

# 2022 ESG Report



**MUELLER**

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## Message from the CEO

During 2022, we continued to make progress on key initiatives that enable us to help water utilities address the growing challenges from aging infrastructure and climate change. With a broad portfolio of products and solutions helping to provide life-saving fire protection, reduce non-revenue water, extend pipe life and advance product sustainability goals, we are uniquely positioned to serve our customers and communities. As I look toward the coming year, I am confident that, just as we have for more than 165 years, our talented team will deliver innovative water infrastructure products and solutions for our customers.

The operating environment remained challenging last year. Though the impacts of the pandemic finally seemed to ease on our personal lives, we saw no reprieve from rising inflation and unprecedented supply chain constraints. We also continue to see the impacts of a changing climate on weather patterns—patterns that impact not only our friends, families and neighbors, but also our customers and their communities.

Despite these challenges, we remained focused on our ESG priorities. We made progress on our targets and commitments and tracked and disclosed additional ESG metrics relevant to operations. Moreover, we continued to provide the products and services that help cities and municipalities repair and replace their aging infrastructures, increase the resiliency of their distribution networks and respond to water-related climate impacts.

Last year, we continued to drive down operational emissions and achieved our initial emissions target early. We have since set a new target and plan to submit our letter of commitment to the Science-

Based Targets Initiative later this year. Additionally, we launched our first index aligned with the Task Force on Climate-related Disclosures (TCFD) recommendations, representing how climate-related risks and opportunities are embedded in our business decisions.

We also continued to advance our social initiatives, including the expansion of diversity, equity and inclusion programs and the identification of opportunities to help keep our employees safe and healthy. Across our locations, we continued to seek ways to serve our communities—I am honored to be a part of a team that is so willing to lend a hand to others.

Throughout these advancements, we maintained strong corporate governance programs, facilitating oversight of ESG and incentivizing achievement of ESG targets by tying compensation to performance.

This year promises more excitement and opportunity, especially with the opening of our new brass foundry for initial production. The foundry marks not only a continuation of our legacy in Decatur, Illinois, but also the advancement of our environmental commitments.

I am proud of our team's accomplishments and the way everyone works to advance our ESG programs. I invite you to read our 2022 ESG Report as we look forward to another year of progress.

