



Sustainability Report 2026 for the 2025 calendar year





Sustainability is part of our DNA



Armstrong Fluid Technology is a critical enabler of operational excellence, connecting and enhancing heating and cooling equipment and systems to deliver real-time performance optimisation, energy savings, and long-term value for customers.

Sustainability at Armstrong is rooted in a longstanding commitment to serve our customers and the wider world responsibly. Building on this foundation, our Planet Proposition Programme provides a clear framework for creating sustainable value, guiding how we design and deliver our solutions, reduce environmental impacts, and engage with the communities in which we operate. Through this approach, we aim to generate lasting benefits for our customers, our stakeholders, and the planet.

Today, we are driven to develop innovative, high-value, energy-efficient solutions for our customers while reducing energy consumption and greenhouse gas emissions across our own operations. Through this commitment, we strengthen our brand, deepen customer trust, and enhance our competitiveness, helping to secure the long-term, sustainable growth of our business.

At Armstrong, we believe that corporate responsible is not simply an obligation; it is fundamental to our values and how we operate. By investing in innovative technologies and sustainable practices, we create value that extends beyond our organisation, delivering benefits for our customers, our communities, and the environment. In many cases, these innovations provide tangible cost benefits through improved efficiency, reduced resource consumption, and lower operating costs.

This report highlights how our commitment to sustainability is being translated into meaningful action and measurable outcomes. Through the examples and achievements presented in these pages, we demonstrate how environmental responsibility and business success can go hand in hand, creating lasting value for both current and future generations.

Charles Armstrong
Executive Chairman

What are Sustainable Development Goals?

The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015 as a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. There are 17 goals, which are integrated and indivisible, recognizing that action in one area affects outcomes in others and that sustainable development must balance social, economic, and environmental dimensions. It is widely recognized that the business sector has a major role to play in achieving the SDGs, and that the goals will help mobilize significant investment and create new business opportunities. Each of the 17 goals has a unique icon and visual identity, making the SDGs easy to recognize and communicate.

The case studies below demonstrate how Planet Proposition addresses the following United Nations Sustainable Development Goals (SDGs):

SDG 9: Industry, Innovation and Infrastructure

The West Strasbourg Boiler House upgraded district heating infrastructure with innovative heat recovery and intelligent pumping technologies. The integrated system improves energy efficiency, reduces lifecycle costs, and helps recover and reuse waste heat from local facilities. By supporting the transition to renewable energy sources and enabling a more reliable, low-carbon heating network, the project demonstrates how advanced technologies can strengthen sustainable infrastructure and drive industrial innovation. **Location: Germany**



SDG 11: Sustainable Cities and Communities

Armstrong was contracted to supply and install multiple pumps to upgrade the efficiency of the HVAC system at a leading Teaching Hospital in the United Kingdom. The project improved the hospital infrastructure with smart pump technology and digital monitoring. The new system increases energy efficiency, by providing real-time performance data, and helps prevent equipment failures through predictive maintenance. By using innovative technology to improve reliability and reduce maintenance costs, the project supports more sustainable and resilient healthcare operations. **Location: United Kingdom**



SDG 12: Responsible Consumption and Production

A leading chemical manufacturing company in Egypt partnered with Armstrong Fluid Technology and our local representative partner, Gabtic Engineering, to reduce power consumption at its production facility. By replacing outdated pumps with intelligent Design Envelope technology, the facility significantly reduced power use and annual energy costs while maintaining reliable operations. The new system automatically adjusts to actual demand, helping avoid unnecessary energy consumption and improving overall efficiency. This upgrade demonstrates how smarter technologies can reduce waste, optimize resource use, and support responsible consumption and production. **Location: Egypt**



Our Sustainability Vision 2030



Since 2013 Armstrong Fluid Technology has adopted a single initiative - **Planet Proposition** - to support our Sustainability Strategy.

THE PLANET PROPOSITION CHARTER HAS THREE PILLARS:

Our Environment: measuring our performance and minimizing our own consumption of resources as we move towards implementing a Decarbonization Roadmap for each owned facility;

Our Solutions: development of equipment which minimizes the lifecycle carbon footprint of buildings, at the same time as offering lowest installed cost and lowest operational cost;

Our Community: helping our global customers become more sustainable.

In 2019, Armstrong signed the **Net Zero Carbon Buildings Commitment**, a programme launched by the World Green Building Council. As a signatory to the programme and member of the **Canada Green Building Council (CGBC)**, Armstrong has pledged to ensure that all its owned facilities operate at net-zero carbon by the year 2030. As **ASHRAE** (American Society of Heating, Refrigerating and Air-Conditioning Engineers) and **CIBSE** (Chartered Institution of Building Service Engineers) members we participate in a global network of building professionals championing sustainability and innovation.

In 2026, our focus has been to provide full product transparency through **Environmental Product Declarations**. This provides transparency on the environmental performance of our products and is also used for steering our product development towards achieving a lower environmental footprint for each new product release.

In 2026 we also adopted **'The 30 by 30 Zero Carbon Project'**, a commitment to reduce the operational emissions from our suppliers by 30 percent by 2030. To move this initiative forward, the Armstrong Sustainable Procurement Team will educate suppliers on how to measure their own carbon footprint, select a baseline, and identify decarbonization goals that align with Armstrong Fluid Technology's goals.

Sustainability Governance at Armstrong

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Planet Proposition is the sustainability programme for Armstrong and drives the futureproofing of our (product & service) solutions, continuous environmental improvement of our operations and transparency of our supply chain; and engagement with our customer community and wider social impact activities.



