

SUSTAINABILITY REPORT

Issued April 2025



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

JILLIAN EVANKO / CEO
CHART INDUSTRIES



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Chart Industries Inc. (NYSE: GTLS) is a global leader in the design, engineering and manufacturing of process technologies and equipment for gas and liquid molecule handling for the Nexus of Clean™—clean power, clean water, clean food and clean industrials—regardless of molecule. 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 energy, nuclear, marine, space, liquefied natural gas, hydrogen, biogas and CO2 capture, among other applications.

Chart is committed to excellence in environmental, social, and corporate governance performance both for its company as well as its customers. With 64 global manufacturing locations and over 50 service centers from the United States to Asia, Australia, India, Europe, and South America, the company maintains accountability and transparency to its team members, suppliers, customers, and communities. Chart’s total headcount as of December 31, 2024, was 11,898 global team members. To learn more, visit www.Chartindustries.com.



OneChart™

OneChart™ refers to Chart being one 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, Turbplex, Turbo, VCT Vogel, and VRV.



A GLOBAL FOOTPRINT TO SERVE CUSTOMERS LOCALLY



CHART'S VISION, MISSION AND VALUES

Our Vision inspires us

Providing engineered solutions to enable a better tomorrow

Our Mission is our guide

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

Our Values shape who we are

Safety above all



Here for our customers



People make the difference



Pursue excellence



Passion for results



Focus Areas and Commitments

We believe that strong business performance is intrinsically linked to environmental stewardship, an engaged workforce and community involvement.

We are consistently focused on enhancing our initiatives to align with our growth strategy, profitability objectives and culture. We are committed to:





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

Our operations are guided by a strong focus on sustainability and community engagement, ensuring that we not only meet the demands of today but also contribute positively to the future. We are dedicated to creating value for our stakeholders and collaborating with our partners to shape a brighter future for generations to come.



SUSTAINABILITY RECOGNITIONS

We received the following recognitions related to our sustainability initiatives:

-  Honored by Avetta as a 2024 ESG Innovator for our commitment to safety, sustainability and innovation.
-  Winner of Frost & Sullivan Institute's Enlightened Growth Leadership Best Practices Awards for the second year in a row.
-  Continuous improvement and excellence in sustainability ratings – S&P Global, MSCI, Sustainalytics and ISS.
-  Achieved our EcoVadis certification and submitted our CDP disclosure for the first time as a unified organization.
-  Recognized for the second consecutive year on Newsweek's 2025 Most Responsible Companies list; we advanced our position to #287, climbing 250 spots from our 2024 ranking.

About This Report

Chart Industries' 2024 Sustainability Report includes highlights of our sustainability initiatives and performance across our business operations. Our environmental initiatives focus on reducing our carbon footprint, enhancing resource efficiency and promoting solutions that advance the sustainability goals of our customers. On the social front, we prioritize safety, community engagement, people, culture, belonging and team member wellbeing, striving to create a positive impact on the communities we serve. Governance practices are centered around transparency, ethical conduct and robust risk management frameworks as we seek accountability at all levels of our organization.

This report provides a comprehensive overview of our performance and metrics related to the Sustainability Accounting Standards Board's (SASB) Industrial Machinery & Goods standard and our contributions to the United Nations' Sustainable Development Goals (UN SDGs). We use the Task Force on Climate-related Financial Disclosures (TCFD) framework to guide our reporting on climate-related risks and opportunities.

We closely monitor key regulatory developments in sustainability reporting and environmental legislation across various jurisdictions and are actively evaluating the most appropriate approach to align with these standards.

Chart is committed to providing accurate information about our sustainability 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.

Unless otherwise noted, the information in this report is presented for Chart's continuing operations, covering the period from January 1, 2024, to December 31, 2024.





United Nations
Global Compact

In June 2024, we joined the United Nations Global Compact to reinforce our commitment to sustainable and socially responsible business practices.

DOUBLE MATERIALITY ASSESSMENT

As a key element of our efforts to prepare for reporting with the Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality assessment (DMA) with reference to the European Financial Reporting Advisory Group's (EFRAG) IG 1 Materiality Assessment Implementation Guidance. In 2024, we began our DMA work to understand and identify our impacts on the environment and society (impact materiality) as well as the sustainability-related risks that we are exposed to (financial materiality). This process involved engaging our key stakeholders to gather valuable insights and perspectives to enhance our understanding of material issues. The assessment will be completed in late April 2025 and will inform our future CSRD reporting and sustainability efforts.

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).

REPORTING SEGMENTS

- ✓ **CRYO TANK SOLUTIONS**
Cryogenic products and engineered systems for the distribution and storage of liquid gases including LN₂, O₂, CO₂, Ar, He, H₂ and more.
- ✓ **HEAT TRANSFER SYSTEMS**
Equipment and process technology that is critical to delivering enhanced energy efficiency and improved operational reliability.
- ✓ **REPAIR, SERVICE & LEASING**
Aftermarket services for products and systems to keep equipment operating at peak performance.
- ✓ **SPECIALTY MARKETS**
Solutions for hydrogen, carbon capture, aerospace, food & beverage, water treatment, and other specialty applications – advancing sustainability and innovation across a wide range of critical industries.



#

KEY NUMBERS

64

Global Manufacturing Sites

50+

Service Sites

1,500+

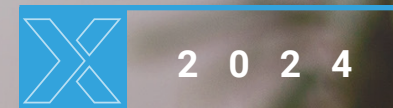
Engineers on Our Team

1,300+

Trademarks and Patents

450,000

Installed Base of Equipment Globally



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LETTER FROM THE CEO



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“Everything we do is built around helping our customers operate cleaner, safer and smarter. We succeed when our solutions enable real progress across industries.”

DEAR CHART STAKEHOLDER,

Our 2024 Sustainability Report clearly outlines our sustainability priorities and strategy, which we view as a key part of our OneChart™ culture. We enable our customers to achieve their environmental and business objectives while improving our own sustainability performance.

This report highlights the progress we made in 2024 through transformative technologies and innovative solutions, while also laying out our vision for the future.

We continue to advance our Nexus of Clean™ portfolio—clean power, clean water, clean food and clean industrials—helping customers improve their operations, reduce their carbon footprints, address complex water challenges and minimize waste. Within our own operations, we continue to implement energy efficiency initiatives across our global sites, invest in renewable energy and embrace sustainable manufacturing practices. As a result of these efforts, I’m proud to report that we reduced our year-over-year Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 23.55 and 12.62 percent, respectively.

Collaborations are key to accelerating the clean energy transition. Some of our notable 2024 collaborations include:

- We partnered with Element Resources Inc. to build out hydrogen fuel supply, distribution, storage and transportation, end-user facilities and associated services using Chart’s capabilities and solutions.
- We expanded our partnership with Kathairos Solutions, helping oil and gas producers eliminate methane emissions through nitrogen-powered systems for remote well-site pneumatic devices.
- We worked with Opus One Winery to expand its deployment of Chart’s Earthly Labs CiCi™ Oak carbon capture technology. This advanced system captures, purifies and liquefies CO₂ generated during red wine fermentation, which is then reused on-site.
- We supported the development of Energy Observer 2, a liquid hydrogen-powered cargo ship designed with the ambition to be the lowest-carbon vessel in the world. This initiative is a major step toward decarbonizing maritime transport.
- On the aviation front, we joined the GOLIAT Project, which aims to demonstrate how liquid hydrogen handling and refueling technologies can be used safely and effectively for airport operations.

These accomplishments, as well as advancements in carbon capture, liquefaction and water treatment, underscore our commitment to driving the clean energy transition through innovation, collaboration and sustainable growth.

None of this would be possible without our dedicated team members worldwide who rise to the challenges of our complex work every day. Our top priority at Chart—and my most important role as CEO—is to provide the safest work environment possible.

One of the ways we did this in 2024 was by improving, enforcing, and building upon a unified set of Environmental, Health and Safety standards across all our global locations. While these efforts are paying off, we are not satisfied until we reach our goal of zero accidents. Two safety measures stand out in 2024:

- Our year-end total recordable incident rate (TRIR)—one of our key measures of safety performance—fell to 0.40, the lowest in company history.
- Our lost time incident rate (LTIR) also dropped to 0.10, another Chart milestone.

Team member wellbeing and engagement continue to be at the forefront of our HR initiatives. Mental health is an integral part of our overall safety program, and we introduced enhanced resources for all team members in 2024. We also expanded our Employee Resource Groups (ERGs), providing opportunities for mentorship and collaboration for our more experienced team members and young professionals.

