

2025 TCFD REPORT

Enerflex



Summarized TCFD Disclosure

Greenhouse Gas Emissions¹

	Units	2025	2024	2023	SASB CODE
Gross global direct GHG emissions (Scope 1) ²	tCO ₂ e	30,500	29,300	27,700	EM-MD-110a.1
Percentage methane (CH ₄)	%	<1	<1	<1	EM-MD-110a.1
Gross global indirect GHG emissions (Scope 2)	tCO ₂ e	16,000	15,300	16,200	N/A
Combined gross global GHG emissions (Scope 1 and 2)	tCO ₂ e	46,500	44,600	43,900	N/A
GHG emissions intensity per revenue generated (Scope 1)	tCO ₂ e/ USD\$ millions	11.9	12.1	11.8	N/A
GHG emissions intensity per revenue generated (Scope 2)	tCO ₂ e/ USD\$ millions	6.2	6.3	6.9	N/A
Discussion of emissions management		Refer to “ <i>Environmental – Emissions Management</i> ” section of the Annual Information Form for the year ended December 31, 2025 (the AIF)			EM-MD-110a.2 EM-SV-110a.2

Energy Consumption³

	Units	2025	2024	2023	SASB CODE
Total fuel consumed	GJ	58,513,000	64,535,000	64,804,000 ⁴	EM-SV-110a.1
Percentage renewable	%	0.0	0.0	0.0	EM-SV-110a.1
Percentage used in on-road equipment and vehicles	%	0.4	0.4	0.4	EM-SV-110a.1
Percentage used in off-road equipment	%	99.6	99.6	99.6	EM-SV-110a.1
Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	%	22.7 ⁵	36.8	35.0	EM-SV-110a.3
Total electricity consumed	MWh	26,000	24,900	30,000	N/A
Percentage renewable ⁶	%	22.3	16.5	23.9	N/A
Combined energy (fuel and electricity) consumed	MWh	16,259,000	17,950,000	18,031,000 ⁴	N/A

1 Enerflex has defined Scope 1, 2, and 3 GHG emissions according to the methodology contained in the GHG Protocol (March 2004). Scope 1 GHG emissions include all emissions from sources owned or controlled by Enerflex, using the operational control consolidation approach under the GHG Protocol. Scope 2 GHG emissions include all indirect emissions resulting from the generation of purchased electricity consumed by Enerflex. Enerflex has calculated Scope 1 and 2 GHG emissions using the industry-specific calculation methodology set forth in the API Compendium (August 2009), including only CO₂, CH₄, and N₂O. Emissions of the other Kyoto Protocol gases have been deemed immaterial. Emissions generated from natural gas and diesel engine testing during manufacturing and refurbishment activities are considered negligible and are therefore excluded from our GHG inventory. Gross global emissions (Scopes 1 and 2) vary year over year due to changes in Enerflex's business and operations.

2 GHG emissions from on-road vehicles include company-owned and company-operated vehicles only. Emissions associated with employees' use of personal vehicles for work-related travel are excluded from these calculations and are not included in Scope 1 or Scope 2 inventories.

3 Enerflex has calculated fuel and electricity consumed using the methodology set forth in the API Compendium (August 2009).

4 Total fuel consumed in 2023 previously over-reported by 9,966,000 GJ, due to a duplication error when calculating fuel consumed at facilities in Latin America. As a consequence of this duplication error, combined energy (fuel and electricity) consumed in 2023 was previously over-reported by 1,939,000 MWh and 6,000 MWh, respectively.

5 In 2025, Enerflex had a total of 22 non-road diesel engines in service globally, compared with 19 non-road diesel engines in 2024.

6 Calculated for 2025 using the 2025 electricity mix per country data published in the BP Statistical Review of World Energy & Ember (the “BP Report”), with the exception of Canada, which uses Alberta data from the Canada Energy Regulator's Renewable Energy in Canada. For 2024 and 2023, calculated using the 2022 electricity mix per country data published in the BP Report, with the exception of Canada, which used the Alberta data from the Canada Energy Regulator's Canada Energy Future 2020 (EF 2020).