Our Leadership Board comprising senior leadership functions, meets monthly to review progress on sustainability priorities and commitments are reported. The board set the vision and objectives, and oversee the delivery of environmental, social, and governance (ESG) commitments.

Product & Services

governance enables the delivery of Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs) across the portfolio, providing transparent environmental data across and inform product development.

Customer Engagement

governance structure supports the integration of sustainability in go-to market strategy & provides a strong focus on supporting customers in the EU market where regulatory requirements continue to shape global expectations.



Sustainability Framework Reporting

We continue to use EcoVadis and CDP to assess, benchmark, and improve our sustainability performance. During the reporting period, we achieved an EcoVadis score of 51/100, a CDP Climate Change score of **C**, and a CDP Water Security score of **C**. These independent assessments help us identify improvement opportunities, strengthen governance, increase transparency, and support ongoing progress towards our sustainability objectives.

ecovadis



Our Environment

ENERGY USAGE AND GREENHOUSE GAS EMISSIONS

YEAR ENDED DECEMBER 31, 2025	TOTAL	CANADA	USA	UK - M	UK - D	INDIA ADPL	INDIA AMC	ROMANIA	CHINA	BRAZIL
Total purchased natural gas consumption in kWh	5,962,150	3,310,216	1,921,666	466,191	169,322	0	0	94,755	0	0
Total purchased electricity consumption in kWh	4,543,147	2,001,413	1,080,597	186,019	261,117	151,790	204,630	141,071	472,173	21,458
Total purchased energy in kWh	10,505,298	5,311,629	3,002,263	652,210	430,439	151,790	204,630	235,827	472,173	21,458
Scope 1 in tCO ₂ e	1,073	593.84	345.90	83.91	30.48	0	0	68.17	0	0
Scope 2 in tCO ₂ e	916	60.04	199.37	32.74	45.96	122	164.36	47.12	74	2.3
Solar pv Generated from our 250 kWp system in kWh	198,936	0	0	198,936	0	0	0	0	0	0

Performance against 2020 GHG Emissions Baseline

- **9.01%** Scope 1 emissions Increase
- **16.82%** Scope 2 emissions reduction
- **Total GHG Emissions Reduction: 2.83%**

Building Greenhouse Gas Emissions

Scope 1 and Scope 2

Scope 1 and Scope 2 emissions reported are limited to our manufacturing buildings. During the reporting period, Scope 1 emissions increased by 9.46%, primarily reflecting changes in onsite fuel consumption and operational requirements due to growth and expansion. However, this increase was more than offset by a 16.02% reduction in Scope 2 emissions, driven by improvements in energy efficiency and electricity management. As a result, total building-related greenhouse gas emissions decreased by 6.52%, demonstrating continued progress in reducing the carbon footprint of our manufacturing operations.



Solar Photovoltaic Panels at Manchester office

It is the 10-year anniversary of the completion of a major renewable energy project at our Manchester site. A 250-kilowatt peak (kWp) system was successfully installed over a roof area of 1,550 m². The system was up and running in January 2016 and has reduced the carbon emissions and the costs associated with our electricity consumption. In the past 10 years, we have generated **1,681 MWh** of electricity at the Manchester site. We exported **~ 194.5MWh** to the national grid, enough to power approx. 65 average UK homes for 1 year. The balance was consumed in our plant. The project displaced 411 tonnes of CO₂e, equivalent to the annual carbon sequestration of over 18,500 trees grown for 10 years.



10 YEAR CUMULATIVE (2016-2025)

Generated	1681455 kWh (A)
Exported	194509 kWh (B)
Saved	491,988 £ sterling

A fully integrated 5200 sq.ft. metal transpired SolarWall[®] was installed in 2011 along the east and south elevations of the Canada Armstrong headquarters. It is expected to displace 3,681 tonnes of carbon over the system's 30-year lifespan. This technology is now recognized as one of the nine best energy inventions of the past two centuries by the American Society of Mechanical Engineers (ASME)."



Our performance in 2025

Planet Proposition Global Champions

Champions appointed for production facilities responsible for continuous improvement of energy, waste, water reduction projects who meet regionally and globally to drive the Planet Proposition programme.

Circular Economy

Comprehensive end-of-life pump recycling programs for global operations planned to follow Extended Producer Responsibility guidelines. Recycling certificates issued for our Manchester and India operations.

Decarbonization Roadmap

Decarbonization Roadmap is underway to be finalized and budgeted by end of 2026 for electrification of our corporate headquarters using Armstrong technologies.

Sustainable Packaging

Custom laser-cut cardboard shipping boxes and materially economical wood pallets with the smallest possible footprint, fabricated with screws not gunned nails for easy disassembly. Armstrong Industrial are using reusable crates made from 100% recycled plastic for transportation of boilers.