We remain committed to talent development through the continuation of our Emerging Leaders Program, Rotational Engineering Program and internship programs, among others, all of which are designed to cultivate the next generation of talent for the company.

We remain focused on contributing to the needs of the communities where our team members live and work. Over 25% of our global workforce participated in a Chart-related volunteering or giving back initiative in 2024 through our OneChart™

Giving Back Program, an impactful, employee-driven program. Team members volunteered their time at schools, food banks and civic organizations, to name a few.

Transparency, accountability and ethics are the cornerstones of our corporate governance structure. Our Board of Directors are committed to maintaining oversight of our sustainability initiatives and ensuring alignment with our long-term corporate strategy. Sustainability performance metrics remain integrated in leadership compensation plans.

I am confident that we have the right people, technologies and strategies in place to achieve continued success. We look forward to continuing this journey and sharing our progress with you.

Sincerely,



Jillian (Jill) Evanko
Chief Executive Officer, Chart Industries

2024

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United Nations (UN) Sustainable Development Goals (SDGs)

Chart contributes to many of the UN SDGs, a global blueprint for a more peaceful, prosperous and sustainable future. Our 2024 initiatives and achievements supporting the SDGs include:



SDG 3 – GOOD HEALTH AND WELLBEING

- We improved, enforced, and built upon our unified Environment, Health and Safety (EHS) standards across all global locations, which now encompass safety programs and mental health as part of our overall approach to team member wellbeing.
- As of December 31, 2024, over 70% of Chart's sites were accident-free for 12 months or more, reflecting the effectiveness of our safety programs and our commitment to workplace safety.
- We implemented a scorecard that enables tracking of leading and lagging safety indicators, allowing for improved safety outcomes and engagement at all Chart facilities.
- We reduced our TRIR to 0.40 in 2024 (from 0.53 in 2023), and our LTIR to 0.10 in December 2024 (from 0.21 in January 2024).
- Through initiatives such as all-hands quarterly calls and regional EHS director meetings, we engage team members beyond traditional safety roles.



SDG 4 – QUALITY EDUCATION

- We provide Six Sigma training to support continuous improvement and operational excellence, with many team members in project management and operations applying these tools to drive results.
- We introduced a Finance Leadership Development Program for new graduates focused on building cross-functional skills and leadership capabilities.
- Our internship program maintained a retention rate of 80%, with many interns completing multiple rotations and transitioning to full-time roles. This reflects Chart's commitment to nurturing talent and providing quality learning experiences.
- We continue to develop a comprehensive training curriculum designed to help operations team members identify and bridge skill gaps. The curriculum includes technical, financial and behavioral training, preparing team members for advancement and leadership roles.
- We expanded access to free online learning opportunities globally, covering topics such as project management certification, technical skills and communications. Total training and learning hours were 41,962.97 – roughly 3 hours and 31 minutes per team member.
- We offer multiple programs to promote education and skills development for team members, including our Emerging Leaders, Rotational Engineering and Operational Leaders programs.



SDGS 5 AND 10 – GENDER EQUALITY AND REDUCED INEQUALITIES

- Our global Network of Women (NOW) Employee Resource Group (ERG) expanded its reach in 2024, with active chapters in over 10 locations globally. The group hosted various workshops and mentoring events, reaching over 1,000 team members.
- Women made up 40% of the first cohort in our Operational Leadership Development Program, which focuses on accelerating team members into management and other leadership roles.



- All new team members and existing managers and supervisors completed unconscious bias training during onboarding. This training is part of Chart's broader anti-discrimination and inclusivity efforts.
- We conducted focus groups and cultural discussions during International Women's Day 2024, engaging over 500 team members globally in conversations about challenges and opportunities in the workplace.



SDG 6 – CLEAN WATER AND SANITATION

- Our ChartWater™ solutions treated 5 billion gallons of water per day in the U.S., up from 4.5 billion in 2023, supporting clean water access and improved water quality for diverse applications.
- We supported customers in addressing water contamination issues, particularly the removal of PFAS (per- and polyfluoroalkyl substances) and other persistent chemicals through our ChartWater™ solutions.
- We track and analyze water consumption across our global facilities relative to Scope 3 emissions, continuously identifying opportunities for reduction. We encourage our facilities to implement water conservation initiatives, such as at our Hosur, India site, where effluent water is captured, treated and repurposed for landscaping, and our "Teddy 2" site in Theodore, Alabama, where we treat our water using our AdEdge water treatment systems.



SDG 7 – AFFORDABLE AND CLEAN ENERGY

- We expanded our partnership with Calgary-based Kathairos Solutions, helping oil and gas producers eliminate methane emissions by using nitrogen-powered systems for remote well-site pneumatic devices. This initiative reduced CO₂ emissions by 245,526 metric tons in 2024.
- We installed solar panels at sites in Spain, the Netherlands, and South Africa, among others already in operation. In 2024, we deployed 6,592,912 kilowatts of solar capacity across our sites.



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

- We continued Chart Rise and Chart Prime, our ERGs for early-career professionals as well as more seasoned professionals, providing structured pathways for career growth and skill development. We also continued our Chart Pride ERG for LGBTQ+ team members.
- We continued our Rotational Engineering Program, with 17 participants in 2024, offering structured learning across products, processes and markets. The program has become a cornerstone of Chart's technical talent development.



SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

- We continued to build out our product portfolio across the Nexus of Clean™ by introducing new products and making improvements and enhancements to current projects based on customer demand.
- We conducted our third Global Innovation Contest, recognizing five winning innovations from facilities worldwide.
- We integrated artificial intelligence (AI) and machine learning into our product development and manufacturing processes to optimize efficiency and reduce costs.



SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

- In 2024, we gained a more comprehensive understanding of opportunities to reduce our waste and water footprint.
- Our "Teddy 2" facility in Theodore, Alabama, minimizes water consumption by recycling hydrostatic test water using a 425,000-gallon storage tank and a ChartWater™ reverse osmosis and ultraviolet (UV) system, reducing costs and local water impact.

- We collaborated with third-party vendors to enhance rainwater and wastewater recycling capabilities at Chart facilities as a means to comply with environmental regulations and reduce overall water consumption.
- We continued to support customers, such as Coastal Carbonic and Cameron Coastal, in capturing and repurposing CO₂ from their dry ice production processes.



SDG 13 – CLIMATE ACTION

- We implemented a real-time carbon footprint monitoring system that provides facility-level data, updated twice daily. This tool tracks Scope 1, Scope 2 and voluntary Scope 3 emissions, including waste, water, and team member travel-related data such as air, car and hotel footprints.
- We developed a process to address discrepancies between facility-level and corporate-level emissions data to promote consistent, accurate reporting. In 2025, the data tool is expected to integrate sustainability and EHS metrics into a unified dashboard.
- Individual facilities initiated localized projects to reduce their carbon footprints. For example, a facility in Děčín explored wood-chip recycling for heating, while other sites such as Spain, Germany, Netherlands and South Africa adopted renewable energy.

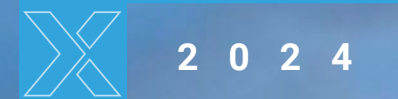


SDG 16 – PEACE, JUSTICE, AND STRONG INSTITUTIONS

- We joined the UN Global Compact, further solidifying Chart's commitment to ethical business practices and transparency.
- We published a comprehensive Supplier Code of Conduct, available in multiple languages. The code emphasizes responsible business conduct and aims to strengthen institutional integrity across our supply chain.
- We continued participating in the Responsible Minerals Initiative (RMI) to ensure responsible sourcing of tin, tantalum, tungsten and gold. We engaged third-party consultants to audit supplier claims, enhancing transparency and compliance with conflict minerals regulations.

- We closed process gaps to comply with the German Supply Chain Act, further demonstrating our commitment to protecting human rights and environmental standards within our supply chain. We also completed our second annual risk assessment in 2024, bolstering due diligence processes.
- All team members must complete annual ethics training. This training is part of Chart's commitment to fostering ethical practices within the organization.





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With more than 8,100 installations across 85 countries, ChartWater™ technologies, products and services help provide sanitation and safe drinking water to almost one billion people worldwide.

Chart continues to expand and refine our Nexus of Clean™ portfolio, delivering innovative and comprehensive clean energy solutions tailored to diverse market needs. We deliver complete, vertically integrated solutions across critical applications such as industrial gas, hydrogen (both gaseous and liquid), carbon capture, utilization and storage (CCUS), energy recovery, water treatment and LNG, among other applications.

We support our customers in achieving their sustainability goals. In 2024, we booked 84 first-of-a-kind orders and booked orders with 467 new customers since Chart and Howden joined forces in March 2023.

