up in 2023 by volunteering at local schools, providing students and teachers with needed supplies, and attending STEM fairs, career days and other events to enlighten students about careers in engineering and manufacturing.

For the fourth year in a row, Chart participated in the Dress for Success Your Hour, Her Power® campaign throughout the month of March. This campaign helps women globally gain access to career opportunities, reach financial independence, overcome food insecurity, support their families and gain confidence to be their best selves. For the third year in a row, Chart raised more than \$25,000, placing us among the top corporate fundraisers for the campaign.

Chart also is active in the Women Business Collaborative, an organization whose mission is to accelerate the advancement of all women business leaders and to spotlight the need for gender, diversity and pay equity in the workplace.



## Bright Futures Program Gives Back

**Bright Futures team in Pune, India are providing practical and educational support to local schools, as well as funding essential village infrastructure.**



*Pune Bright Futures Team at the Inauguration of the Solar-Powered Water Pump System in the village of Hanmantwadi*

Following a visit to the village of Hanmantwadi (located in a remote area, 120 KM away from Pune), together with Solar Power Experts, the Bright Futures team in Pune decided to provide solar streetlights and a solar water pump to assist the locals overcome some of their problems.

During their visit, the Sarpanch (Head of the Village) explained that due to the unavailability of electricity, the village is in darkness at night which is very unsafe for the residents and there is a major shortage of water as the pumps do not work without electricity.

In phase one of the project, the team partnered with Deepastambha Charitable Trust, a local NGO, to install 20 solar-powered light poles at critical locations throughout the village and a 10KW solar panel which will provide solar power for one pump to run at least six hours a day. This will enable regular water supply to the villagers for domestic use and also provide a safe environment for them to live in. On 29th March 2023, Bright Futures team inaugurated the solar street lights and the solar water pump.

The team are also constructing new washrooms in the village secondary school, which currently has only two toilets for 380 students. The ground breaking ceremony was recently done by the school girls and the construction work is underway. In addition to this, the Bright Futures team of Pune, in partnership with Jnana Prabodhini's Educational Resource Centre, created digital knowledge boxes comprised of educational videos and presentations for students of Grade 1 to 10 for 50 schools located in rural areas around Pune. The educational material is stored in a data hard disk which benefits schools that do not have internet connectivity. Around 38,000 students will benefit from this amazing educational initiative.

**Bright Futures team in Connersville hosts charity on a mission to bring opportunity to young people.**

4-H is a charity delivering research-based programming around positive youth development to young people across America. The Bright Futures team in Connersville recently invited a group of 4-H's 'Junior Leaders' to visit the factory for their monthly meeting.

As the theme of their meeting was 'career readiness', the Connersville Bright Futures team put together a presentation on what they do, how it works and where it is used, before leading the group on a tour of the facility. The visit ended with a lively question and answer session during which the group were so engaged. "The look of awe on the kids' faces, when they saw some of the products we make, was

a reminder of how unique our jobs are,” said one of the employee volunteers who helped put together the event. In total, nine employee volunteers contributed to the success of this event, many of whom were 4-H alumni themselves.



The similarities between our values and the 4-H values make this an exciting partnership for our Bright Futures Programme. Head, Heart, Hands, and Health are the four values that 4-H centres around. Head symbolises decision making, problem solving, and organising. Heart represents strong personal values and cooperation. Hands symbolise science, technology, and useful skills. And finally, Health stands for leading a healthy lifestyle, practising safe behaviours, and managing stress.

**Bright Futures Team in Olpe, Germany have partnered with a local residential facility ‘Josefshaus’ to renovate an old building into a centre for experiential education for the children and young adults who reside there.**

The team have entered into a partnership with a local residential facility ‘Josefshaus’ on a project to build an ‘Adventure Pedagogical Center’. Josefshaus was formerly an orphanage and children’s home and is today a modern facility for children and teenagers.

Phase 1 of the project is a bicycle workshop for the children. The aim is to enable the children to learn how to repair and maintain their bicycles by themselves, under the guidance of experienced cyclists. Motivated employees from the Howden Rothemühle team are supporting in this and have provided the tools and spare parts for this purpose. With these tools and spare parts, a large number of the bicycles used by the children of the Josefshaus can be repaired and equipped with safe components.

Further phases of the project include building an indoor climbing area to create motivation, promote self-confidence and provide security and also a dance and movement area to promote physical development, musicality and creativity. When children dance together with other children or the family, social skills and self-esteem are strengthened.





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# GOVERNANCE

Chart's Female Board of Directors:

From left to right: Jill Evanko, Paula Harris, Singleton McAllister, Linda Harty



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## Our robust governance model, under the leadership of our Board of Directors, continues to strengthen our position as a global leader in the clean energy economy.