Water Conservation

Test Water Reclamation System collects water after equipment testing and pumps it to a tank to reduce potable makeup water. Cartridge filters remove sediments and UV lighting eliminates microbiological growth

Take Back Programme

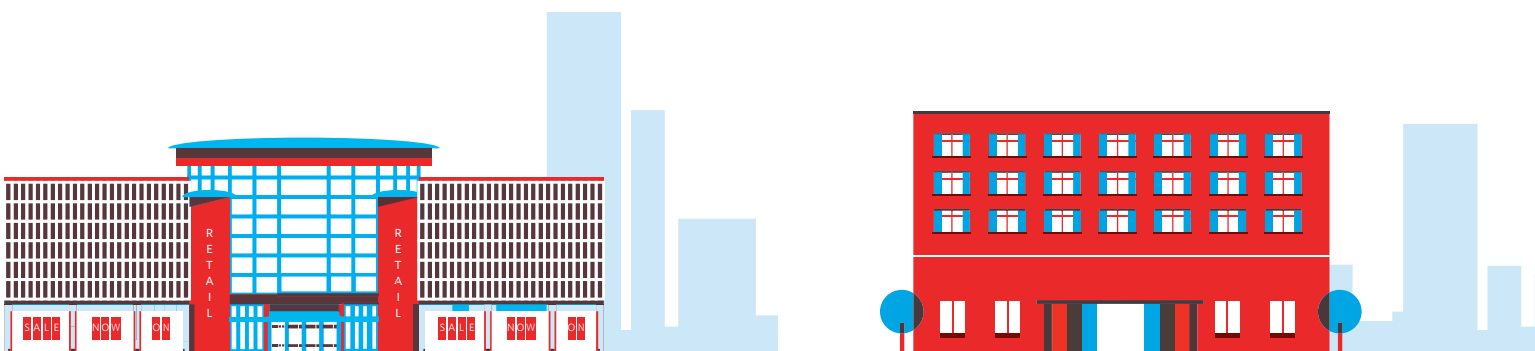
Has been piloted and infrastructure is now in place. Programme to be fully launched in Europe and North America in 2026/27.

ISO 14001:2015

88% of our production facilities around the world are certified to ISO 14001:2015 Environmental Management System with 100% expected by end of 2026

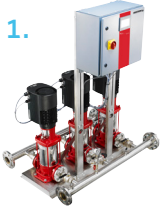
Advocacy

Armstrong Fluid Technology participates in an industry sub-committees on the topic of embodied carbon in HVAC: Europump EPD WG (Working Group); Armstrong Fluid Technology was a contributor to the TM65 Form (North America) through a sub-committee of the ASHRAE Building Decarbonization Whole Life WG.



Our Solutions

Eight Solutions, Eight Low Carbon Footprints



1. IVS INTELLIGENT VARIABLE SPEED BOOSTER SYSTEM

A building owner installed an IVS Booster System to supply constant pressure to the uppermost floors of the building and to counter varying usage and irregular city water pressure.

This eliminated the need for energy-wasting, pressure-reducing valves that are standard on constant speed booster systems.



2. VERTICAL IN-LINE PUMPS OPERATING IN PARALLEL

A large condominium in Florida recently underwent a retrofit, replacing two horizontal split-case pumps with two 50hp, 50% duty Vertical In-Line pumps that operate in parallel with 80% redundancy. The condo building is now using one pump exclusively and **saving \$40,000 a year in energy costs.**



