

CELEROS FLOW TECHNOLOGY

ENVIRONMENTAL, SOCIAL & GOVERNANCE

NOVEMBER 2026 ESG NEWSLETTER

Get Started

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Introduction: Our Commitment to ESG

- Celeros Flow Technology "Celeros FT" continues to advance its Environmental, Social, and Governance (ESG) priorities across the business.

- This newsletter highlights CFT initiatives and progress made throughout 2025 and 2026, supporting our long-term sustainability goals.



Environmental Stewardship:

We work to reduce the environmental impact of our operations by improving energy efficiency and lowering carbon, water and waste footprints and supporting customers in their sustainability efforts.

Social Responsibility:

We create positive impact through responsible business practices, supporting our employees, communities and wider society.

Governance, Ethics, & Compliance:

We uphold high standards of governance, ethics and compliance, ensuring accountability, transparency and integrity in everything we do.

2025/26 ESG Highlights

Throughout 2025 and 2026, Celeros FT delivered measurable progress across environmental stewardship, employee well-being, safety, ethics and compliance, reinforcing our commitment to responsible and sustainable business practices.

Safety Performance Improvement

Reduced Total Recordable Incident Rate (TRIR) from 0.92 to 0.52 through targeted safety initiatives, enhanced leadership engagement, and a strengthened safety culture.

Reforestation & Biodiversity

Supported large-scale reforestation projects in India, including the dispersal of 10,000 native bamboo seed balls to support ecosystem restoration and biodiversity.

Strong Compliance Culture

Achieved 100% employee and 100% channel partner completion rates for governance and compliance training through the LawConnect program.



Ethics & Accountability Training

Code of Conduct training for our shop floor employees, promoting ethical decision-making and accountability.

Employee Well-Being Support

Engaged more than 500 employees in global mental health and well-being seminars delivered in partnership with Headtorch throughout 2025.

World Environment Day Action

Delivered global sustainability initiatives including tree planting, waste reduction, recycling awareness and community clean-up activities in recognition of World Environment Day 2025 and 2026.

Environmental Updates

Across our global operations, Celeros FT works with customers to support their decarbonization ambitions through engineered solutions that improve efficiency, extend asset life and enable the transition to lower-carbon energy.

Our work in the UK provides a strong example of this capability in action where Celeros FT supports critical infrastructure projects that will contribute materially to the UK's long-term decarbonisation strategy.

These include the following nuclear power stations in the UK: Hinkley Point C (currently under construction) and Sizewell C (the next planned station). Our safety-critical pump packages for emergency feedwater and component cooling water systems are integral to such facilities which are expected to provide enough low-carbon electricity to power up to 12 million homes, also avoiding approximately 18 million tonnes of CO_2 emissions annually when compared to the emissions that would be generated by a Combined Cycle Power Plant (gas-fired power generation).



Environmental Updates

While new nuclear infrastructure will play a critical role in the UK's future low-carbon energy system, significant carbon reductions can also be delivered through the optimisation of existing energy infrastructure. Celeros FT continues to support customers by re-engineering and re-rating existing third-party pumps to match current process requirements, enabling operation closer to the best efficiency point.

The resulting reduction in energy consumption lowers operational emissions while extending equipment life and avoiding the environmental impact associated with the manufacture and installation of new equipment. This solution has been incorporated into customers' carbon footprint reduction roadmaps, demonstrating how engineered solutions can support both operational performance and sustainability objectives.



Enabling Customer Sustainability

Steam & Energy Losses

Low-leakage flow control technologies minimize energy losses, improving plant efficiency and operational performance.

Reliability & Availability

Enhanced process reliability and equipment availability help minimize disruptions, reduce venting and improve efficiency.

Equipment Life

Engineered for durability and long-term performance, our solutions help extend asset life and reduce material consumption.



10,000

Seed Balls Dispersed

Supporting reforestation efforts and enhancing biodiversity in India.