We also require strong governance measures for businesses we acquire, integrate or partner with. The addition of Howden has reinforced the governance mechanisms of our integrated OneChart™ business, and we continue to draw upon Howden's legacy of strong governance policies and experience.

### HIGHEST LEVEL OF OVERSIGHT

Chart's 10-member Board is elected by shareholders to ensure the management team serves the interests of the company and shareholders. Our directors have oversight of material risk management, business strategy, financial performance and related processes. Chart directors must comply with our [Code of Ethical Business Conduct](#).

Independent directors are vital to ensure that shareholder interests are the company's top priority. Our [Corporate Governance Guidelines](#) require that Chart directors meet the applicable listing standards, laws, rules and regulations. Three new directors were added in 2023. As of April 2023, nine out of 10 directors are independent. Director and CEO Jill Evanko is a Chart employee and therefore is not considered independent. Based on the Board's composition following Chart's 2023 Annual Meeting, four of our 10 directors are female and two are diverse.

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

#### *Audit Committee*

The Board oversees and reviews material risks and risk management processes and has designated responsibility for general risk oversight to the Audit Committee. The Chart management team manages our day-to-day business risks and updates the Audit Committee quarterly on our financial, legal, regulatory, strategic and reputational risks. In addition, Chart's senior leaders regularly attend Board meetings to answer risk-related questions.

#### *Nominations and Corporate Governance Committee*

The Board's Nominations and Corporate Governance Committee, along with oversight from the Board, ensures alignment with our corporate social responsibility and sustainability strategy and related policies and procedures. The Nominations and Corporate Governance Committee is responsible for Board succession with potential candidates who represent a range of skills and diversity in the broadest sense.

The Chart Board is empowered to determine the leadership structure that best serves the company's interests. At this time, the Board believes the roles of Board chair and CEO should be split to allow the CEO to focus on managing the company and on communicating Chart's strategy to our stakeholders.

#### *Compensation Committee*

The Board's Compensation Committee reviews and approves compensation for our CEO and other executive officers. Chart is dedicated to aligning executive pay to company performance, primarily driven by financial results, strategic accomplishments and growth in shareholder value. The Board believes ESG performance has a positive impact on Chart and considers ESG progress when determining annual discretionary bonus awards for our executives. For more information on executive compensation and our Board, please see our [Proxy Statement for our 2023 Annual Meeting of Stockholders](#).

**9/10**

DIRECTORS ARE  
INDEPENDENT

**4/10**

DIRECTORS ARE  
FEMALE

**2/10**

DIRECTORS ARE  
DIVERSE

<b>90%</b> Board Independence	<b>100%</b> Board Committee Chair Independence	<b>40%</b> Female Directors	<b>20%</b> Diverse Directors	<b>100%</b> Director Attendance at Board Meetings
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## INTEGRITY IS THE CORNERSTONE OF OUR BUSINESS

Upholding a culture of integrity and ethical conduct is a core value of Chart's. We are deeply committed to abiding by a Code of Ethics in all markets and across our value chain, so we can be sure that Chart competes on merit and merit alone. We have a zero-tolerance policy for any sort of bribery and have built-in checks and balances to ensure that our employees, suppliers and partners adhere to our Code of Ethical Business Conduct.

The Vice President and General Counsel has executive responsibility for our business ethics program and the Code of Ethical Business Conduct. With oversight from the Board's Audit Committee, we review the Code annually and update it as needed.

The Code supports Chart's values and explains the standards that our directors, officers and team members must uphold while representing the company. New team members acknowledge that they've received and understand the Code during onboarding. Team members complete annual training on anti-corruption compliance, conflicts of interest, insider trading and other subjects covered by the Code. Chart maintains oversight of trainings and ensures training completion via audits and training logs.

Chart is committed to complying with the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable anti-corruption laws. Chart has established anti-bribery policies and procedures to comply with the FCPA, which are based on U.S. Department of Justice guidance and include screening and monitoring of certain third parties, such as independent sales representatives, with whom Chart does business.

Chart's practices around customer and supplier compliance have been further strengthened with the addition of Howden's team, its systems and practices. Sharing learnings and drawing upon best practices from each other, the integrated team is well equipped to monitor, support and ensure adherence to all of Chart's requirements for trade compliance.

We expect team members to conduct business according to Code standards, related policies, laws, rules and regulations in the countries where we operate. Designated ethics representatives are available to answer team members' questions or provide guidance on compliance. Team members have a duty to report violations to a supervisor, manager, ethics representative or the confidential, anonymous [Chart Ethics Hotline](#) which is administered by a third party. Chart investigates alleged incidents and communicates the resolution to the person who reported it. We prohibit retaliation and threats of retaliation against anyone who makes a good faith report of a possible violation or misconduct, and we protect team members with our [Whistleblower Policy](#).