**SCOTT HALL**  
President & CEO

# Executive Summary



# About Mueller Water Products

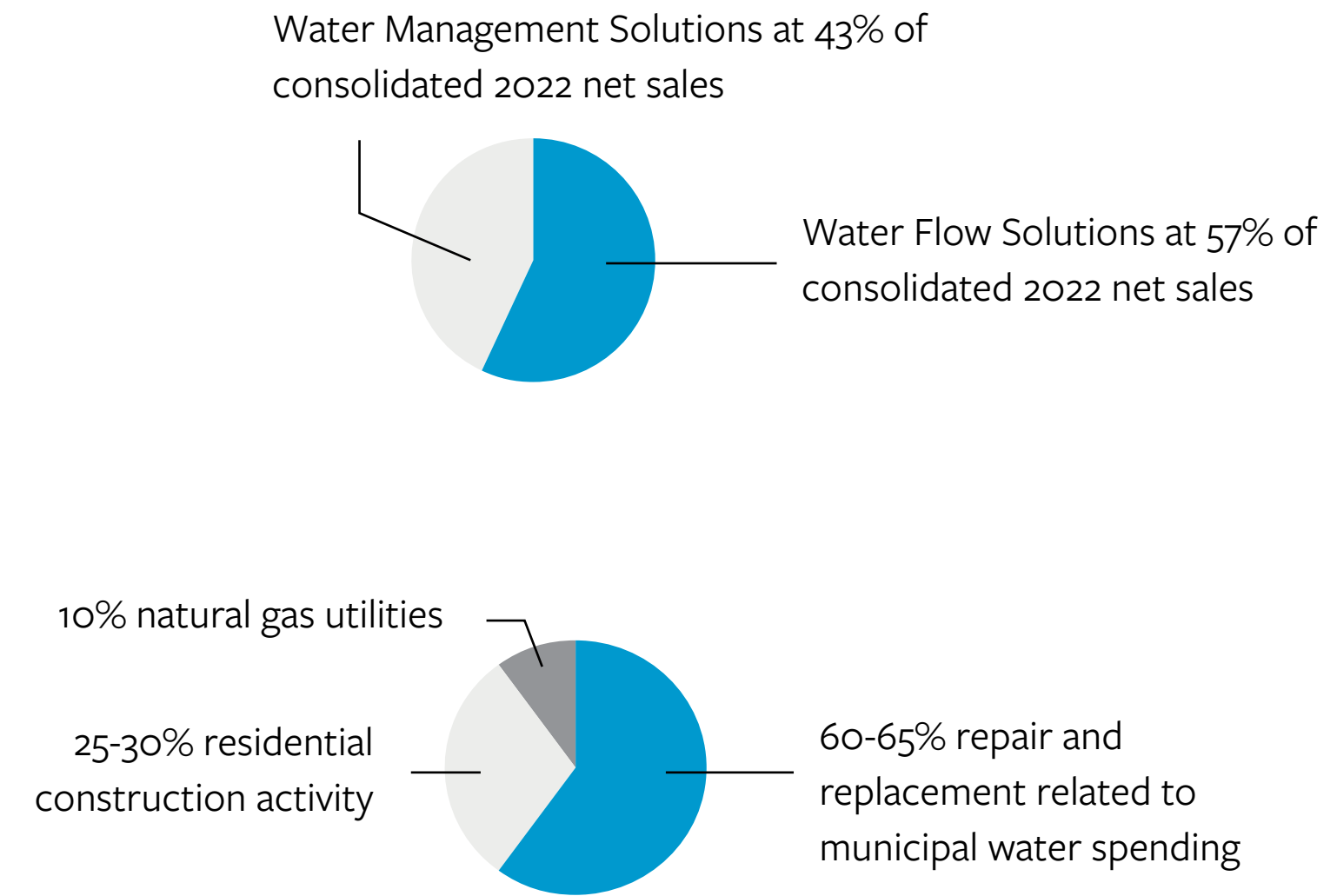
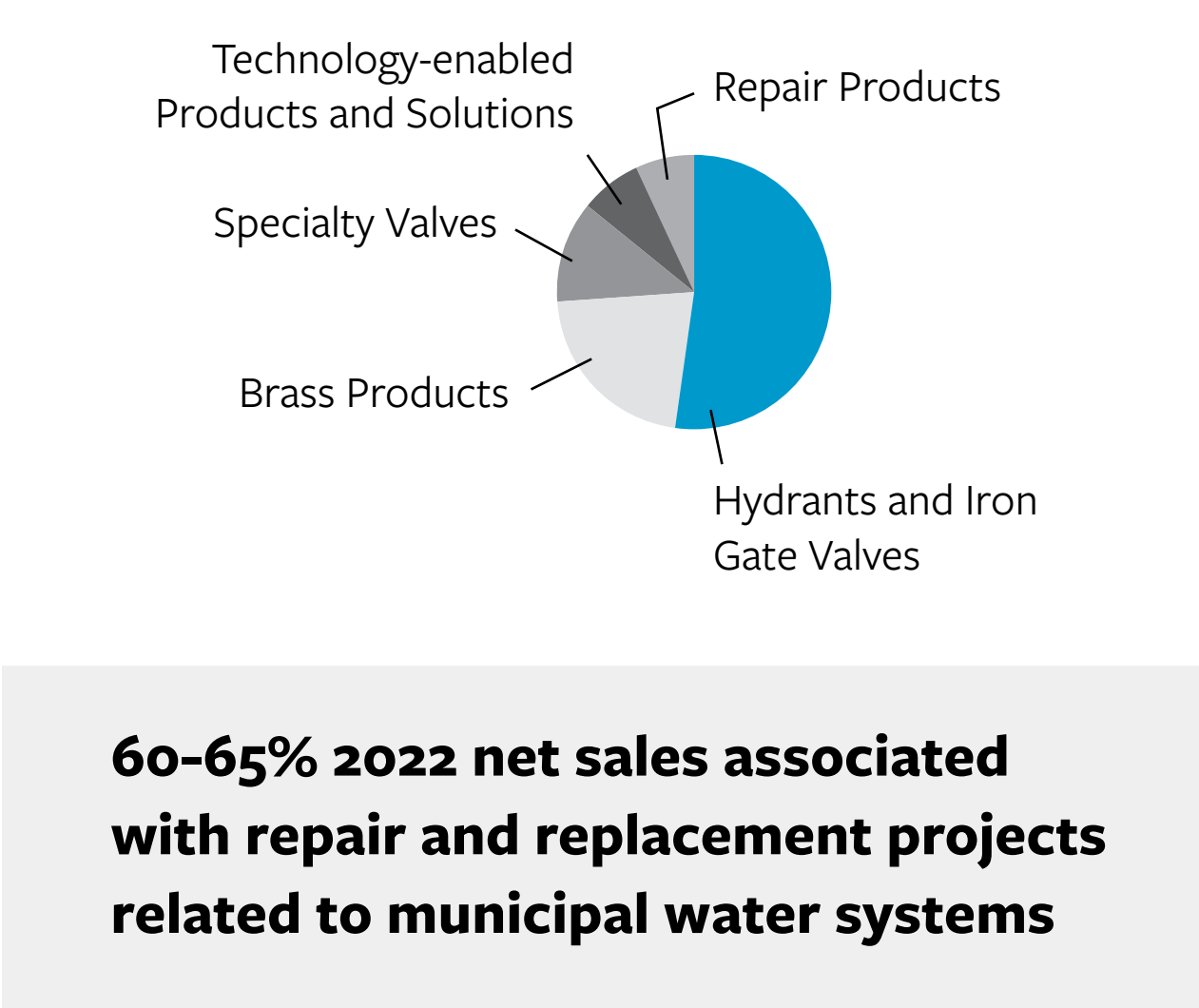
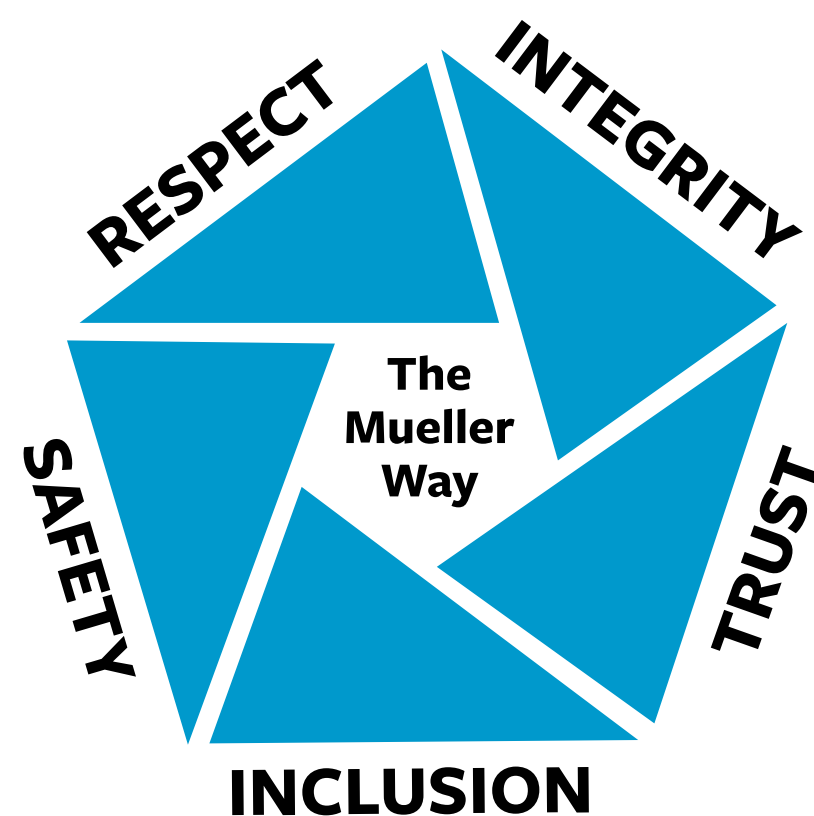
Mueller Water Products, Inc. is a leading manufacturer and marketer of products and services used in the transmission, distribution and measurement of water in North America.

Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment, pressure management products, and software technology that provides critical water system data. We help municipalities increase operational efficiencies, improve customer service and prioritize capital spending, demonstrating why Mueller Water Products is Where Intelligence Meets Infrastructure®.

## 2022 By the Numbers<sup>1</sup>



## Our Core Values



# About This Report

This is our third Environmental, Social and Governance (ESG) Report. As we continue to advance our sustainability initiatives and achievements, this report highlights the breadth of our product and service offerings, updates progress toward our goals and targets, documents our achievements in consideration of relevant standards and provides meaningful detail regarding our continued progress to help utilities and municipalities operate in an ethical and environmentally responsible fashion.

In this report, we have expanded our disclosures to include reference to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. Our disclosures also continue to be guided by the Sustainability Accounting Standards Board (SASB) standards and the Global Reporting Initiative (GRI) standards. Our business is aligned with SASB’s Industrial Machinery and Goods and Iron and Steel Producers standards. GRI, SASB and TCFD indices can be found in the appendix of this report. Our 2022 ESG Report was formally reviewed by our ESG Management Committee, Executive Leadership Team members, Board of Directors and General Counsel. Our internal audit team has reviewed all KPI metrics in the tables in this report, as part of our process.

Additional information related to our ESG performance is available in our 2022 Annual Report, Form 10-K and Proxy Statement, and on our company website.

We value your feedback as we continue to evolve our ESG reporting and provide the most relevant information to our stakeholders. Please direct any questions or comments to [sustainability@muellerwp.com](mailto:sustainability@muellerwp.com).

## United Nations Sustainable Development Goals (UN SDGs)

The UN SDGs provide a valuable framework that assists us in assessing Mueller’s contributions to global sustainable development. Although all 17 SDGs are meaningful, our business is most aligned with SDGs 6, 9 and 11.



Clean Water and Sanitation, SDG 6: By providing products and solutions that help safely and efficiently transport water, we enable cities and municipalities to fulfill their responsibility to deliver clean, safe water to their customers.



Industry, Innovation and Infrastructure, SDG 9: Our broad product and service portfolio, consisting of engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment, pressure management products, and software technology that provides critical water system data, provides the intelligent infrastructure cities and municipalities require to serve their customers.



Sustainable Cities and Communities, SDG 11: Our products and services help clients deliver water to their customers. Whether replacing aging infrastructure or using sensors to identify leaks and manage pressures, we help cities and municipalities deliver water efficiently and sustainably.

## Cautionary Statement

The standards of measurement and performance contained in this report are currently being developed and are based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation or prospect set forth in this report can or will be achieved. Any references to the Sustainability Accounting Standards Board (SASB), GRI, Task Force on Climate-related Financial Disclosures (TCFD) or other standards are provided for informational purposes only and are not intended to indicate that the Company currently complies with any such guidelines or standards. The inclusion of information in this report is not an indication that the subject or information is material to the Company's business or operating results.