WATER AND WASTEWATER TREATMENT

ChartWater™ is a brand within Chart Industries and a global manufacturer and service provider of comprehensive water treatment solutions for municipal and industrial applications. Leveraging the combined expertise of Chart Industries, Howden, BlueInGreen and AdEdge Water Technologies, ChartWater™ delivers proven and innovative technologies that address complex water challenges, promote sustainability and drive operational efficiency worldwide.

FULL SOLUTION PLATFORMS ACROSS THE

NEXUS OF CLEAN™



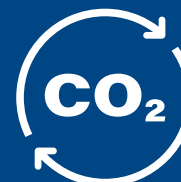
CLEAN POWER

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



CLEAN WATER

Water and Wastewater Treatment, Desalination



CLEAN FOOD, BEVERAGES & AGRICULTURE

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



CLEAN INDUSTRIALS

Post-Combustion Carbon Capture, Hydrogen, Helium, Electrification for Mining

ChartWater™ integrates advanced technologies from:

- **Chart Industries:** A leading, 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:** Specializing in designing and executing prescriptive water treatment systems, AdEdge enables efficient removal of contaminants in drinking, waste and industrial water while supporting water reuse applications. Their expanded capabilities now include tailored systems for emerging contaminant challenges.
- **BlueInGreen:** BlueInGreen's dissolved gas solutions use oxygen, carbon dioxide and ozone to replace traditional chemicals, catalysts and ambient air. This helps reduce treatment costs and energy consumption while improving pH control, oxidation and odor management.
- **Howden:** A global manufacturer of high efficiency blowers and compressors and digital solutions for advanced, efficient smart ambient aeration systems used to manage effluent.

Chart's comprehensive approach to wastewater treatment integrates bulk storage tanks for gases with Howden's advanced aeration blower technology, delivering efficient and scalable solutions that enhance water quality and treatment performance across industries.

In 2024, we reached new milestones with ChartWater™:

- ✓ Treated over 5 billion gallons of water per day in the U.S., delivering clean water to approximately a billion people globally.
- ✓ Scaled our integrated hydrostatic testing and water treatment recycling systems, reducing water use and wastewater generation at Chart facilities.
- ✓ Partnered with municipal and industrial clients to address water scarcity and implement systems for enhanced water reuse and conservation.



Chart Industries



AdEdge



BlueInGreen



Howden

As part of our commitment to environmental sustainability, we installed a Sewage Treatment Plant (STP) at our Hosur, India facility. The plant can treat approximately 10 kiloliters of water daily, and some of the water treated was repurposed for landscaping in 2024. This initiative has successfully reduced water consumption at the Hosur site by 30%, contributing to our broader water conservation efforts.

Waste and Circularity

REPAIR, SERVICE AND LEASING

Chart is committed to promoting responsible production, designing products and engineered systems with longevity, quality and efficiency in mind. Our engineering teams adopt a cradle-to-grave approach in product design, seeking to maximize customer value while minimizing waste.

Beyond sustainable product design, we offer a range of aftermarket services to help our customers maintain equipment performance long after their initial purchase. These services include repairs, retrofitting, digital upgrades and leasing solutions to extend the average lifecycle of their equipment, optimize energy efficiency and reduce environmental impact. Repair, service and leasing represented 16.9% of Chart's total sales in 2024, a 19.2% increase over 2023.¹

¹19.2% increase calculated per adjustments in reported 2023 information to include Howden for the full year.

Sustainability Innovations

HYDROGEN

Chart's comprehensive suite of hydrogen solutions positions us as a global leader in advancing the sustainable energy transition. We deliver end-to-end solutions that address the full hydrogen value chain—from production and storage to distribution and utilization. This holistic approach ensures flexibility, efficiency and tailored solutions for diverse industrial applications worldwide.

By leveraging our expertise in liquid and gaseous hydrogen applications, we enable operational synergies that maximize value for our customers while minimizing environmental impact. From powering heavy-duty transportation to supporting grid-scale energy storage, our technologies are at the forefront of the hydrogen economy.

Revolutionizing Winemaking Through Carbon Capture

Opus One Winery, a leader in environmentally conscious winemaking in Napa Valley, expanded its deployment of Chart's Earthly Labs CiCi™ Oak carbon capture technology in 2024. This advanced system captures, purifies and liquefies CO₂ generated during red wine fermentation, which is then reused on-site for winemaking processes. This innovation eliminates the need for dry ice deliveries, significantly reducing transportation emissions and operational costs. The upgraded technology doubled CO₂ capture compared to previous years, showcasing the potential for scalable sustainability solutions in traditionally high-emitting industries.



Some of our impactful hydrogen projects in 2024 included:

- **Advancing Green Hydrogen Production in Patagonia:** Chart contributed to a project at a Haru Oni plant in Patagonia, Chile, which utilizes wind power to produce synthetic e-fuels. This is the world's first climate-neutral methanol plant to harness energy from wind power. Our hydrogen compressors are instrumental in generating green hydrogen via electrolysis, which is then converted into e-methanol. This project is expected to produce 550 million liters of e-methanol annually by 2026, driving the global adoption of renewable energy.
- **Liquid Hydrogen Solutions for Marine Decarbonization:** We supported the development of Energy Observer 2, a groundbreaking liquid hydrogen-powered cargo ship designed with the ambition to be the lowest-carbon vessel in the world. The ship is powered by 4.8 MW fuel cells and has a 14-day operational range. With over €100 million in investment and strong public-private collaboration, this initiative is a major step toward decarbonizing maritime transport. This project aligns with International Maritime Organization regulations and the EU's goal to reduce net GHG emissions by at least 55% by 2030.

- **Collaborating to Advance the Hydrogen Ecosystem:** Chart partnered with Element Resources Inc., a leader in green hydrogen production, to advance the use and adoption of hydrogen and other clean fuels. We collaborated to build out hydrogen fuel supply, distribution, storage and transportation, end-user facilities and associated services using Chart's capabilities and solutions.
- **Promoting Liquid Hydrogen Use in Aviation:** We joined the GOLIAT (Ground Operations of Liquid Hydrogen Aircraft) Project, an aviation hydrogen handling and refueling initiative. Led by Airbus and supported by academic partners, airport operators and leading hydrogen industry players like Chart, GOLIAT aims to demonstrate small-scale liquid hydrogen aircraft ground operations at three European airports.

CARBON CAPTURE, UTILIZATION AND STORAGE

CCUS remains a cornerstone of our approach to helping customers reduce their carbon footprints, particularly in high-emission sectors.

Our CiCi® carbon capture technology continues to gain traction globally. For example, in 2024, we supported the deployment of Earthly Labs' carbon capture systems, where CO₂ generated during fermentation is captured, purified and reused, reducing transportation emissions and operational costs. We expanded

How Does Carbon Capture Work?

The process works by capturing CO₂ 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 CO₂ from industrial processes, including Point Source Capture (PSC) and Direct Air Capture (DAC). Chart can provide solutions and equipment for both options.



Pioneering Sustainability in Underground Mining

Ventilation systems in underground mines can consume significant amounts of energy. To address this issue, the Goldcorp Éléonore gold mine collaborated with us to design a safe and more efficient ventilation control system. Ventsim™ CONTROL optimized underground ventilation in the mines by regulating fans and dampers throughout the mine ecosystem. This digital solution reduced energy consumption by over 50% and significantly lowered costs associated with heating and electricity. The project exemplifies how digital innovation can simultaneously address efficiency, safety and sustainability in challenging industrial environments.



Earthly Labs' operations into Europe to better serve EU customers (including wineries, breweries and other applications) and tailor solutions to their specific regulatory and operational needs.

Our Sustainable Energy Solutions business unit provides industrial-scale carbon capture through our Cryogenic Carbon Capture™ (CCC) technology, which reduces carbon emissions by 95–99%. The technology also removes pollutants like NO_x, SO_x and mercury pollutants from flue gases. The resulting liquid CO₂ can be used in various applications or sold to merchants. CCC™ reduces carbon emissions at half the cost and energy consumption of conventional carbon capture methods.

DIGITAL TECHNOLOGIES

Chart offers digital solutions that enable our customers to optimize performance, track critical data and achieve their sustainability goals. These technologies reduce emissions, improve efficiency and deliver measurable cost savings.

Our Ventsim™ software suite is one example of our impactful digital solutions. Ventsim™ supports the mining industry by enabling 3D design, modeling and simulation of underground mine and tunnel ventilation systems for safe, cost-efficient and energy-efficient operations. We continuously seek opportunities to enhance Ventsim™, and in 2024, we introduced AI-driven algorithms and a web-based interface, integrating business intelligence dashboards for energy tracking and carbon reporting. These updates enhance user experience and drive actionable insights for improved decision-making.