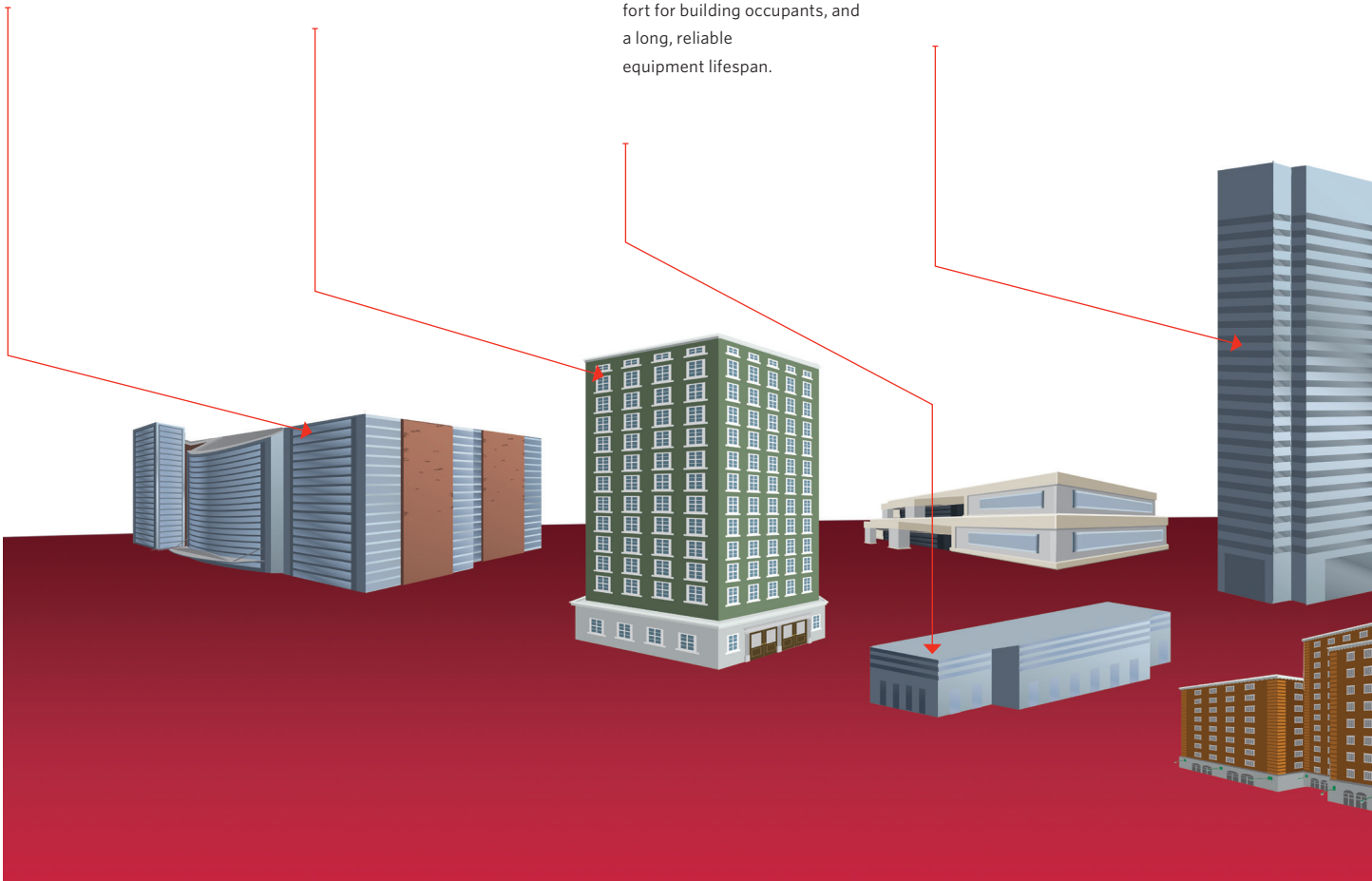
3. IVS INTELLIGENT VARIABLE SPEED PUMP

Devon County Council installed IVS (Intelligent Variable Speed) technology in six educational buildings to reduce their carbon footprints and operating costs. Thanks to the Armstrong IVS Technology, the Exeter schools are **keeping energy consumption to a minimum.** They are operating at a reduced speed with more accurate control, which means greater comfort for building occupants, and a long, reliable equipment lifespan.



4. IPS INTEGRATED PUMPING SYSTEM

The AROS Origin project team made it a priority to select HVAC equipment which minimizes the carbon footprint of the new data center building, while maintaining the correct environmental conditions for large-scale computing equipment that operates on a 24/7 basis. **Energy savings of up to 47.5% in these systems are achieved** by incorporating variable speed drive pumps with IPS pump control, instead of a constant speed, constant volume system.



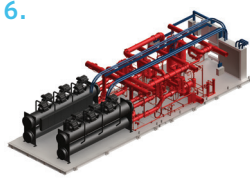
5.



FREE COOLING AND VARIABLE FLOW PLATE HEAT EXCHANGER SYSTEMS

In the prestigious 66 story high rise building on Lexington Avenue in New York City, an Armstrong high pressure S96 plate heat exchanger reduces cooling costs. Energy calculations show a potential of **25% savings when operating the system in the free cooling mode** under typical seasonal temperatures. The resulting occupant comfort also means lower turnover rates.

6.



ULTRA-EFFICIENT CHILLED WATER INTEGRATED PLANT PACKAGE (IPP)

This IPP installation for a San Diego medical centre **exceeded the specification for energy efficiency, averaging a 0.566 kW/ton plant efficiency**. The plant has also remained within the lowest operating efficiency criteria of 0.75 kW/ton.

7.



ULTRA-EFFICIENT CHILLED WATER INTEGRATED PLANT CONTROL (IPC)

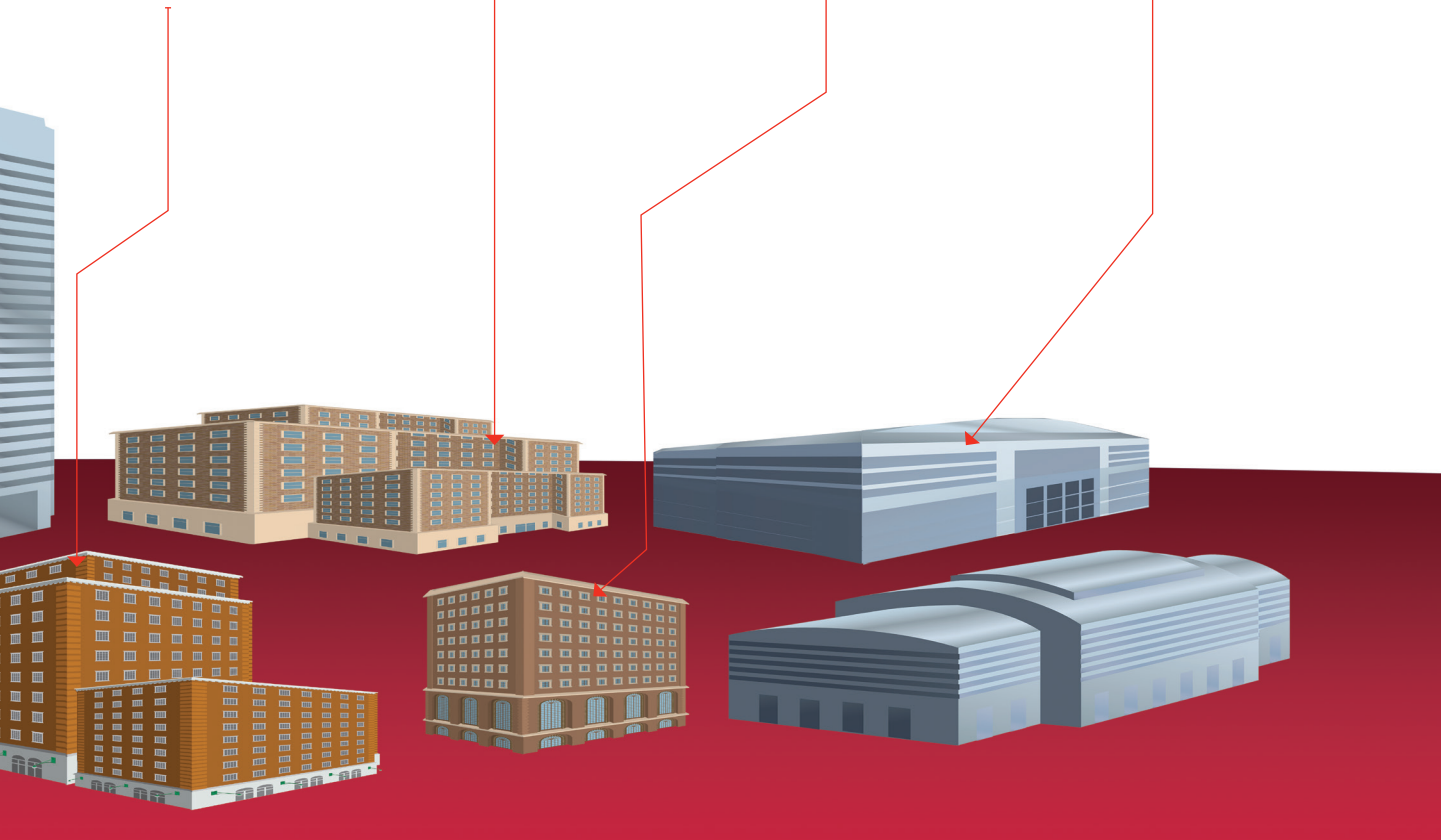
This IPC installation for Humber College provided **energy savings of over 48%**, with net annual savings estimated at 1,500,000 kWh.