108

Global Sustainability Projects

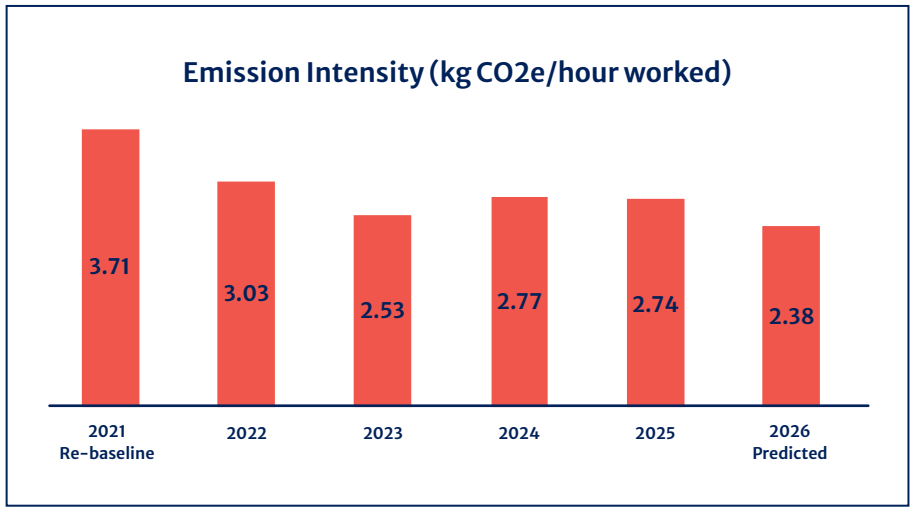
Including building energy management system improvements, tree planting and energy treasure hunts.

13% Reduction

In CFT sites located in areas identified as having a “high” or “extremely high” overall water risk.

Environmental Stewardship in Action

- 26% Reduced GHG Emission Intensity between 2021 and 2025



Looking Ahead

- Continue to execute targeted carbon reduction initiatives
- Advance operational sustainability across our global footprint
- Support customers in achieving their decarbonization goals
- Expand environmental awareness and community initiatives

Social Updates

Prioritizing Safety & Leadership Development

Expanded IOSH Managing Safely training, leadership engagement, and global awareness campaigns helped drive a significant improvement in safety performance during 2025 and into 2026. These initiatives strengthen frontline leadership, enhance accountability, and reinforce a culture where safety remains everyone's responsibility. TRIR (Total Recordable Incident Rate) within the company continues to reduce and represents top decile performance within our industry, with 2025 and 2026 year to date numbers as follows:

	2021	2022	2023	2024	2025	2026
TRIR*	0.69	0.74	0.67	0.92	0.47	0.52

Supporting Mental Well-Being

In partnership with Headtorch (a UK workplace mental health and well-being consultancy), employees participated in quarterly mental health awareness sessions, helping promote open conversations and well-being support.

Investing in Our People

At Celeros FT, we invest in the well-being, development and safety of our people, helping create an environment where employees can perform, grow and succeed.

500+ — **Employees**
Participated in global mental health awareness sessions.

50% — **Reduction**
TRIR improved from 0.92 in 2024 to 0.47 in 2025.

10 — **Year Milestone**
Worksop (England) employees achieved a major safety milestone – ten years without a lost time accident.

359 — **"Perfect Days"**
Across the business in 2025, we had 359 days without any lost time incidents.

Social Updates

Creating Positive Impact Beyond Our Business

Celeros FT continues to invest in community partnerships, education initiatives and charitable programs that deliver meaningful social impact.

Expanding Future Opportunities

Through our partnership with Avanti Fellows, we provide mentorship and career guidance to students in India, helping broaden access to higher education and career pathways.

Fostering an Inclusive Workplace

In addition to the Celeros FT Women's Network which continues to meet both globally online and in smaller, local groups, colleagues have marked both International Women's Day and International Women in Engineering Day, promoting greater diversity, representation and opportunity across the engineering profession.

Gender Diversity

Since 2020, Celeros FT has strengthened gender diversity, with women filling around 3% more roles & representation in management positions & above increasing by 35% through 2026.