DATA-DRIVEN ADVANTAGE

By leveraging real-time data on energy usage and resource consumption, Chart empowers customers to identify inefficiencies and implement data-driven solutions to minimize their environmental impact. Our advanced monitoring capabilities extend across a global footprint of over 500 assets, ranging from ventilation fans in mining operations to turbo blowers in wastewater treatment facilities.

In recent years, we have introduced enhanced monitoring solutions designed to optimize the performance of LNG fueling stations. In 2024, we expanded our capabilities to include tracking carbon capture performance from Earthly

PERFORMANCE METRICS

	2023	2024
Number of Team Members	11,576	11,898
Number of Sites	114	111
Scope 1 Emissions (MTCO ₂ e)	25,959	19,844
Scope 2 Emissions (MTCO ₂ e)	47,516	53,514
Total Emissions	73,475	73,358
Total Energy Consumed (GJ)	862,437	1,122,057
% from Grid Electricity	38.9%	34.5%
% Electricity from Renewables	9.5%	6.3%
Total Water Consumption (gallons)	227,387,787	336,141,697
Total Waste Recycled (MT)	13,607	9,321

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

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

Labs CiCi® equipment, enabling precise measurement and improved operational efficiency. These advancements reflect our commitment to leveraging digital innovation to drive reductions in industrial emissions and promote resource conservation on a global scale.

Our Environmental Performance

In 2021, Chart set an initial target to reduce GHG intensity by 30% across company-owned operations by 2030 compared to a 2020 baseline. After reaching this target ahead of schedule, we revised our goal in 2022 to a 50% reduction by 2030. **We successfully achieved this updated GHG intensity goal in 2023.**

In 2024, as part of our commitment to continuous improvement and transparency, we rebaselined our GHG inventory to reflect recent acquisitions and divestitures, most notably the integration of Howden. This rebaselining, conducted in accordance with the Greenhouse Gas Protocol, involved a comprehensive review of our Scope 1 and 2 data back to 2020. Using a consistent, rigorous methodology across all operations, we established 2023 as our new baseline year to ensure our emissions data accurately reflects the current structure of our business.

Based on the revised 2023 baseline, we achieved an 18% reduction in emissions intensity in 2024, lowering our footprint to 17.87 MT CO₂e per million dollars in revenue. This reflects our ongoing focus on operational efficiency and emissions reduction as we continue to grow.

In addition, 2024 marks the establishment of baseline data for waste and water across our operations. This foundation will enable more accurate tracking and guide our efforts to reduce water consumption and improve recycling and diversion rates.

Energy Use

Chart continues to implement company-wide initiatives to improve energy efficiency and reduce energy use across our global operations. These initiatives include transitioning to energy-efficient lighting and installing motion sensors, which have now been adopted at all of our major facilities globally. 2024 highlights include:

- Our facility in Gablingen, Germany, achieved a significant milestone by generating more energy than it consumed for the second consecutive year, thanks to its solar panels installed in 2012.
- Solar panels power machinery and lighting in our Děčín, Czech Republic facility. Excess electricity generated during weekends or holidays is sold back to the grid, contributing to the local renewable energy supply.
- Upgraded solar panels at our Ornago, Italy, facility installed in 2022 generated solar power that accounted for 24.8% of its total energy consumption in 2024.
- New solar projects were initiated at our facilities in India and South Africa.

Incorporating Sustainability Impact into Capital Improvement Decisions

In 2024, Chart continued to include a sustainability 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 sustainability impact of the proposed project in the AFE. This helps provide a qualitative element to CapEx projects for sustainability benefit and allows the sustainability team to 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 sustainability team.

Chart's La Crosse, Wisconsin facility, where Chart manufactures its brazed aluminum heat exchangers, is nearing seven years as a participant in the **Wisconsin Department of Natural Resources Green Tier Program**—a voluntary initiative that recognizes companies with strong Environmental Management Systems and a commitment to sustainability.

Through this partnership, the facility has achieved key environmental milestones, including:

- ✓ Energy efficiency improvements with high-efficiency HVAC units and a more efficient boiler
- ✓ Facility upgrades with new roofing material for its 280,000-square-foot production space
- ✓ Exploring renewable energy through a feasibility study for solar panel installation

In 2024, we commissioned our “Teddy 2” manufacturing facility, named as such because it is our second facility in Theodore, Alabama, to support fabrication of the largest shop built cryogenic tanks in the world. Performing hydrostatic testing for these tanks requires a significant amount of water. We implemented solutions to reduce and recycle this water, including using an on-site 425,000-gallon storage tank alongside a ChartWater™ reverse osmosis and UV pumping system. **This minimizes water consumption, reduces our operational costs and lowers the impact on local water distribution facilities.**

Water Management

In addition to supporting our customers in managing their water, we monitor and analyze water consumption across our global facilities. We are taking steps to reduce our water consumption and recycle, harvest and reclaim rainwater, such as in Hosur, India, where we capture and treat effluent for use in local landscaping.

In 2024, we collaborated with third-party vendors to enhance rainwater and wastewater recycling capabilities at our facilities. We have seen a substantial uptick in water consumption in 2024 despite our water recycling efforts due to our record-breaking year in production of certain products, leading to greater water consumption for hydrostatic testing. We are committed to finding more opportunities to reduce our water consumption throughout 2025 and years to come.

Avoided Emissions

In 2024, we reduced paper consumption in Europe by digitizing workflows, which resulted in cost savings and reductions in our environmental footprint. We have already expanded this effort globally in Q1 2025 and plan to continue to do so.

Partnership with Kathairos Solutions

We expanded our partnership with Calgary-based Kathairos Solutions, helping oil and gas producers eliminate methane emissions by using nitrogen-powered systems for remote well-site pneumatic devices.

This initiative resulted in:

- **245,526** tons CO₂ emissions eliminated in 2024
- **400,036** total tons CO₂ emissions eliminated to date
- **2,424** N₂ tanks deployed to date



Sustainable IT Impact in Europe

1.1M

Pages Not Printed

141M

BTUs of Energy Saved From Not Printing

133

Trees Saved From Not Printing

98K

Pounds of CO₂ Emissions Avoided from Reduced Printing

812

Tons of CO₂ Emissions Prevented From Zero Landfill Recycling

232K

Kilograms of CO₂ Emissions saved through the decommissioning of IT equipment

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

- » American Boiler Manufacturers Association (ABMA)
- » Association of British Mining Equipment Companies (ABMEC)
- » Asociación Española de Túneles y Obras Subterráneas (AETOS)
- » Aluminum Plate-Fin Heat Exchangers Manufacturers' Association (ALPEMA)
- » Arizona Water Works Association (AZAWWA)
- » American Welding Society (AWS)
- » Brewers Association
- » China Coal Industry Association
- » China General Machinery Industry Association
- » China Hydrogen Alliance
- » China International Turbine Machinery Industry Alliance
- » International Council on Combustion Engines
- » Clarkson Research
- » Compressed Gas Association (CGA)
- » Compressor Tech International (CTI)
- » Cryogenic Society of America (CSA)
- » Danish Export Association
- » Engineering Council of South Africa (ECSA)
- » European Forum for Reciprocating Compressors (EFRC)
- » Fuel Cell and Hydrogen Energy Association (FCHEA)
- » Gas Compressors Association (GCA)
- » Gases and Welding Distributors Association (GAWDA)
- » Groupement des Industries de Construction et Activités Navales (GICAN)
- » Groupement des Industriels Français de l'Énergie Nucléaire (GIFEN)
- » Global Carbon Capture and Storage Institute (GCCSI)
- » Gas Processors Association Europe (GPA)
- » Gas Processors Suppliers Association (GPSA)
- » Hydrogen Council (Belgium)
- » International Beverage Dispensing Equipment Association (IBDEA)
- » International Compressor Application and Machinery Committee (ICAAMC)
- » International District Energy Association (IDEA)
- » International Gas Union (IGU)
- » International Ozone Association (IOA)
- » International Society of Beverage Technologists (ISBT)
- » International Tunnelling and Underground Space Association (ITA-AITES)
- » International Operating and Maintenance Association (IOMA)
- » Light Engineering Industries Association of South Africa
- » Mine Ventilation Society of Australia
- » Mining, Ventilation, Safety and Services Association (MVSSA)
- » National Association for Convenience Stores (NACS)
- » National Restaurant Association (NRA)
- » South African Coal, Energy and Surface Hydrology Association (SACESHA)
- » Shandong Coal Machinery Association
- » South African Institute of Electrical Engineers (SAIEE)
- » South African Institution of Mechanical Engineering (SAIMEchE)
- » Technical Association of the Pulp and Paper Industry Conference (TAPPICon)
- » The Association for Packaging and Processing Technologies (PMMI)
- » Top Employers Institute
- » Upstream
- » Water Environment Federation Technical Exhibition and Conference (WEFTEC)
- » World Biogas Association

2024

SUSTAINABILITY REPORT

/ PART 5

SOCIAL



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ABOUT



LETTER



HIGHLIGHTS



ENVIRONMENT



SOCIAL



GOVERNANCE



APPENDIX

In 2024, Chart's unwavering dedication to fostering a safe, ethical and fulfilling workplace continued to be a top priority – a guiding principle to creating a globally integrated workforce.