8.



ARMSTRONG E-SERIES CIRCULATOR

Compared to a standard wet rotor circulator, the E-series Circulator will **save up to 18% in energy costs** for the life of the pump. It also includes the ability to, in the future, repair rather than replace. This offers additional cost savings, an even lower carbon footprint, and better landfill avoidance.

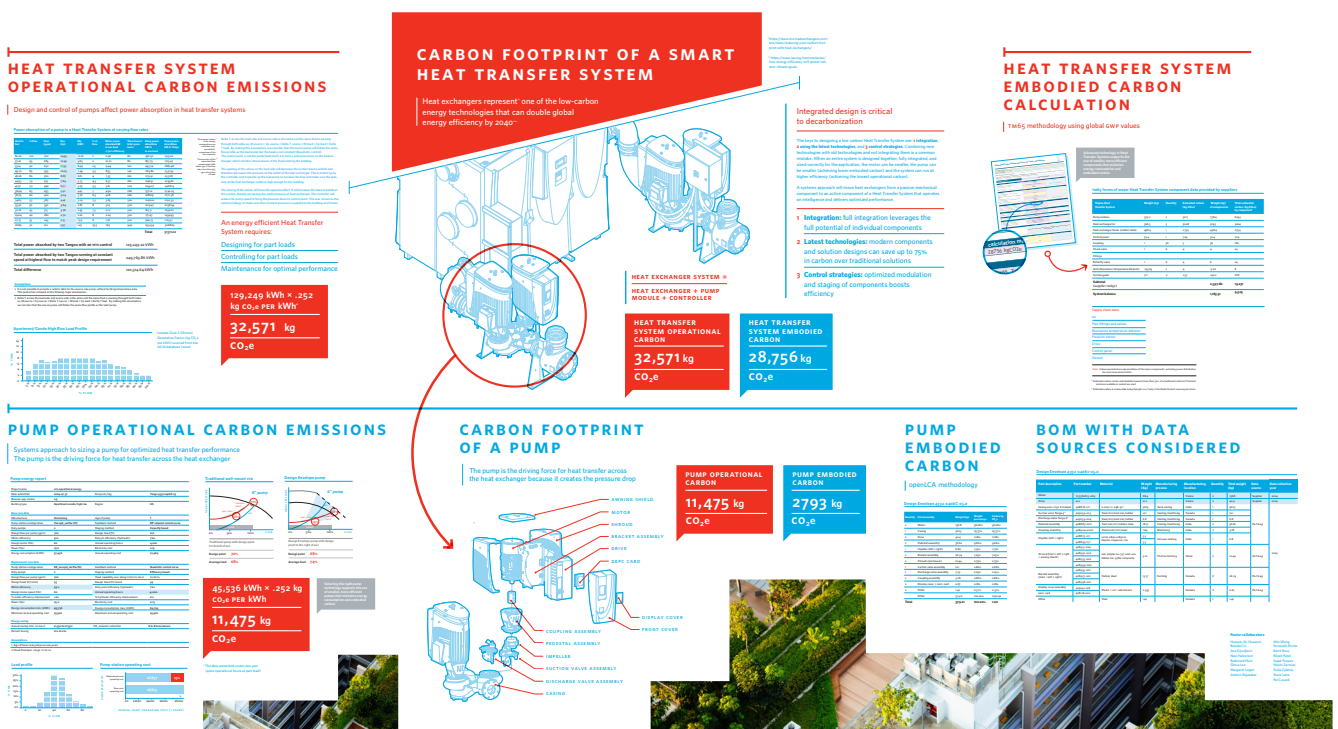


Carbon Footprint of a Smart Heat Transfer System

Heat exchangers represent one of the low-carbon energy technologies that can double global energy efficiency by 2040. A systems approach applied to the design of a heat exchangers system can present a heat exchanger that moves away from a passive mechanical component to an active component, gaining intelligence.