## Forward-Looking Statements

This report contains certain statements that may be deemed “forward-looking statements” within the meaning of the federal securities laws. All statements that address activities, events or developments that the Company intends, expects, plans, projects, believes or anticipates will or may occur in the future are forward-looking statements, including, without limitation, statements regarding goals, outlooks, projections, forecasts, expectations, commitments, trend descriptions and the ability to capitalize on trends, long-term strategies and the execution or acceleration thereof, including sustainability focus areas, targets, expectations, estimates and the development of future technologies. Forward-looking statements are based on certain assumptions and assessments made by the Company in light of the Company's experience and perception of historical trends, current conditions and expected future developments.

Actual results and the timing of events may differ materially from those contemplated by the forward-looking statements due to a number of factors, without limitation, including the factors that are described in the section entitled “RISK FACTORS” in Item 1A of the Company's most recent Annual Report on Form 10-K and later filings on Form 10-Q, as applicable. Forward-looking statements do not guarantee future performance and are only as of the date they are made. The Company undertakes no duty to update its forward-looking statements except as required by law. Undue reliance should not be placed on any forward-looking statements. You are advised to review any further disclosures the Company makes on related subjects in subsequent Forms 10-K, 10-Q, 8-K and other reports filed with the U.S. Securities and Exchange Commission. Any ESG data included in the report is not subject to GAAP reporting and is not audited.

# ESG at Mueller

**Mueller is uniquely positioned to help cities and water utilities through its broad portfolio of products and solutions helping to provide life-saving fire protection, reduce non-revenue water, extend pipe life and advance product sustainability goals.**

Environment	Employees	Communities	Products	Governance
Mueller is committed to reducing the environmental impact of our operations, and of the products and solutions we offer. We manage our environmental footprint across four key areas: emissions, energy, water and waste.	At Mueller, we strive to create a dynamic, inclusive and safe work environment. The benefits programs, employee engagement initiatives, and health and safety programs we offer provide employees with opportunities to develop, learn and take care of themselves and their families.	At Mueller, we take great pride in meeting the needs of constituents and caring for the communities in which we live and serve. In 2022, we worked with employees and customers to coordinate numerous events that demonstrate our commitment to communities.	Mueller is uniquely positioned to help cities and water utilities through its broad portfolio of products and solutions helping to provide life-saving fire protection, reduce non-revenue water, extend pipe life and advance product sustainability goals.	Mueller is built on a commitment to the highest standards of ethics and integrity. We maintain robust oversight at the Board level to ensure we follow through on our commitments and continue to deliver value for shareholders.

## 2022 Highlights

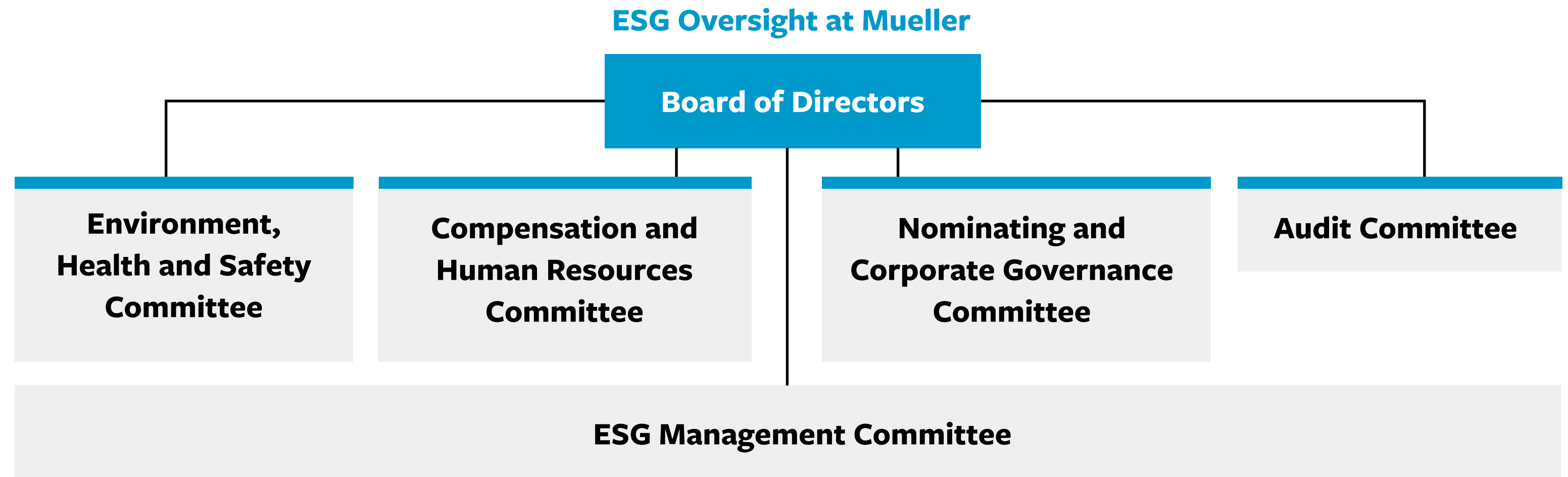
<b>51%</b> Reduction in Scope 1 and 2 Emissions Intensity Against 2015 Baseline	<b>86%</b> Recycled Metal Used to Produce Our Products	<b>21%</b> Decrease in Waste Directed to Disposal	<b>56,925</b> Metric Tons of Recycled Metal Used (vs. 22,644 Metric Tons of Total Waste Generated)	<b>2.8B</b> Gallons of Water Loss Savings Generated for Clients by EchoShore® Leak Detection Since 2020
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# ESG Oversight

Oversight for ESG starts with our Board of Directors. Mueller’s Board of Directors oversees ESG strategy and performance, with specific Board Committees responsible for certain ESG program elements. The Board is regularly engaged and provides meaningful input on our ESG program throughout the year.