Chart's human capital management approach is firmly rooted in our core values and strategic objectives, with a strong emphasis on unifying processes and enhancing customer relationships. We are committed to comprehensive Environmental, Health and Safety (EHS) standards, supported by global policies such as a robust management of change protocol and an effective global hand protection policy. These measures reinforce our dedication to operational excellence, safety and sustainability.

Our achievements are grounded in the commitment and talent of our people. We prioritize hiring diverse, hardworking team members who embrace challenges and actively seek opportunities for innovation and growth. We are dedicated to creating a safe work environment that provides ample opportunities for learning and development, fostering a culture of trust and encouraging open communication.

In 2024, we continued to develop and implement HR practices that align with our global business objectives, solidifying the progress made in previous years. We enhanced key HR functions by further optimizing and leveraging our HR systems. We are committed to creating programs that enrich the team member experience. Our initiatives are strategically designed to build a robust talent pipeline while also nurturing the growth and development of our existing workforce.

Our pledge to volunteerism is evident in our active engagement with initiatives such as STEM outreach for the next generation and impactful programs where team members support families and individuals in need. In 2024, over 25% of Chart's global team members participated in our Giving Back Program, dedicating their time and resources to food banks, civic organizations and other noteworthy



causes. We are proud to be responsible corporate stewards in the communities where we live and work, making a positive impact together.

Our key themes—**Safety Above All, Here for Our Customers, People Make the Difference, Pursue Excellence, and Passion for Results**—are reflected in our operations worldwide. These principles foster a unified approach to supporting our team members, communities and customers while driving business growth and personal achievement.



Safety

At Chart, the health and safety of our team members is our top priority as we strive to cultivate a zero-incident culture. We are dedicated to operating safely and maintaining secure, healthy workplaces by adhering to our unified OneChart™ Environment, Health and Safety (EHS) Policy, which we strive to meet or exceed. Our daily goal is zero accidents, supported by comprehensive training, risk assessments and strong safety leadership to prevent injuries and illnesses for every team member, whether they are in the office, at a plant or on a customer site.

We take our EHS responsibilities seriously, positioning ourselves as proactive leaders in our sector. We enhance operational efficiency, reinforce our commitment to keeping our people safe and deliver high-quality products and services by investing significant time, effort and resources into our integrated approach to EHS management.

POLICIES AND PRINCIPLES

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

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

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

Our EHS team has developed a scorecard that incorporates both lagging and leading indicators, which has been fully implemented across all facilities. A key outcome is the creation of measures designed to track and manage EHS performance while providing pathways for continuous improvement.

These include hazard reporting ratios per headcount, near-miss management, Visible Felt Leadership from top management and the utilization of Global Safety Flashes. Overall, this scorecard ensures we are actively engaged in implementing proactive actions to eliminate unsafe conditions and behaviors on a global scale.

We conduct EHS audits at every Chart location, requiring each site to maintain a monthly compliance schedule to ensure compliance with relevant laws, regulations and Chart policies. Sites implement corrective action plans to address any identified issues following these evaluations. The plans detail all preventive and corrective measures taken at each location, along with the status of those initiatives.

In addition to regular site audits, a Corporate EHS Audit is conducted every two to three years, with frequency determined by a set of criteria. Global Safety Alerts are also 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). We are also seeking to implement a global audit program in 2025 to enhance our oversight and consistency at all locations.

Our CEO prioritizes safety through comprehensive oversight, leveraging regular regional leadership inputs, monthly EHS updates and real-time incident data to drive continuous improvement.

EHS GOVERNANCE

Establishing a culture of safety and responsibility begins at the top, a commitment exemplified by our CEO, who regularly communicates with team members about our safety philosophy and performance.

Safety leaders participate in regular calls to discuss safety policies, procedures and continuous improvement initiatives. Regional EHS leaders meet monthly and present metrics and other safety information at executive staff and Board of Directors meetings. Additionally, Chart sites report safety metrics monthly to segment and functional leadership. We also hold quarterly all-hands calls to engage team members who may not typically be involved in EHS discussions.

We conduct report-out meetings with all plant managers, ensuring that a wide range of perspectives contribute to our safety efforts.

We utilize job hazard analyses to identify risks and potential consequences associated with work activities as part of our risk management process. This methodology assesses both the probability and potential severity of job-related safety incidents.

MEETING INTERNATIONAL SAFETY STANDARDS

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

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

In the event of an accident, we employ a standardized form to document the incident, conduct a root cause analysis, implement corrective measures, and share findings within 24 hours. This proactive approach ensures that we learn from incidents and continuously improve our safety practices.

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 adhering to our safety policies while working at a Chart site. This includes completing and returning an EHS assessment that confirms they have established a safety policy, conducted necessary training and implemented all required safety program elements.

Chart sites implement our Occupational Safety and Health Program requirements for training, reporting, accident investigation, auditing, implementation and compliance. The policy requires each site to create a safety committee composed of team members and a safety-suggestion program. 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 per year.

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 2024, we had 56 recordable incidents at our global locations, compared to 71 in 2023. As safety is our top priority, we will not be satisfied until we have zero incidents. We also track the number of days since the last recordable incident at all our facilities.

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

SAFETY PERFORMANCE METRICS

	2022	2023	2024
Total Recordable Incident Rate (TRIR)	0.52	0.53	0.40
Days Away, Restricted or Transferred Rate (DART)	0.28	0.28	0.19
Lost Time Injury Rate (LTIR)	0.29	0.20	0.10

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

Employee Engagement Drives Innovation

In 2024, for the third consecutive year, Chart invited team members to participate in our Global Innovation Contest to submit ideas for enhancing our operations, resulting in over 300 submissions. A cross-functional panel of experts evaluated each submission based on key performance indicators such as creativity, innovation, cost-effectiveness, actionability and business impact. Five winners were selected by Chart's executive leadership team, each representing a different Chart facility. The winning ideas span diverse topics including virtual reality, energy optimization and AI, procurement, process automation and continuous product improvement. All five winning ideas have been transformed into Emerging Leaders projects and are currently being implemented.



Francesco Scaramellini

Ornago, Italy
Winner



Rohit Tidke

Rheden, Netherlands
Runner Up



Quentin Albers

Goch, Germany
Runner Up



Bharath Kumar

Chennai, India
Runner Up



Francisco Colunga

Orem, Utah (USA)
Runner Up

People, Culture & Belonging

Chart respects and values the culture, identity and experience of every individual. Our people, culture and belonging efforts, led by our Global D&I Committee, foster a workplace where all team members feel valued and empowered. This inclusive environment not only enhances team member wellbeing and belonging but also drives innovation, improves product quality and elevates customer service.

We believe people, culture and belonging should be integrated into every part of our business, and we create multiple opportunities for team members to grow and have an impact. The pillars of our people, culture and belonging program include:

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

Our global ERG membership demonstrates strong engagement, with participation exceeding 400 individuals across various groups.

Chart NOW – 300+ team members



Chart Pride – 50+ team members



Chart Rise – 40+ team members



Chart Prime – 70+ team members



Chart Veterans - 50+ team members



local, state and federal laws governing equal employment opportunity and nondiscrimination in every location where we operate. This policy applies to all aspects of employment, including hiring, placement, promotion, termination, layoffs, recalls, transfers, leaves of absence, compensation and training.

Chart’s HR team collaborates with various educational, business, technical and trade organizations to attract a diverse range of candidates at all levels of the company. These initiatives bring fresh ideas, perspectives and innovative thinking to our company while building skills, capabilities and talent pipelines. At the college level, we have established partnerships with various Historically Black Colleges and Universities (HBCUs), as well as technical schools, and universities – many of which have strong STEM programs.