Social Updates

Education & Outreach

- Promoting apprenticeships & career opportunities through local careers fairs
- Delivering school engagement programs
- Supporting student confidence & workplace readiness through mock interview sessions

Employee-Led Fundraising

- Charity sporting events
- Community fundraising initiatives
- Employee donation campaigns

Mental Health Partnership

Celeros FT's Scottish sites partnered with Scottish Action for Mental Health (SAMH) to support awareness, fundraising and community engagement throughout 2026.

Social Responsibility in Action

Kindness Circle

Our Middle East team demonstrated the power of collective action by supporting the Kindness Circle Initiative, helping provide **1,584 meals** to individuals at the Jebel Ali Labour Camp. Through employee generosity and community partnership, the initiative delivered meaningful support to those in need while reinforcing our commitment to caring for local communities and making a positive impact wherever we operate.

Clothing Drive

Our Burlington, Ontario team strengthened its commitment to supporting the local community through a clothing drive and fundraising initiative benefiting the Open Doors Backpack Program. In addition to collecting clothing and school supplies, the monies raised helped support a program that has served **300+** Burlington children, helping ensure local students have access to essential resources for success.

Driving ESG Commitment in Annecy

Our Annecy, France team continued to demonstrate its commitment to employee well-being, community engagement, and inclusion through a range of ESG initiatives.

The site successfully maintained its ISO 45001 and ISO 14001 certifications, reinforced key safety programs, and participated in the Annecy solidarity run, where 43 employees covered a combined 151km to raise funds for sports equipment for people with disabilities.

The team also marked International Women's Day with a collaborative event that brought together approximately 45 participants, promoting awareness, inclusion, and engagement across the workplace.

Governance Updates

LawConnect

In 2025, Celeros FT launched its annual LawConnect programme, a global compliance platform providing employees with training, legal guidance and governance resources. By building on existing knowledge and improving visibility, LawConnect supports and strengthens ethical decision-making and governance across the business. This training is reinforced by quarterly Ethical Moments, reminding all employees of the importance of the guiding principles outlined in our Code of Business Conduct.

Code of Conduct Training

Code of Conduct training was delivered to shop floor employees and channel partners in 2025, reinforcing ethical behaviors and decision-making and related topics such as anti-bribery principles, responsible business conduct and speak-up reporting practices.

Key Governance Highlights

100%

Partner Training Completion

Channel partners completed training, reinforcing expected standards across the value chain.