Our ESG Management Committee is a cross-functional executive group responsible for the implementation of our ESG strategy. The ESG Management Committee primarily executes this responsibility through subcommittees (Environment, Social, Governance, Communications and Products) which are each chaired by an Executive Leadership Team (ELT) member.

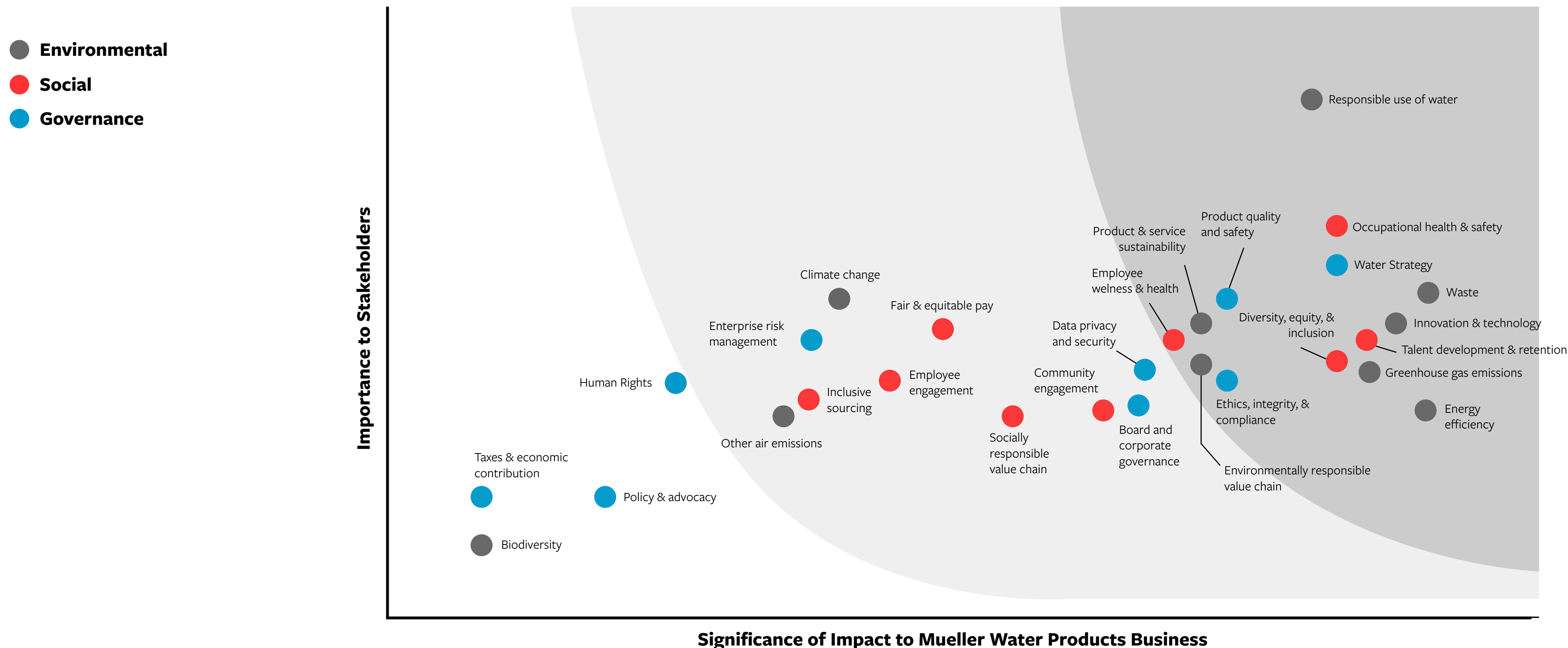


# Materiality Assessment

In 2021, Mueller Water Products conducted a formal materiality assessment with the assistance of a third-party expert. We engaged stakeholders, obtained their feedback and deepened our understanding of their concerns.

The process followed the GRI Standards framework with the goal of identifying the topics most impactful to Mueller Water Products and important to our stakeholders, including employees, customers, suppliers, investors, regulators and industry associations. After identifying potential topics material to our business, we prioritized the topics from most important to least important based on stakeholder input, validated the prioritization through an internal workshop and finalized a list of 14 prioritized issues most important to our sustainability reporting strategy.

We have further developed programs, initiatives and targets to address these topics.



# Our Targets and Commitments

## Target

## Progress

Reduce Scope 1 and Scope 2 GHG emissions intensity by 50% by 2035 using 2015 as the baseline.

We achieved our initial target, reducing Scope 1 and Scope 2 emissions intensity by 51% against a 2015 baseline—a 17% year-over-year decrease compared to 2021. Updated target to further reduce Scope 1 and Scope 2 GHG emissions intensity by 50% by 2035 using 2022 as the baseline.