A smart energy efficient design is predicated on an integrated, fundamental control strategy that incorporates equipment efficiency and part load operation. The future of optimally performing heat exchangers involves designing for part loads, controlling for part loads and predictive maintenance (to address fouling).

Understanding the carbon footprint of smart heat transfer system is key to optimising our product offering.



EMBODIED CARBON STATEMENTS AND LCA-LIFE CYCLE ASSESSMENT

Armstrong Fluid Technology design engineers use solid modeling computer-aided design (CAD) and computer-aided engineering (CAE) programs. The built-in Sustainability Module evaluates the environmental impact of a pump throughout its life cycle. Using industry-standard life cycle assessment (LCA) criteria, the software generates reports on four key environmental indicators (carbon footprint, total energy consumed, impacts to air, and impacts to water). The CAD software generates a screening-level LCA that takes into account materials and typical manufacturing processes. This analysis is based on an environmental LCA database, a set of environmental impacts derived from empirical results obtained in the field. Since 2020, when Armstrong decided to step up its in-house capability for LCA modelling, a small team has been actively engaged in utilizing tools and methodologies for performing Life Cycle Assessments on our products in order to respond to customer requests for embodied carbon statements, Life Cycle Assessments and TM65 Forms.

Armstrong aims to create a strong foundation for our **Sustainability Journey** as a solutions provider.

As part of our Sustainability commitment, we have the capability to provide embodied carbon estimates of our products upon request. TM65 is a methodology for calculating the embodied carbon of a specific HVAC product based on its Bill of Materials. Our long-term goal is to issue PEP ecopassports (a Type III EPD). We will gradually roll out EPDs for our product families based on customer requests and defined priority criteria. More importantly we are optimizing the application of LCA principles in our product development, identifying hotspots and implementing improvements to continuously reduce the carbon footprint of our products with each new iteration.

As an organization, we are committed to deliver on lowest operational carbon and the continuous reduction of embodied carbon with each new iteration of a product, driven by the most Sustainably-driven supply chain that continuously improves on the **carbon reduction imperative**.

PRODUCT STEWARDSHIP

We have engaged supply chain compliance vendor to support meeting customer and regulatory product compliance requirements by collecting, managing, and validating supply chain data. Through its compliance platform, our supply chain compliance vendor helps companies gain visibility into the materials, substances, and components used within their products, enabling compliance with regulations such as REACH, RoHS, TSCA, PFAS, Conflict Minerals, and other global product stewardship requirements. Reducing the administrative burden on customers while improving data quality, traceability, and transparency across the supply chain. This helps organizations manage compliance risks, respond efficiently to customer requests, maintain market access, and support broader sustainability objectives.

ARMSTRONG FLUID TECHNOLOGY STATEMENT AGAINST FORCED LABOUR AND CHILD LABOUR:

Despite prohibition under international law, instances of forced labour and child labour are still widespread in supply chains around the world. In response, governments have implemented stricter rules and regulations. Armstrong Fluid Technology has made a commitment to uphold ethical and sustainable practices throughout our global supply chains:

<https://armstrongfluidtechnology.com/en/about-armstrong/who-we-are/corporate-statements>



REGULATORY COMPLIANCE COMMITMENTS

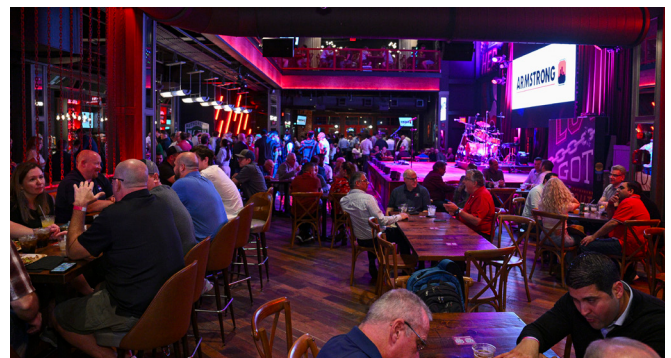
Armstrong Fluid Technology has made a commitment to conduct due diligence on the goods and materials supplied by third-party vendors. Complex products such as Armstrong fluid engineered products are made from parts and materials taken from many sources, and it is important that we perform adequate due diligence on the internal controls of our direct suppliers to gain visibility into how they perform their own supply chain due diligence. This is known as **third-party due diligence**. We currently survey our supply chain for declarations on REACH, RoHS, PFAS and Conflict Minerals.



Our Community

At Armstrong, our community encompasses the people and organizations connected to our business, including employees, customers, suppliers, industry peers, local communities, and strategic partners, united by a shared interest in advancing sustainability and responsible business practices. We work with customers, suppliers, industry associations, and other stakeholders to advocate for sustainability and energy efficiency across our sectors and value chains. To our suppliers, we promote responsible business practices with the aim of strengthening sustainability performance across our value chain. We also create value in our local communities by supporting employee volunteering and fostering meaningful engagement with the organizations and causes that matter most to our people.

Engaging our Business Community



Engaging Our Customers

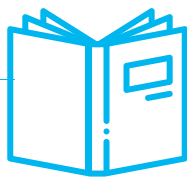
The Armstrong monthly webinars teach our customer community how they can reduce their carbon footprint and increase energy efficiency with informed upgrade decisions and a carefully constructed optimization path with Armstrong technologies.