Water, Chemicals & Ecological Impact Management

	Units	2025	2024	2023	SASB CODE
Total volume of fresh water handled in operations and percentage recycled ⁷	m ³	0	0	0	EM-SV-140a.1
Volume of hydraulic fracturing fluid used, percentage hazardous, and discussion of related chemicals management ⁸	N/A	N/A	N/A	N/A	EM-SV-150a.1 EM-SV-150a.2
Average disturbed acreage per (i) oil and (ii) gas well site, and discussion of related ecological impact management ⁹	acres	0	0	0	EM-SV-160a.1 EM-SV-160a.2

Workforce Health & Safety

	2025	2024	2023	SASB CODE
Total recordable incident rate ¹⁰	0.72	0.45 ¹¹	0.42	EM-SV-320a.1
Fatality rate ¹⁰	0.00	0.00	0.00	EM-SV-320a.1
Near-miss frequency rate ¹⁰	22.30	19.35	12.61	EM-SV-320a.1
Lost-time incident rate ¹⁰	0.33	0.16 ¹¹	0.15	N/A
Total motor vehicle incident rate ¹²	0.35	0.30	0.32	EM-SV-320a.1
Average hours of health, safety, and emergency response training for employees and contractors ¹³	17	20	17	EM-SV-320a.1
Global HSE fines and penalties	USD\$0	USD\$0	USD\$0	N/A
Description of management systems to integrate culture of safety	Refer to "Social – Health and Safety – Health & Safety Management System" section of the AIF			EM-SV-320a.2
Description of management systems to identify and mitigate catastrophic and tail-end risks	Refer to "Social – Health and Safety – Catastrophic Risk Mitigation" section of the AIF			EM-SV-540a.1

7 SASB limits the scope of this topic to operations for which the issuer provides hydraulic fracturing, completion, drilling, and/or water management services, none of which Enerflex provided in 2025. Enerflex Water Solutions involves the treatment of produced water that does not meet SASB's definitions of fresh water. The majority of treated produced water is utilized for recycling and reuse which offsets fresh water requirements for make-up water purposes.

8 Enerflex does not use or supply hydraulic fracturing fluid in its operations, thus chemicals management has been deemed not applicable. However, Enerflex does utilize standard workshop chemicals. Refer to "Environmental – Chemicals Management" section of the AIF.

9 SASB limits the scope of this topic to sites where the issuer is providing drilling, completion, fracturing, and/or decommissioning services, none of which Enerflex provides. The number of active rig sites, number of active well sites, and total amount of drilling performed (SASB topics EM-SV-000.A, EM-SV-000.B, and EM-SV-000.C) are not relevant to Enerflex's financial and operational control and have therefore been omitted.

10 Cases / Reports per 200,000 work hours.

11 Enerflex's 2024 TRIR and LTIR were previously under-reported by 0.05 and 0.01, respectively, due to a misclassification of safety incidents in 2024.

12 Vehicle incidents exceeding USD\$2,500 x 1,000,000 per total business kilometers driven.

13 Total number of employee training hours divided by headcount at December 31st.

People, Diversity & Culture

	Units	2025	2024	2023	SASB CODE
Total number of hours worked by all employees	number	11,992,096	12,401,421	13,322,339	EM-SV-000.D
Total employees at year-end	number	4,554	4,635	4,842	N/A
Voluntary employee turnover ¹⁴	%	8	9	8	N/A
Leadership training	hours	1,325	2,089	1,163	N/A
Cybersecurity training	hours	7,538	5,200	6,134	N/A
Description of global cybersecurity program		Refer to <i>"Cybersecurity and Data Privacy"</i> section of the AIF			N/A
Charitable organizations supported by direct financial contribution or employee volunteer hours	number	35	35	30	N/A
Gender Diversity (at year-end)					
Female employees	%	16	13	13	N/A
Female directors	%	30	18	30	N/A
Workforce by Geography (at year-end)					
North America	%	47	45	41	N/A
Latin America	%	25	28	27	N/A
Eastern Hemisphere	%	28	27	32	N/A
Description of diversity and inclusion practices		Refer to <i>"Diversity, Equity & Inclusion"</i> section of the AIF			N/A