Reduce water withdrawal intensity by 3% year-over-year starting in 2021.

Primarily due to installation of a new chiller in Chattanooga, Tenn., and leaks in antiquated equipment in Decatur, Ill., we did not decrease water intensity by 3% year-over-year. We plan to address both items in 2023 and achieve our water withdrawal goal as we bring our new foundry in Decatur online for initial production and maximize efficiency of our new systems in Chattanooga.

Achieve zero waste to landfills by 2035.

Through initiatives on waste reuse and recycling, we decreased total landfill waste by approximately 21% compared to 2021. We used 56,925 metric tons of recycled metal vs. 22,644 metric tons of total waste generation, making us a net negative producer of waste (recycled metal used in our processes, primarily brass ingot and scrap metal, exceeds the waste generated as a result of operations).

Identify a total of 7.7 billion gallons of water loss from our EchoShore® leak detection technology between 2020 and 2027.

Since 2020, we have enabled our clients to save an estimated 2.8 billion gallons of water loss. In 2022, we made substantial progress against our goal, helping our clients save an estimated 1.3 billion gallons primarily through enhancements in our leak detection technology.

Convert all brass products to a lead-free alloy and achieve 100% lead-free brass manufacturing processes by 2030.

We began the production part approval process in our new brass foundry in early 2023 and expect to begin producing saleable parts during the year. The opening of the new brass foundry helps position us to continue to transition to lead-free alloys and marks a step-change in health and safety as we eliminate all lead in our brass products.

Achieve zero safety incidents.

Aligned with our core value, prioritizing safety, our goal is zero injuries and we continuously work to enhance safety processes, increase awareness and improve systems and equipment to ensure that our employees return safely home each and every day. While our TRIR increased in 2022 compared to 2021, further evaluation of the injuries led to the reassessment and expansion of our onboarding process for new employees and increased focus on hand safety and PPE. During 2023, we have experienced improvements in TRIR from our enhanced efforts and continue to be well below the industry average (NAICS).

Improve employee engagement in our Wellness Program by 5% year-over-year by the end of 2023.

Our participation rate remained steady at 63% in 2022. While last year’s survey results identified supervisor relationships and employee health and safety programs as areas where we performed well, we are committed to driving increased engagement in the coming year.

**We work hard to continue our progress across the spectrum of ESG-related initiatives and we commit to:**

- **Use Science Based Targets Initiative (SBTi) methodology to set new emissions targets and plan to submit our letter of intent to SBTi**
- **Continue to develop products that support the distribution of safe and clean water, help control and mitigate non-revenue water loss in water networks and provide critical information to water utilities and consumers**
- **Enhance sustainable practices throughout our supply chain to reduce our environmental footprint and address climate change**
- **Implement regrettable turnover targets based on learnings from initial 2022 data**
- **Achieve an inclusive and diverse workforce across all levels of the organization**

# Environment

**Mueller is committed to improving our environment by reducing the negative impact of our operations. We focus on four key areas: emissions, energy, water and waste.**



## Targets and Oversight

- Emissions: Reduce Scope 1 and Scope 2 GHG emissions intensity by 50% by 2035 (2022 baseline).
- Water: Reduce water withdrawal intensity by 3% year-over-year (YOY).
- Waste: Achieve zero waste to landfills by 2035.
- Waste: Convert all brass products to lead-free alloy and achieve 100% lead-free brass manufacturing processes by 2030, creating less hazardous waste.

**In 2022, we achieved our 2035 target of reducing Scope 1 and Scope 2 emissions intensity by 50%—more than 10 years early. In 2023, we plan to submit our commitment letter to SBTi, paving the way for us to set new and even more ambitious emissions targets.**

## Climate Change

**Mueller is committed to reducing our emissions and energy use as well as providing innovative products and services that help customers mitigate water-related climate risks, including water retention, leaks or emergency repairs.**

Our emissions primarily arise from the energy used to manufacture products, many of which are manufactured using approximately 86% recycled metal, mainly brass ingot and scrap steel. The use of recycled materials in our products promotes circularity and reduces waste.

**We use approximately**  
**86%**  
**recycled metal to**  
**produce our products.**

**In 2022, we used an estimated**

**125,500,000**

**total pounds (56,925 metric tons) of recycled metal.**

## Environment Oversight

Environmental programs and initiatives are overseen by the Board of Directors. Under its [charter](#), the Environment, Health and Safety (EHS) Board Committee oversees environmental policies, programs and initiatives, adherence to laws and regulations and potential environmental risks, including climate-related risks. The EHS Committee works with the other Board committees, including the Audit, Nominating and Governance, and Compensation Committees, to oversee environmental data and incentivize strong environmental performance.

At the management level, the ESG Management Committee and the Operations function manage environmental programs and initiatives.

The ESG Management Committee is a group of executives and senior team members responsible for the day-to-day implementation of our ESG strategy. The Committee maintains subcommittees (Environment, Social, Governance, Communications and Products) which are each chaired by an Executive Leadership Team member and play a distinct role in managing ESG. The Environment Subcommittee is responsible for environmental programs and initiatives.