We sponsor capstone projects for engineering students to help bridge the gap between classroom learning and industry application. Our emphasis on HBCU partnerships has resulted in record representation within our Rotational Engineering and Internship Programs. By the end of 2024, we had 17 participants in the Rotational Engineering Program, comprising 7 females and 9 individuals from diverse backgrounds.

RECRUITING AND ENGAGING A DYNAMIC, TALENTED WORKFORCE

We uphold the principles of respect and fairness in our recruitment, hiring, training and promotion processes, ensuring that decisions are based solely on individual qualifications and the needs of the company. We believe that no employment decision should be influenced by improper or illegal considerations related to a person’s characteristics. As an equal employment opportunity (EEO) employer, we strongly believe in providing a workplace free from discrimination. We do not discriminate against any team member or applicant based on race, color, religion, sex, gender identity or expression, sexual orientation, pregnancy, age, national origin, disability, veteran status, military status, marital status, genetic information, or any other characteristic protected by law.

Furthermore, we are dedicated to offering promotion and advancement opportunities in a non-discriminatory manner. We comply with all applicable

Over the past few years, our efforts have led to a significant increase in hiring women for manufacturing and engineering positions. We have also conducted gender pay studies and implemented compensation strategies to ensure equity. Furthermore, Chart is dedicated to fostering diversity among our suppliers by engaging with female- and veteran-owned businesses. Our talent management strategy focuses on building a globally integrated workforce that leverages a broad talent pool to achieve business success. This approach not only enhances creativity and innovation but also aligns with our sustainability priorities regarding an inclusive workforce and workplace wellbeing.

INCLUSIVE WORKPLACE CULTURE

We understand the significance of cultivating an inclusive workplace culture, which is why we have implemented unconscious bias training for all new hires and supervisors. This training is designed to raise awareness of the implicit biases that can affect decision-making and interactions in the workplace. The training also offers practical strategies for identifying and addressing biases, fostering open

MOTIVATIONAL MONDAYS

Our CEO, Jill Evanko, regularly sends out a motivational email to inspire, encourage and empower team members, setting a positive tone for the week ahead. These emails typically include an uplifting quote and practical tips to navigate the work week, as well as wellbeing and exercise tips and a featured recipe.

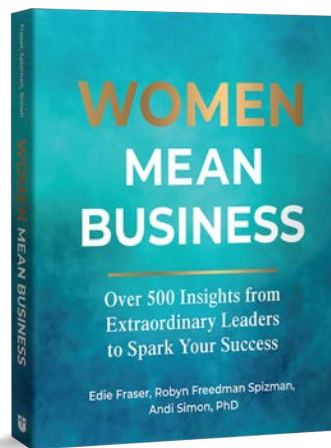


dialogue and reflection among team members. We are dedicated to creating a more equitable environment where diverse perspectives are valued, and every team member feels respected and included.

Our ERGs play a pivotal role in our talent management by providing a platform for team members to connect, share experiences and support one another. These groups are designed to promote a sense of belonging among team members from various backgrounds and identities, empowering them to contribute their unique perspectives and talents.

In 2024, we launched two new ERGs, Chart Rise and Chart Prime, aimed at supporting young professionals as well as more experienced professionals within our organization. These groups are designed to foster community, provide networking opportunities and facilitate professional development among team members at different stages of their careers. This initiative reflects our ongoing commitment to nurturing talent at all levels of the organization.

Empowering Leadership: “Women Mean Business”



In 2024, our Chart Network of Women (NOW) Atlanta chapter launched a book club initiative featuring “Women Mean Business,” a collection of insights from female leaders. The initiative culminated in a Virtual Leadership Panel that showcased many women highlighted in the book, including Chart’s CEO, Jill Evanko, providing team members with invaluable leadership insights and direct engagement opportunities with industry leaders. Our Chart NOW ERG, and all associated events, are open to all team members – both male and female.

Building on this success, the initiative has since expanded across multiple NOW chapters globally, exemplifying our ongoing commitment to supporting leadership and professional growth.

Building Our Team for the Future

TALENT RETENTION

Our human capital strategy is designed to align all people-related activities with our business objectives, driving organizational success while fostering team member engagement. We recognize that our workforce is our most valuable asset, and we are committed to creating an environment that attracts, retains and nurtures top talent.

In 2024, a third (33%) of our team members had been with the company for over 10 years. This reflects a stable and experienced workforce equipped with the expertise and knowledge necessary to meet our customers' specific and complex needs. Additionally, our voluntary turnover rate for the year was significantly lower than the industry average, standing at 9.62%, down from last year's rate of 10.67%.

Comprehensive Employee Experience

We place a strong emphasis on developing a comprehensive and positive team member experience that encompasses several key elements:

Safe and Comfortable Workplaces: We ensure that our work environments are safe, well-equipped and comfortable for all team members.

Supportive Atmosphere: Our culture fosters a supportive atmosphere where team members feel valued and cared for, promoting overall wellbeing.

Respectful Manager-Employee Relationships: We prioritize productive and respectful relationships between managers and team members, which are essential for a healthy workplace.

Open Communication Channels: We have established open channels for team members to voice concerns or share opinions, with a firm commitment to addressing issues promptly and effectively. Our CEO personally invites all team members to reach out directly with questions, ideas or concerns, ensuring a direct line of communication at the highest level of the organization.

INTERNSHIPS

We recognize the importance of supporting the next generation of talent through our comprehensive internship program. This program is designed to provide students and recent graduates with valuable hands-on experience, fostering their professional growth while contributing to our organizational goals.

Our internship program offers participants the opportunity to engage in meaningful projects that align with their academic backgrounds and career aspirations. Interns work closely with experienced professionals across various departments, gaining insights into industry practices and developing essential skills. Our interns are empowered to apply their knowledge and creativity, making a tangible impact within the company by participating in real-world challenges.

In 2024, we increased our number of interns to 38, up from 30 in 2023. Out of the total interns, approximately 28% (eleven interns) were offered full time positions, including four which were placed in our Rotational Engineering Program.

We aim not only to build a strong talent pipeline but also to instill a sense of belonging and inclusivity among participants through our internship program. We are committed to fostering an environment where new ideas thrive and all voices are heard.

TRAINING AND DEVELOPMENT

Our commitment to training and development is reflected in our prioritized initiatives aimed at building team member skills and adaptability. We offer numerous opportunities for professional growth and role transitions, supporting team members in aligning with our evolving business strategies. We facilitate seamless teamwork among team members in our various locations by encouraging collaboration across regions and functions.

We provide tuition assistance for team members pursuing their educational goals, alongside free online learning resources accessible to all team members globally to further enhance educational opportunities. These resources cover a wide range of topics, including project management certification preparation, technical areas and communication skill development.

In 2024, our team members completed **41,962.97 hours** of training—equating to **approximately 3 hours and 31 minutes of training per team member**. This does not include the nearly **28,000 courses** we offer on our local learning platforms, which team members take advantage of frequently.

We are dedicated to fostering a culture of continuous learning and development within our organization through these initiatives:

OPERATIONAL LEADERS PROGRAM

In 2024, our Operational Leadership Development Program welcomed three participants selected through a rigorous process to ensure their readiness for leadership roles such as Plant Manager, Production Manager and Manufacturing Supervisor, among others. Participants engage in developmental projects outside their usual assignments, allowing them to fast-track their learning while maintaining day-to-day responsibilities. This dual-role approach provides opportunities for career development and skill enhancement, reflecting our commitment to nurturing high-potential talent within the organization.

EMERGING LEADERS PROGRAM

The Emerging Leaders Program continues to be a cornerstone of our talent development initiatives. This program is tailored to equip high-potential team members with the skills necessary to navigate leadership challenges and drive organizational success. Participants engage in a dynamic curriculum that focuses on critical leadership competencies, ensuring they are prepared for future roles within the company.

By the end of 2024, Chart welcomed its 45th member since the launch of the program. It has led to promotions and accelerated career paths, significantly supporting the company's succession planning.

ENGINEERING FELLOWS AND KEY EXPERTS PROGRAM

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

ROTATIONAL ENGINEERING PROGRAM

We are committed to providing new graduates with valuable experiences through our Rotational Engineering Program. This program offers recent graduates the opportunity to gain hands-on engineering experience across various departments, enhancing their skills and preparing them for successful careers in engineering. In 2024, 17 individuals took part in our Rotational Engineering Program.

FINANCIAL LEADERSHIP DEVELOPMENT PROGRAM

Our Financial Leadership Development Program continues to expand as we cultivate future leaders in finance. The program provides participants, including recent graduates, with comprehensive training in financial management and leadership principles.