Transparency & Regulatory Environment

	Units	2025	2024	2023	SASB CODE
Net revenue (and percentage of total revenue) from countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index ¹⁵	USD\$ Millions / %	306.0/ 11.9	269.2/ 11.2	427.7/ 18.2	EM-SV-510a.1
Legal or regulatory fines, settlements, or penalties associated with bribery and corruption	USD\$	0	0	0	N/A
Description of the management system for prevention of corruption and bribery		Refer to <i>"Governance – Anti-Bribery and Anti-Corruption"</i> section of the AIF			EM-SV-510a.2
ESG risks and opportunities related to the legal and regulatory environment and management thereof		Refer to <i>"Governance"</i> section of the AIF			EM-SV-530a.1
Political Contributions	USD\$	0	0	0	N/A

¹⁴ Includes all hourly and salaried employees and excludes retirements.

¹⁵ In 2025, Enerflex generated revenues from 18 of the 59 countries that share the 20 lowest rankings from Transparency International's Corruption perceptions Index 2025 (Corruption Perceptions Index 2025 – Transparency.org). For 2024 and 2023 Enerflex generated revenues from 14 and 16 countries, respectively, that shared the 20 lowest rankings applicable at the time.

Governance

	Units	2025	2024	2023	SASB CODE
Independent directors (at year-end)	%	90	89	90	N/A
Board committee independence (at year-end)	%	100	100	100	N/A
Average director meeting attendance	%	100	100	100	N/A
Average director tenure (at year-end)	years	3.4	3.9	5.4	N/A
Director election results (range for the directors nominated)	%	81.5 to 96.2	68.2 to 98.9	89.8 to 99.9	N/A
"Say on Pay" vote results	%	91.6	31.8	74.6	N/A
Percentage of annual bonus for executive officers tied to an ESG metric (TRIR and MVIR)	%	10	8	8	N/A
Description of governance practices		Refer to "Governance" section of the AIF			N/A

Enerflex Policies

Business Code of Conduct	The purpose of the Enerflex Business Code of Conduct is to identify the specific standards of ethical business practice and conduct expected of our people in each country Enerflex and its subsidiaries does business.
Conflict Minerals	Enerflex is subject to provisions of the Dodd-Frank Act which require, among other things, companies to disclose their use of conflict minerals if those minerals are "necessary to the functionality or production of a product" manufactured by such companies. Under the provisions of the Dodd-Frank Act, the minerals include tantalum, tin, gold, and tungsten.
Modern Slavery	Enerflex and its subsidiaries are committed to conducting business to the highest standards of ethical business practice and conduct. Enerflex has adopted a Modern Slavery and Human Trafficking Policy which supports and substantiates this commitment and requires compliance with applicable laws relating to exploitation such as human trafficking, forced labour, child labour, and other slavery-like practices including debt-bondage. The Modern Slavery and Human Trafficking Policy applies to Enerflex and its subsidiaries, was approved as a global policy by the Board of Directors of Enerflex Ltd., and has been communicated to all employees of Enerflex and its subsidiaries.
Shareholder Engagement Policy	The Board of Directors of Enerflex Ltd. believes in the importance of engaging in constructive communication with Enerflex's shareholders. Constructive engagement with shareholders can provide valuable insight that will assist the Board in maintaining the high standards of governance to which the Board is committed. The Board, acting on the recommendation of the nominating and corporate governance committee of the Board, has adopted a Shareholder Engagement Policy to promote open and sustained dialogue with Enerflex's shareholders.
Whistleblower and Compliance Hotline	The Whistleblower and Compliance Hotline allows for the confidential, anonymous submission of complaints or concerns regarding suspected accounting or auditing irregularities or unethical behaviour impacting Enerflex.



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