At Mueller, most environmental programs and initiatives are led by Operations, which includes corporate and facility EHS teams. The corporate EHS team manages companywide environmental initiatives and processes, monitors existing programs and executes the Safety, Excellence and Leadership (SEAL) assessment process. At each facility, EHS teams are responsible for implementing EHS programs and monitoring site environmental processes, as described below.



## Approach

Mueller aims to go beyond meeting regulatory requirements by incorporating leading environmental management practices and promoting sustainability across our operations. We maintain environmental programs and systems that mitigate risk and reduce our environmental footprint, including an EHS management program. Our program is informed by ISO 14001 and 45001 standards.

Environmental programs, processes and initiatives are managed at both corporate and site levels. This dual management allows companywide processes to be tailored to the unique environment, equipment and considerations of each site, and creates ownership across the organization.

The corporate EHS team sets company-wide environmental standards that include data tracking and collection, regulatory compliance and reporting, and best practice sharing. They also facilitate the annual SEAL assessment process.

Site EHS teams are responsible for implementing the processes and standards set by the corporate EHS team which require capturing, monitoring and reporting environmental data on a daily basis. Additionally, the site EHS teams investigate data anomalies and identify opportunities for improvement. Site and corporate EHS teams work together to troubleshoot environmental issues, share knowledge from other facilities and assess and report data.

Through the SEAL assessment program's focus on continuous improvement, we are able to enhance EHS programs and drive performance. The program requires all Mueller foundry and manufacturing sites to undergo an annual audit and follow-up with action plans to target areas identified for improvement. Internal EHS experts conduct SEAL assessments, which include documentation audits, employee observations and interviews and an inspection of the facility's environmental processes, such as waste management, chemical storage and recycling programs.

Following the completion of a SEAL assessment, sites are given a report that outlines strengths and opportunities, areas requiring immediate action and action items that must be completed before the next assessment. Sites then participate in monthly calls with the corporate EHS team to follow up on all action items and to facilitate progress.

## Evaluating Capital Expenditures through a Sustainability Lens

The capital expenditure request (CER) process helps us deliver on our environmental sustainability commitments, as every CER includes an evaluation of its potential EHS and/or sustainability impacts. This evaluation begins with a questionnaire detailing anticipated impacts to safety, waste, water, emissions and energy use for both Mueller and our customers. It also evaluates sustainability benefits internally or for our customers.

Environmental factors and the financial implications are also assessed to determine whether or not to proceed with the capital expenditure. This process embeds environmental considerations into Mueller business processes and creates ownership and accountability for the environmental impacts of all capital expenditures across the company.

**We assess capital expenditure requests for potential environmental impacts. This process helps create ownership and accountability across the organization, embedding environmental sustainability into business decisions.**

## Energy Use and Greenhouse Gas (GHG) Emissions Reductions

In recent years, Mueller has focused on making local improvements that result in significant emissions reductions. Improvements include replacing inefficient compressors, chillers and other equipment, eliminating identified air-line leaks, and installing LED lighting across our operations. We will continue to target such initiatives to lower emissions and are evaluating larger-scale, longer-term projects, such as heat capture and reuse.

In 2022, Scope 1 and Scope 2 intensity improved by 17% compared to 2021 through an increase in sales and a decrease in emissions. As a result, we achieved our target of reducing Scope 1 and Scope 2 intensity by more than 50% by 2035 and we moved quickly to establish a new target. Our new emissions target is to further reduce GHG emissions intensity by 50% by 2035, using 2022 as a baseline. In 2023, we plan to submit a letter of commitment to the SBTi, deepening our commitment. The increase in emissions from business travel is due to a return to travel following very limited travel during 2021 and 2020 due to the COVID-19 pandemic. Though the figure is larger than prior years, travel remained lower than pre-pandemic years.

Site EHS teams work in tandem with the corporate EHS team to identify and implement emissions reductions initiatives. Once initiatives are identified, sites work with engineering to implement emissions and energy reduction projects.

## Emissions

Greenhouse gas and other significant air emissions are provided in the below table. For other significant air emissions, we report based on calendar year. As determined by U.S. air emissions reporting requirements, Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF6), Nitrogen Trifluoride (NF3) and Polycyclic Aromatic Hydrocarbons (PAHs) are not generated in significant enough quantities to be monitored or reported.

Greenhouse Gas Emissions	2022	2021	2020
Scope 1 (MT CO <sub>2</sub> e)	23,869	23,227	19,065
Scope 2 (MT CO <sub>2</sub> e)	83,665	91,628	82,022
Total Scope 1 and Scope 2 (MT CO <sub>2</sub> e)	107,534	114,855	101,087
Scope 1 and Scope 2 Emissions Intensity (MT CDE/Gross Trade Sales) (\$ millions USD) <sup>2</sup>	86	103	122
Scope 3 (MT CO <sub>2</sub> e) (Business Travel – Category 6)	1,504	743	946



## Energy Consumption

Energy consumption figures are provided below. Though total energy consumption increased in 2022 due to higher production volumes, energy consumption intensity decreased, resulting in increased energy efficiency.