In 2025, globally we delivered:

120 Educational webinars delivered

15,470 Total no views of live educational webinars

39 Sustainability Social media posts



Webinar Replays (210)



Modular Cooling Solutions for the AI Revolution



Carbon Reduction Strategies for High Performance HVAC Systems



Back to Basics: Commissioning Pump Systems to ASHRAE Standards



NFA 2026 Decoded: Key Trends, Insights & What's Next



Back To Basics: Smart Equipment Basics in HVAC



Heat Transfer in Action: Understanding Heat Exchanger Technologies and Applications in HVAC Systems



Back to Basics: Reducing HVAC Energy Consumption



The Building Performance Series: Choosing the Right Hydronic System - Primary only vs Primary/Secondary Design



Demand-Based Fire System Design: What the Industry Should Be Thinking About Next



Intelligent Pumps and Sensorless Technology: A Smarter Approach to Pumping System Design



Designing the Next Era of Data Center Cooling: The Benefits of Modularization



Evaporative Cooling and Adiabatic Humidification: Smarter Paths to Energy Efficiency



Cooling Towers Done Right: Best Practices to Optimize Your Chilled Water Plant



AHR 2026 Decoded: Key Trends, Insights, and What's Next



Design Considerations for Hydronic Components Required in Liquid Cooling in Data Centers



Selecting Criteria for Pump in Parallel and Parallel Pump Control



2025 Year in Review and a Look Ahead to 2026



Back to Basics: Commissioning Pump Systems to ASHRAE Standards



The Big Picture on BACnet



High Performance HVAC/R Using Natural Refrigerants: Regulations, Benefits, and Real-World Solutions



Back To Basics: Smart Equipment Basics in HVAC



Selecting Criteria for Pump in Parallel and Parallel Pump Control



Evaporative Cooling and Adiabatic Humidification: Smarter Paths to Energy Efficiency



Controls Fundamentals - Part 1

Engaging Our Suppliers

We believe strong supplier relationships are fundamental to delivering sustainable products and maintaining compliance with evolving environmental regulations. Through ongoing engagement and collaboration, we encourage suppliers to support our sustainability expectations and provide the information necessary to demonstrate product compliance across our value chain.

We recognize that supplier engagement is critical to product environmental compliance. Every year we conduct surveys and audits to determine compliance with our sustainability requirements.

Empowering Our Employees

2025 Young People Employed, Apprentices and Graduate Scheme Participants

- 7% of Employees are under 25
- 11 Graduate Scheme Participants
- 5 Apprenticeships

We are committed to fostering a diverse, equitable and inclusive workplace through our recruitment, employment and development practices. We provide equal opportunities at every stage of the employee lifecycle and make employment decisions based on skills, experience and potential. By maintaining fair and consistent recruitment and people processes, we have built a diverse workforce and an inclusive culture where employees are treated with respect and have equal access to opportunities. These practices support employee engagement, help us attract and retain talent from a broad range of background and contribute to a positive and collaborative working environment.

We have comprehensive policies and procedures in place covering fair employment, equal opportunities, health and safety, employee wellbeing and professional development, ensuring all employees are treated fairly and supported throughout their careers. In addition, we offer a range of benefits designed to promote physical and mental health.

Beyond our standard policies, we actively invest in employee development through training support and professional qualifications. We are committed to creating opportunities for future talent and have recently welcomed three graduates and a summer intern, providing valuable workplace experience. We have a number of Apprentices within our Production teams who have gained permanent employment. The company is committed to continuing its investment in learning and development, as we aim to create an engaged, motivated and skilled workforce that can thrive and contribute to the long-term success of the organisation.

Celebrating Global Earth Day 2025

For Earth Day 2025 we launched a Calculating Embodied Carbon Challenge. If you missed the opportunity to participate in the Challenge, we asked everyone to do a simple calculation of the embodied carbon of the five major parts of our Tango pump: stub shaft, impeller, v-clamp, adaptor and casing.

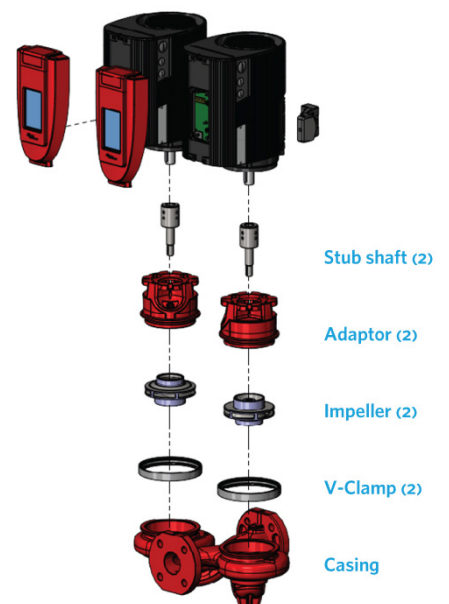
Embodied carbon can be estimated by multiplying the quantity of material by its carbon factor (measured in kg CO2e per kg of material).

Embodied carbon = quantity × carbon factor

A table provided carbon factors for the major parts.

Quiz answers are shown in last column.