## ESG OVERSIGHT, ACCOUNTABILITY AND CONTINUOUS IMPROVEMENT

Chart has established our environmental principles and commitments in our Environmental and Sustainability Policy and our EHS Policy. Chart's Board of Directors is responsible for the oversight of material risk management, including climate risk. The Audit Committee has general risk oversight responsibility.

Chart integrates ESG considerations into business planning and ties executive bonus compensation to achieving environmental targets. In 2021, we introduced an ESG component to our short-term incentive awards program, directly tying executive compensation to ESG goals and have continued to do so annually since.



Chart strives to meet or exceed customer expectations as well as regulatory, industry, safety and environmental standards. The preferred best practice throughout our portfolio is ISO 14001:2015 for environmental management systems, and we continually work to integrate newly acquired facilities to this standard.

Chart communicates the importance of responsible environmental management to team members by requiring ISO quality and environmental management training and by incentivizing suggestions for continuous improvement.

We keep ourselves accountable and transparent by participating in third party assessments. Chart has reported to S&P CSA for the past three years, and we are preparing for our fourth year of engagement. As a result of this assessment, we have expanded our monitoring efforts to include waste and water metrics, alongside other environmental and diversity-related indicators. Our commitment has yielded consistent improvement in our assessment score annually.

In 2023, we continued to build upon our Global Sustainability Committee by leveraging talent from the combined Chart and Howden businesses. This committee brings together ESG champions and experts from all over the world to share best practices and experiences, expand the significant work we're doing in certain regions to the global organization, stay up to date on compliance and requirements, identify opportunities for external communications with shareholders and customers, and provide a forum for our team to drive change in the organization. The Committee is composed of local EHS leaders, operations and facility managers, product leaders, compliance managers, integration team members, investor relations professionals, and marketing team members, ensuring a cross-functional, company-wide effort to advance Chart's ESG priorities.

## REDUCING SUPPLY CHAIN RISKS

Chart recognizes that our supply chain is an integral part of our business and undertakes measures to protect the integrity of the supply chain. Our supplier selection process, contract terms and conditions, risk management program and audits help us reduce supply chain risks. Chart recognizes the significant role suppliers play in decarbonization and uses EcoVadis to survey our top 10 suppliers on potential

environmental and climate risks. The Chart [Supplier Code of Conduct](#) conveys our expectations that suppliers maintain ethical business practices, as well as comply with the Chart Code or adopt similar principles.

We work annually with our global supply chain partners, in conjunction with our third-party platforms, iPoint and Sphera SCRM, and request information to comply with our reporting obligations under the U.S. Securities and Exchange Commission's rule on conflict minerals – tin, tantalum, tungsten and gold. Chart continues efforts to improve supply chain transparency and reporting of conflict minerals in our supply chain. We continue to be proud and committed members of the Responsible Minerals Initiative (RMI), which serves as a resource for companies that seek to ensure responsible minerals sourcing in their supply chain.

We're also committed to ensuring that our supply chain reflects our respect for human rights and the right of individuals to be free from involuntary servitude and human trafficking. We identify related information in our [California Transparency in Supply Chains Act](#) and [U.K. Modern Slavery Act](#) disclosure statements.

## CHART BUSINESS EXCELLENCE



In 2023, we established the Chart Business Excellence (CBE) team built on the legacy Howden program, Howden Business Excellence, combined with Chart's historic continuous improvement successes. CBE highlights Chart's focus on driving company-wide operational excellence on par with global best practices. The team is managed under our Senior Vice President, Integration and Operational Excellence, and is led by experts in finance and operations.

Chart has the interest of the customer at our core. Providing an excellent customer experience drives exceptional business results and continued growth. Flawless execution across the entire customer journey is key to sustained business performance and success for our customers. To accomplish this, the CBE team has three areas of focus: People, Processes and Tools.

- **People:** Our people are our greatest asset. Recognizing this, the CBE team focuses on training our workforce by offering Lean Six Sigma training courses to all team members and Lean Six Sigma training and certification to those wishing to lead continuous improvement projects.
- **Processes:** CBE's focus is to build strong, stable and sustainable core processes as a foundation of the Chart Operating Model. These core processes are in line with industry best practices. We then use the appropriate problem-solving methods and tools to drive improvement which, in turn, drives business results.
- **Tools:** CBE uses a set of foundational Lean Six Sigma tools such as standard work, value stream analysis, Kaizen events, daily and visual management, 5S, problem solving and voice of customer.