100%

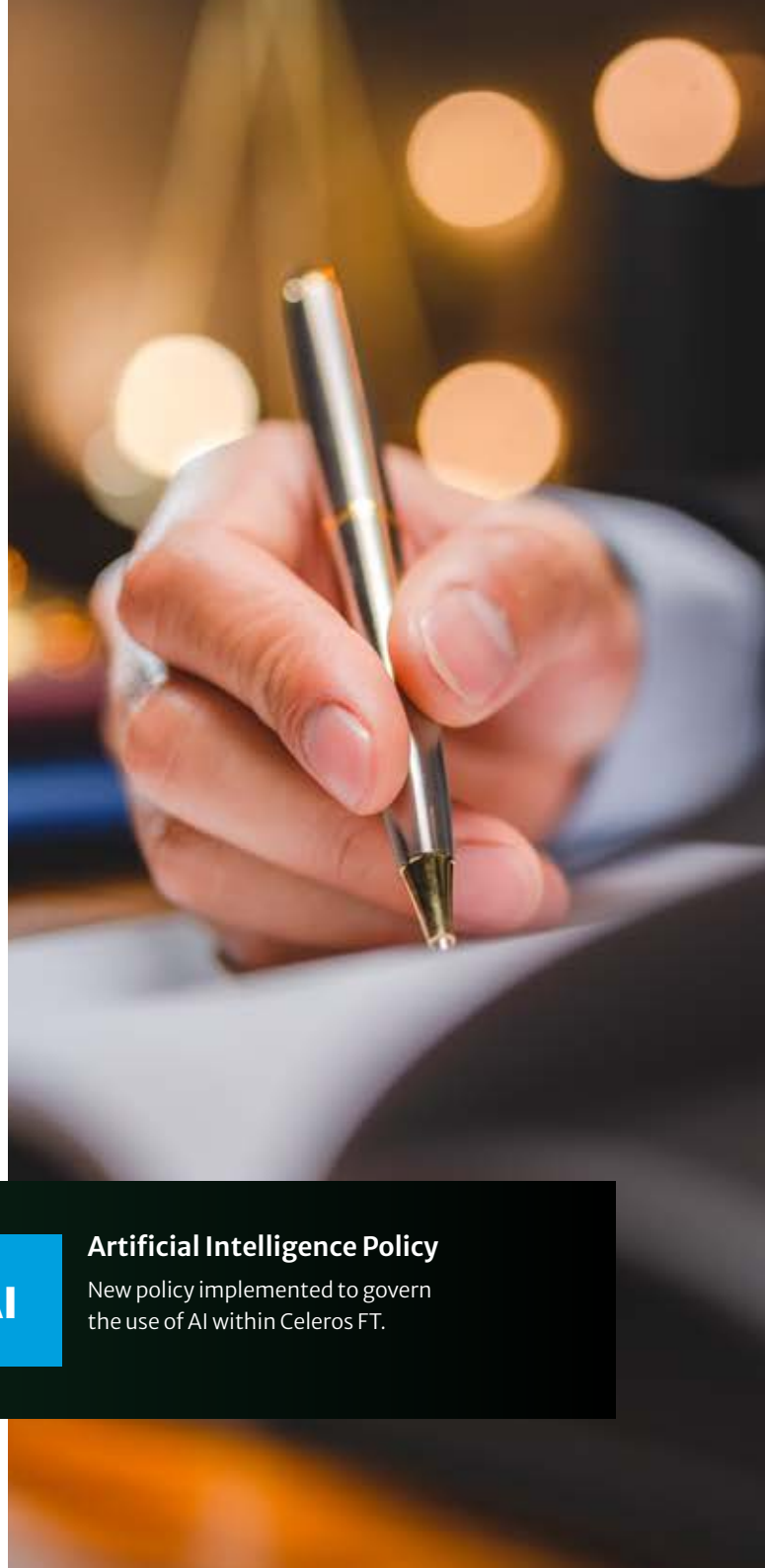
Employee Training Completion

Employees completed mandatory governance and compliance training.

AI

Artificial Intelligence Policy

New policy implemented to govern the use of AI within Celeros FT.





Integrity
Acting ethically and professionally in every aspect of our business.

Accountability
Taking ownership of decisions, actions and outcomes.

Transparency
Providing clear guidance, open communication and effective reporting channels.

Compliance
Meeting legal, regulatory and company requirements across our operations.

Risk Management
Supporting informed decisions while strengthening operational resilience.

Responsible Governance in Action

Embedding a Culture of Accountability

Strong governance helps ensure consistent decision-making, responsible business practices and effective risk management across our organization.

Looking Ahead

In Q4 2026, Celeros FT has relaunched its 2026 LawConnect training programme to further enhance awareness, reinforce ethical business practices and strengthen compliance across the organization.

Governance Priorities

- Ethical business conduct
- Compliance excellence
- Employee accountability
- Effective risk management
- Trusted business partnerships
- Continuous improvement



While every effort has been made to validate the data presented in this Environmental, Social, and Governance (ESG) report, it is important to note that this information is not subject to official audit by external bodies such as the Sustainability Accounting Standards Board (SASB) or other regulatory authorities. We encourage readers to exercise due diligence and consider the limitations of self-reported data when interpreting the findings. For official audited information, please refer to our financial statements and other relevant disclosures.

Celeros Flow Technology reserves the right to incorporate changes without notice or obligation. Information or results contained in this report are provided for your information only and should not be relied upon unless confirmed in writing by Celeros FT.

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