MATERIAL	PART	WT.	CARBON FACTOR	CORRECT QUIZ ANSWERS
Stainless steel	Stub shaft	1.3 kg	6.4 kg CO2e/kg	8.32 kg CO2e
Stainless steel	Impeller	2.3 kg	6.4 kg CO2e/kg	14.72 kg CO2e
Stainless steel	V-clamp	.48 kg	6.4 kg CO2e/kg	3.072 kg CO2e
Ductile Iron	Adaptor	8.32 kg	2.19 kg CO2e/kg	18.22 kg CO2e
Ductile Iron	Casing	19.4 kg	2.19 kg CO2e/kg	42.48 kg CO2e



Romania Earth Day Activities

Armstrong Jimbolia kicked off Earth Day with an educational visit to a local primary school. A presentation was delivered to the children on environmental protection and the importance of recycling.

There were printed sheets colouring in images related to Earth Day, and gift bags all round with a biology notebook, a wooden pen with eraser, a reusable water bottle – and, of course, a candy!

We believe that ecological education is the key to a cleaner and healthier environment!



Continuing with events, the facility joined forces and hosted a tree planting day. Each tree was planted with the future in mind, for cleaner air, and for a healthy and sustainable environment for all. A fantastic team effort!



Manchester Earth Day Activities

Local Clean-Up

Office staff took part in a 3-hour litter pick around the office car park, surrounding area and neighbouring sites. A total of 7 bags of rubbish were collected.

Floriculture Refresh

The planters at the front of the office had a re-do and have been replaced with a selection of new plants, flowers and fresh soil.



Droitwich Earth Day Activities

Members of the Planet Proposition team at Droitwich carried out a local litter pick on the facility grounds and around the site compound/industrial estate.

Afterwards, they put up new bird boxes on the trees around the office and replaced the bird feeders and feed. This provides numerous benefits for both birds and our colleagues. They provide a reliable food source and safe nesting or roosting sites, especially during times of scarcity for birds. For people, they offer the joy of watching and spotting birds, education about wildlife, and a way to contribute to their well-being.

Finally, the indoor office plants and green wall were updated and refreshed, with volunteers appointed to maintain and water these throughout the year.



Both regions also took part in the global **'Calculating Embodied Carbon'** quiz. This was an exercise to help develop our understanding of our products' embodied carbon content.

All the correct entries were put into an online tool to randomly select 10 winners from all the regional winning entries – and here they are: **Martial Martin (CE Service), Wayne Kuczer (RSEC UK & CE), Ian Holland (Industrial Sales), Jim Drew (PEG), Eashan Herwadkar (UK Sales), Elias Atallah (CE RSEC), Ray Lloyd (UK Sales), Yannis Kontos (UK RSEC), Faye Joule (PEG) and Ashley Griffiths (Proposals).**

India Earth Day Activities

For Earth Day, the India Planet Proposition Team introduced the **BIO Drops Bokashi Bucket Indoor Composter**. The Bokashi method is an efficient and eco-friendly way to compost indoors, which could be a great fit for people living in apartments or with limited outdoor space, and can handle a wide range of organic waste, including food scraps like meat and dairy, which traditional composting methods can't.

Our India colleagues also took part in the global **'Calculating Embodied Carbon'** global quiz. This was an exercise to help develop our understanding of our products' embodied carbon content.

China Earth Day Activities

Our China Planet Proposition Team arranged both online and offline activities for Earth Day:

- Online Walking Competition for Carbon Reduction
- Online Innovation Contest for Environmental Protection
- Health & Wellness Seminar & Baduanjin (Chinese martial art) teaching at the Shanghai plant



Brazil Earth Day Activities

On Earth Day, through collaborative discussions and activities, our Brazil colleagues reaffirmed their commitment to sustainability, in alignment with the global theme, **"Our Power. Our Planet."**

Brazil Team's cardboard recycling program was launched in early 2025. It is ongoing and spectacularly successful. Cardboard is systematically collected and donated to a local recycling company, demonstrating our Brazil Team's dedication to supporting both sustainability and our surrounding community.

Our Brazil colleagues also took part in our **'Calculating Embodied Carbon'** global quiz.



USA Earth Day Activities

Our USA colleagues—both the Shop Floor and Office-- took part in our **‘Calculating Embodied Carbon’** global quiz. API ran a separate contest with hardcopy entries for the shop floor employees. API shop floor had “good participation” and the 16 winners received a \$25 Amazon gift card.

Canada Earth Day Activities

SAA employees also took part in our **‘Calculating Embodied Carbon’** global quiz. Over 70 people submitted their calculations for the embodied carbon content of six major parts of a Tango pump. Winners will receive a \$25 Tim Horton’s gift card.

SAA employees also participated in the annual Earth Day cleanup.



Looking Ahead to 2026 / 27

This year, we made good progress in our sustainability efforts and continued to embed sustainability into our business activities. While there is still work to do, we remain committed to improving our environmental and social impact, meeting stakeholder expectations, and creating long-term value for our customers, employees, partners, and communities.

Looking Ahead

Next year, we will focus on:

- Continuing to reduce Scope 1 and 2 GHG emissions against 2020 baseline
- Introducing Scope 3 GHG emissions baseline and monitoring regime
- Strengthening market-focused sustainability data and reporting.
- Working more closely with suppliers on product compliance
- Maintaining employee awareness and engagement.
- Reducing waste and improving resource efficiency.
- Staying ahead of changing sustainability regulations.
- Tracking and reporting progress against our key commitments.

Closing Statement

We remain committed to continuous improvement and will build on the progress made this year to deliver positive and lasting sustainability outcomes.

As we move forward, we remain committed to turning ambition into action. By building on the progress achieved to date and focusing on continuous improvement, we will continue to strengthen our sustainability performance, support our business strategy, and contribute to a more sustainable future for all stakeholders.

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