We are dedicated to building a strong foundation for our team's future through our talent development initiatives. By attracting and retaining top talent, we ensure that our workforce is well prepared to meet the challenges of tomorrow.



Effective Engagement and Communication

CUSTOMER RELATIONSHIP MANAGEMENT

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

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

We prioritize understanding customer needs and preferences to enhance our service delivery and strengthen relationships. To achieve this, we hold monthly meetings or conduct quarterly targeted surveys to capture client perspectives, feedback and insights.

Our commercial team members and CEO engage in regular face-to-face interactions with customers, allowing us to collect daily feedback that directly informs our strategies and operations.

We also actively monitor customer complaints and analyze trends over time, recognizing that quality is ultimately defined by the customer. We not only enhance our services but also foster loyalty and trust—essential components for long-term success in a competitive marketplace by listening to our customers and acting on their feedback.



STAKEHOLDER EDUCATION AND ENGAGEMENT

We have made significant strides in stakeholder education and engagement in addition to enhancing customer communication. This involves initiatives such as our government engagement program and collaboration with trade associations on policy matters. These efforts directly contribute to Chart's global policy efforts. Engaging stakeholders is crucial as it fosters transparency, builds trust and aligns our strategic objectives with the expectations of those we serve. We not only enhance our decision-making processes but also strengthen our reputation and long-term sustainability by actively involving stakeholders in our initiatives. This collaborative approach allows us to anticipate market needs and innovate effectively, ultimately driving success for both Chart and our stakeholders.

EMPLOYEE FEEDBACK AND ENGAGEMENT

Gathering team member feedback is essential for cultivating a collaborative environment and improving the team member experience. Team member-led initiatives play a vital role in promoting participation and engagement throughout the organization. Our CEO City Series, a webinar for global team members, offers valuable insights into specific business areas, processes and strategies, helping staff align with the company's direction and goals.

Our CEO leads all global team members through quarterly updates to review business and financial performance as well as key focus areas, fostering alignment around shared objectives. Additionally, regional town halls enhance community and communication within the organization. Our open-door policy encourages team members to voice concerns through anonymous channels or direct outreach to leadership.

Our CEO, Jill Evanko, plays a pivotal role in this dialogue by recognizing team members who exemplify our values through daily “shoutouts”—which she titles, “One Chart People Doing One Chart Things”—that celebrate their achievements. She also holds regular calls and meetings with team members, including interns, to discuss business developments and encourage open feedback. These spotlights, initiated in 2021, are sent out every day and help to empower team members who are going above and beyond and inspire others.

We aim to strengthen relationships and drive continuous improvement within our organization through these comprehensive communication strategies with customers and stakeholders, as well as our commitment to team member engagement.

MENTAL HEALTH AND WELLBEING

We understand that mental health is crucial to overall wellbeing and productivity. We are committed to creating a supportive environment that prioritizes mental health awareness and provides essential resources for our team members.

Our initiatives include a range of speakers, programs, benefits and activities designed to support team members’ mental health and wellbeing. We offer comprehensive employee assistance programs (EAPs) that provide confidential counseling, workshops and stress management resources. These initiatives are geared toward providing informational sessions and other resources aimed at fostering a culture of understanding and support.

We strive to create a workplace where team members feel valued and empowered to thrive both personally and professionally by prioritizing mental health.

We believe that treating everyone with dignity and respect not only strengthens our success and business sustainability, but also promotes the wellbeing of our team members. This commitment remained a key focus for our HR team in 2024.

MENTAL HEALTH AWARENESS & SUICIDE PREVENTION

In 2024, our Minnesota facility coordinated with the **Duck Cup Memorial**, a non-profit organization dedicated to mental health awareness and suicide prevention, to host a speaker event. The Duck Cup Memorial, which reaches over 30,000 students and community members annually through its programs, focuses on breaking the stigma surrounding mental health and providing critical resources. During the event, the speaker emphasized the importance of mental health and shared actionable insights to foster awareness and support. Our Chart team also participated in the Duck Cup Memorial Golf Tournament to raise funds for the cause. This collaboration reflects our commitment to promoting mental wellbeing within our organization and the broader community.



Supporting Our Local Communities

EMPLOYEE VOLUNTEERISM & GIVING

We believe that our success is closely linked to the wellbeing of the communities we serve. Chart team members are dedicated to addressing the needs of the communities where we live and work. Our commitment to sustainability principles drives us to make a positive impact locally and globally, focusing on education, social equity and environmental sustainability.

In 2024, our community support initiatives included, among others:

- In Allentown, Pennsylvania, USA, we “adopted families” over the Thanksgiving holiday to ensure those in need had access to food.
- In Bedfordview, South Africa, our team members planted 2,000 spinach seedlings to support the local community by enhancing food security and promoting sustainable agriculture.
- In Weihai, China, we supported the “Caring for Autism” event by volunteering and fundraising.
- Our Ornago, Italy, team donated used computers and electronics to local schools and non-profits.
- In Budapest, Hungary, we participated in UltraBalaton, a 211-kilometer run. Thirteen of our team members were among 25,000 runners who helped raise \$23 million for various charities.

We are committed to advancing STEM education globally, providing essential support and inspiration to students interested in science, technology, engineering and mathematics. Investing in the next generation is vital for fostering innovation and ensuring a sustainable future.

In 2024, we offered children firsthand exposure to STEM careers, sparking their curiosity and aspirations through initiatives like “Take Your Child to Work Day.” Our

partnership with SmartSTEM further amplified our efforts to engage with students, inspiring and empowering them with the knowledge and confidence needed to excel in these critical areas. We also actively promote women in STEM by welcoming female students to our facilities, where we showcase a variety of career opportunities available in these fields.





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Our robust governance framework, led by our Board of Directors, continues to underpin Chart's position as a global leader in the industrial gas and energy economy. **By prioritizing transparency, accountability and ethical leadership, we ensure that strong governance remains at the core of our strategic initiatives.**

Board of Directors

Chart's Board of Directors oversees risk management, business strategy, financial performance and related processes. Each member is elected by shareholders and is required to comply with [Chart's Code of Ethical Business Conduct](#).

Independent directors play a critical role in prioritizing shareholder interests. Chart's [Corporate Governance Guidelines](#) mandate that directors meet all applicable standards, laws, rules and regulations. As of April 2025, 9 out of 10 directors are independent. Our CEO, as a Chart team member, is not considered independent.

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

AUDIT COMMITTEE

The Audit Committee provides general risk oversight throughout our operations. Chart's management team is responsible for day-to-day management of business risks and provides quarterly updates to the Audit Committee on financial, legal, regulatory, strategic and reputational risks. Additionally, senior leaders regularly attend Board meetings to address risk-related questions and provide deeper insights into critical issues.

COMPENSATION COMMITTEE

The Compensation Committee oversees and approves the compensation structure for our CEO and other executive officers. Chart is committed to aligning executive compensation with company performance, driven by financial results, strategic achievements and shareholder value growth. The Board also incorporates sustainability performance into its evaluation, using progress on sustainability initiatives as a consideration for annual discretionary bonus awards for executives. For more detailed information on executive compensation and governance, refer to our [Proxy Statement for the 2025 Annual Meeting of Stockholders](#).

NOMINATIONS AND CORPORATE GOVERNANCE COMMITTEE

The Nominations and Corporate Governance Committee ensures alignment between Chart's corporate social responsibility and sustainability strategy and related policies and procedures. This committee also oversees Board succession planning by identifying potential candidates who bring diverse perspectives, skills and experiences.

The Board retains the authority to determine the leadership structure that best supports the company's interests. Currently, the Board has determined that separating the roles of Board Chair and CEO allows the CEO to focus on managing the company and communicating Chart's strategy effectively to stakeholders.

Ethics and Integrity

CODE OF ETHICAL BUSINESS CONDUCT

Fostering a culture rooted in integrity and ethical conduct is a fundamental value at Chart. We are unwavering in our commitment to adhering to a robust Code of Ethical Business Conduct across all markets and throughout our value chain. The Code of Ethical Business Conduct embodies Chart's core values and outlines the standards directors, officers and team members must uphold while representing the company. This ensures that Chart operates with fairness and competes solely on the basis of merit. We have implemented rigorous checks and balances aimed at ensuring that team members, suppliers and partners comply with our Code of Ethical Business Conduct.

90%	100%	40%	20%	100%	3/6
Board Independence	Board Committee Chair Independence	Female Directors	Diverse Directors	Director Attendance at Board Meetings	Board Executive Sessions

New hires acknowledge receipt and understanding of the Code during onboarding, and all team members participate in annual training sessions on topics such as anti-corruption, compliance, conflicts of interest, insider trading and other critical areas. Training completion is monitored through audits and detailed logs to ensure accountability.