The CBE team plays a key role in identifying, implementing and executing continuous improvement across the organization. As Chart continues to grow and integrate our global facilities, the role of the CBE team will be pivotal to ensuring that all Chart team members and facilities operate with the same understanding of Chart's operations, priorities and standards of excellence.

## INVESTING IN IT CYBERSECURITY

Chart remains committed to providing business-driven information technology (IT) solutions according to four pillars: cybersecurity, infrastructure, applications and emerging technologies and aligning them to our business strategy and goals. With safety being one of Chart's core values, cybersecurity remains top of mind for all employees and features prominently in team member training. We consistently maintain a high security rating above the industry average from a major third-party security rating firm.

The CEO and other Chart executives are members of our Cybersecurity Steering Committee that meets regularly to review our Cybersecurity and IT roadmaps, projects, incidents, pending decisions and related world events that could impact Chart. The CIO/CISO (Chief Information/Security Officer) updates our Board regularly on our cybersecurity program.

Chart's cybersecurity program is well aligned with the Cybersecurity Maturity Model Certification (CMMC), formerly known as the National Institute of Standards and Technologies (NIST) cybersecurity framework. Additionally, we comply with International Automotive Task Force requirements for cybersecurity. We've adopted policies and practices for prevention, monitoring, vulnerability management and incident response to comply with applicable laws and regulations wherever Chart operates. Furthermore, we strive to reach standards in data privacy across the globe, including the EU (European Union) or U.K. General Data Protection Regulation (GDPR), the California Consumer Privacy Act (CCPA), and China's Personal Information Protection Law (PIPL).

In 2023 and ongoing in 2024, a key focus area is the integration of legacy Chart and Howden information systems by combining our cybersecurity policies, programs and technologies. At the cybersecurity and network layers, the team has achieved great results by providing secure access across the combined networks to empower work synergies for major business functions.

At the turn of 2023 to 2024, Chart welcomed the launch of a combined legacy Chart and Howden website, bringing the Howden businesses/brands and product line specifics into the website and leveraging our continuous effort to improve our website per modern standards and best practices. These improvements uphold our values of diversity and inclusion by making our services more accessible to anyone visiting our website. For example, our website is optimized to better align with color blindness accessibility guidelines. This permits Chart to comply with Title III of the Americans with Disabilities Act and to improve our search ranking within Google and other major search engines that require these features.

Chart's website capabilities allow for public viewing of Chart's Privacy Notices for the EU or U.K. GDPR and the CCPA, providing website users with information about the processing of their personal data in connection with the use of Chart websites and their functionalities or in the course of a contractual relationship with one of the Chart entities, which may include the transfer of their personal data to and among Chart Industries and our affiliates.

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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	2021	2022	2023	MORE INFORMATION
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	RT-IG-130a.1	Gigajoules (GJ), Percentage (%)	(1) 499,173 GJ (2) 45.5% (3) 1.2%	(1) 459,406 GJ (2) 48.5% (3) 1.5%	(1) 862,437 GJ (2) 38.9% (3) 9.5%	N/A
Employee Health & Safety	(1) Total recordable incident rate (TRIR) (2) fatality rate (3) near miss frequency rate (NMFR)	RT-IG-320a.1	Rate	(1) 0.80 (2) 0 (3) N/A	(1) 0.52 (2) 0 (3) N/A	(1) 0.53 (2) 0 (3) N/A	NMFR 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			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			
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Watts per gallon	N/A			
	Sales-weighted emissions of: (1) nitrogen oxides (Nox) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, © on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Grams per kilowatt hour	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 <a href="#">Conflict Minerals Policy</a> .			N/A
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Reporting Currency	\$171.3 million USD	\$209.6 million USD	\$1,029.2 million USD	Includes revenue from repair, service and leasing
Number of units produced by product category		RT-IG-000.A	Number	Not disclosed	Not disclosed	Not disclosed	Chart is in progress of collecting and consolidating this data post-acquisition and will disclose this in their 2024 report
Number of Employees		RT-IG-000.B	Number	4,809	5,178	11,637	Employee data as of January 31, 2024

## APPENDIX B: TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) INDEX

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

GOVERNANCE		
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.	Highest level of oversight, ESG Oversight, Accountability & Continuous Improvement, Highest Level of Oversight, pgs. 21, 33-34
	Describe management's role in assessing and managing climate-related risks and opportunities.	Future Disclosure
STRATEGY		
Disclosure Focus Area	Recommended Disclosure	Reference
Disclose the actual and potential impacts of climate related risks and opportunities on the organization's businesses	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Environment, pgs. 16-27. Annual Report.
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Environment, pgs. 16-27. Annual Report.
	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, pgs. 16-27
	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, pgs. 16-27

## 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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