ANTI-BRIBERY AND ANTI-CORRUPTION

Chart is steadfast in its compliance with the U.S. Foreign Corrupt Practices Act (FCPA) and other applicable anti-corruption laws worldwide. We have established comprehensive anti-bribery policies and procedures aligned with U.S. Department of Justice guidance, including screening and monitoring third parties we work with, such as independent sales representatives.

REPORTING CONCERNS

All team members are expected to conduct business in accordance with the Code of Ethical Business Conduct, relevant policies, and the laws and regulations of the countries in which we operate. Designated ethics representatives are available to provide guidance and answer questions regarding compliance. Team members are expected to report any violations to a supervisor, manager, ethics representative or the confidential, anonymous [Chart Ethics Hotline](#), which is managed by an independent third party.

Chart thoroughly investigates reported incidents and ensures appropriate resolutions are communicated to the reporting party. We prohibit retaliation or threats against

individuals who make good faith reports of violations or misconduct, and team members are safeguarded under our [Whistleblower Policy](#). This commitment ensures a safe, transparent and accountable workplace for all.

SUSTAINABILITY OVERSIGHT, ACCOUNTABILITY AND CONTINUOUS IMPROVEMENT

Chart's environmental principles and commitments are outlined in our Environmental and Sustainability Policy and our EHS Policy. Oversight of our corporate social responsibility programs and sustainability activities rests with Chart's Board of Directors Nominations and Corporate Governance Committee.

Sustainability considerations are integrated into Chart's business planning, with executive compensation directly tied to achieving our environmental targets. Since introducing a sustainability component to our short-term incentive awards program in 2021, we have continued to align executive bonuses with the company's progress on sustainability goals annually.

Oversight of Chart's climate change strategy and risk management efforts resides with the Board of Directors and executive leadership. The Board, through its Audit Committee, recognizes that climate-related risks are interconnected with broader business risks and maintains ultimate responsibility for ensuring that climate risk assessment and strategic planning are fully integrated into overall business decision-making. This includes aligning executive compensation with the achievement of Chart's environmental targets.

INTEGRITY

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

The Audit Committee meets at least four times per year and reports regularly to the full Board. Among its responsibilities, the Committee discusses the potential business impacts of extreme weather events, as outlined as a risk factor in our Form 10-K.

At the executive management level, Chart's General Counsel and Director of Sustainability lead a cross-functional effort to manage climate-related risks and strategy. This collaborative approach involves key departments such as Procurement, EHS, Investor Relations, and other relevant functions. These teams maintain ongoing communication and coordination to ensure the broader leadership is informed and well-positioned to respond to climate-related risks and opportunities.

Chart strives to meet or exceed regulatory, industry, safety and environmental standards while surpassing customer expectations. Across our portfolio, the preferred best practice is ISO 14001:2015 for environmental management systems, and we continuously work to integrate newly acquired facilities to this standard. To embed responsible environmental management throughout the organization, team members receive ISO quality and environmental management training. We also incentivize suggestions for continuous improvement.

Chart participates in third-party assessments, including the S&P Corporate Sustainability Assessment (CSA), for which we have reported annually for the past four years and are preparing for our fifth engagement. We also responded to CDP for the first time in 2024. We have seen continual improvements in our assessment scores year-over-year due to expanding our performance monitoring efforts and implementing improvements.

Our cross-functional Global Sustainability Committee comprises sustainability champions and experts from diverse roles across the business, including local EHS leaders, operations and facility managers, product leaders and compliance managers, among others. The Committee plays a critical role in advancing Chart's sustainability priorities by:

- Sharing best practices and experiences across the global organization.
- Expanding regional sustainability initiatives to a global scale.
- Staying current on compliance and regulatory requirements.
- Identifying opportunities for external engagement with shareholders and customers.
- Serving as a forum for team members to drive meaningful change within the organization.

By fostering collaboration and leveraging diverse perspectives, the Global Sustainability Committee ensures that Chart remains at the forefront of sustainability and environmental responsibility, driving progress across all areas of the business.

Reducing Supply Chain Risks

We recognize that a resilient and transparent supply chain is vital to our business operations and sustainability goals. To protect the integrity of our supply chain, we implement robust supplier selection processes, enforce stringent contract terms and conditions, conduct regular audits and maintain a comprehensive risk management program. Our [Supplier Code of Conduct](#) sets clear expectations for ethical business practices and adherence to the principles outlined in the Chart Code or similar standards.

Chart is committed to improving supply chain transparency and the responsible sourcing of conflict minerals. As a proud and active member of the Responsible Minerals Initiative (RMI), we leverage industry resources to ensure ethical mineral sourcing throughout our supply chain. In collaboration with our global supply chain partners and third-party platforms such as iPoint and Sphera SCRM, we actively request and review information to meet our reporting obligations under the U.S. Securities and Exchange Commission's conflict minerals rule. This includes sourcing practices for tin, tantalum, tungsten and gold.

We remain steadfast in ensuring that our supply chain upholds respect for human rights and safeguards individuals from involuntary servitude and human trafficking. We outline our commitment in our [California Transparency in Supply Chains Act](#) and [U.K. Modern Slavery Act disclosure statements](#).

Investing in IT Cybersecurity

Chart delivers business-driven IT solutions focused on four pillars: cybersecurity, infrastructure, applications and emerging technologies. These pillars are strategically aligned with our broader business strategy and goals. As safety is a core value at Chart, cybersecurity is a top priority, prominently featured in team member training programs to ensure vigilance across the organization. We maintain a high security rating exceeding the industry average as assessed by a leading third-party security rating firm.

Our Cybersecurity Steering Committee, composed of the CEO and other senior executives, meets regularly to evaluate our cybersecurity roadmap, review incidents, assess ongoing projects and consider global events that could impact the organization. Our Chief Information/Security Officer provides the Board of Directors with regular updates on our cybersecurity initiatives.

Chart has implemented robust policies and practices for prevention, monitoring, vulnerability management and incident response to ensure compliance with applicable laws and regulations across our global operations. Our cybersecurity program aligns closely with the Cybersecurity Maturity Model Certification, formerly known as the National Institute of Standards and Technologies cybersecurity framework. We also comply with International Automotive Task Force cybersecurity requirements. We work to align with global data privacy standards, including the EU and U.K. General Data Protection Regulation, the California Consumer Privacy Act and China's Personal Information Protection Law.

The public can access Privacy Notices for the EU or U.K. GDPR and the CCPA on our website. These notices clearly describe how users' personal data is processed in connection with their use of our websites and their functionalities, or in the course of a contractual relationship with one of our business entities.





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APPENDIX A: SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

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

TOPIC	ACCOUNTING METRIC	CODE	UNIT OF MEASURE	2023	2024	MORE INFORMATION
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	RT-IG-130a.1	Gigajoules (GJ), Percentage (%)	(1) 862,437 GJ (2) 38.9% (3) 9.5%	(1) 1,122,057 GJ (2) 34% (3) 6%	N/A
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) (2) fatality rate (3) near miss frequency rate (NMFR)	RT-IG-320a.1	Rate	(1) 0.53 (2) 0 (3) N/A	(1) 0.40 (2) 0 (3) N/A	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 (No _x) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	RT-IG-410a.4	Grams per kilowatt hour	N/A		
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	N/A	See our Conflict Minerals Policy .		N/A
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Reporting Currency	\$1,029.2 million	\$1,372.8 million	Includes revenue from repair, service and leasing.
Number of units produced by product category		RT-IG-000.A	Number	Not disclosed	Not disclosed	Chart is in progress of collecting and consolidating this data.
Number of Team Members		RT-IG-000.B	Number	11,576	11,898	N/A

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

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

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Disclosure Focus Area	Recommended Disclosure	Reference
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	Environment, pgs. 20-29
	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, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Future Disclosure
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Future Disclosure
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° or lower scenario.	Future Disclosure
RISK MANAGEMENT		
Disclosure Focus Area	Recommended Disclosure	Reference
Disclose how the organization identifies, assesses and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	Future Disclosure
	Describe the organization's processes for managing climate-related risks.	Future Disclosure
	Describe how processes for identifying, assessing and managing climate-related risks and integrated into the organization's overall risk management.	Future Disclosure
METRICS AND TARGETS		
Disclosure Focus Area	Recommended Disclosure	Reference
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environment, pgs. 20-29
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Performance Metrics, pg. 26
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Environment, pgs. 20-29

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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