Energy Consumption (GJ)	2022	2021	2020
Direct Energy Consumption			
Natural Gas	422,717	416,330	367,061
Liquid Propane	34,087	28,573	NA
Indirect Energy Consumption			
Purchased Electricity	693,775	676,502	558,192
<b>Total Energy Consumption (GJ)</b>	<b>1,150,579</b>	<b>1,121,405</b>	<b>925,253</b>
% from grid	60%	60%	60%
<b>Total Energy Consumption Intensity (GJ/\$MM GTS)</b>			
Energy consumption intensity	924	1,007	1,119

## Using Routine Maintenance to Improve Environmental Performance

We invest in regular upgrades and routine maintenance for all Mueller facilities. We view these investments as opportunities to ensure equipment meets operational needs and reduces our environmental impact.



For example, late last year we replaced the air compressor system in our Decatur, Ill., manufacturing facility. Air compressors typically require a significant amount of energy and water. By replacing the system with an air-cooled compressor system, we saved an estimated 950,000 gallons (3.6ML) of water per month and reduced the electricity requirements by an estimated 800,000 kWh/year (2880 GJ). This new system also allowed us to increase the system's efficiency and provided significant cost savings. Using these results, we plan to evaluate additional opportunities at other facilities to achieve similar results.

## Reducing Air Emissions

Our most significant non-GHG air emissions are volatile organic compounds (VOCs) generated in painting operations and particulate matter (PM) generated in foundry operations. Across Mueller facilities, we have mechanisms in place to monitor and lower non-GHG air emissions.

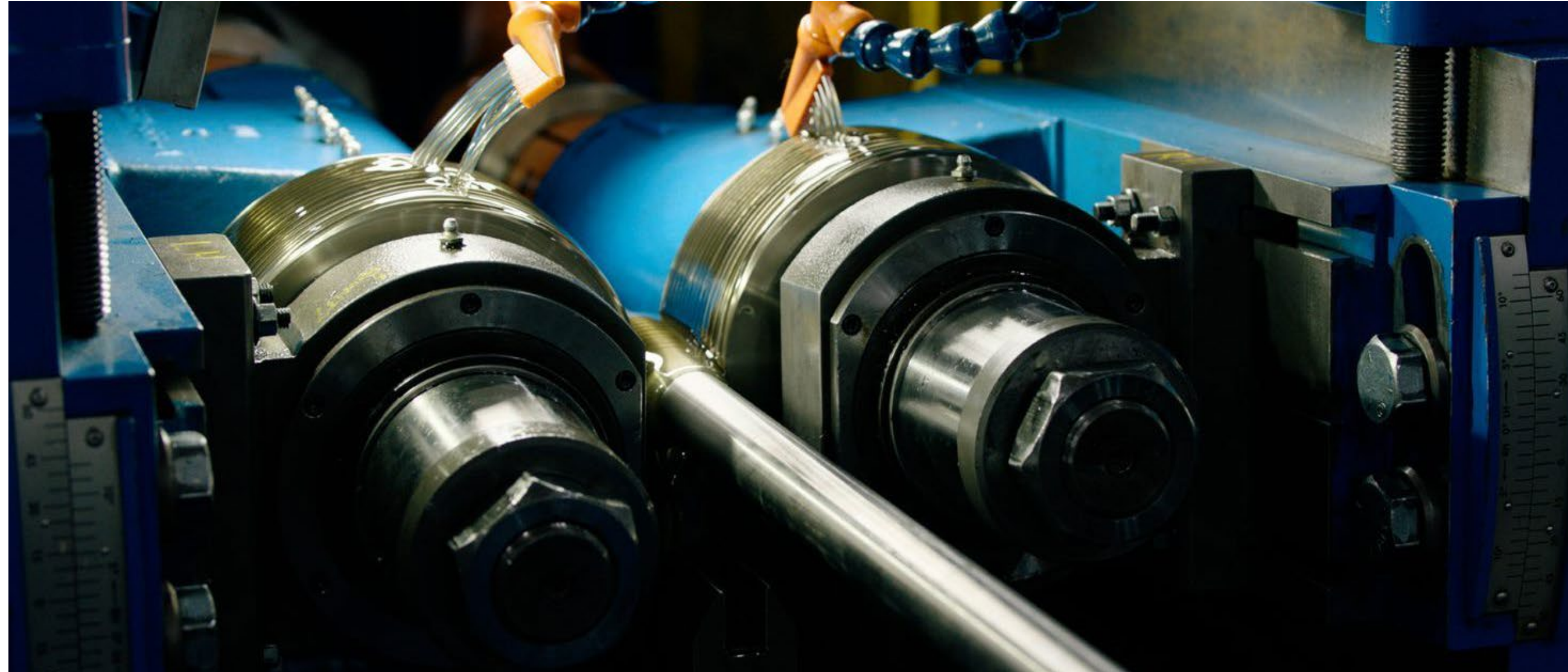
We continue to reduce the use of high VOC paints. For example, in 2022, the Jingmen, China, facility switched from wet paint to powder coat paint on two product lines—a project that will **reduce VOC emissions by approximately 2 metric tons per year.**

While our Particulate Matter (PM<sub>10</sub>) emissions are considered de minimis per U.S. EPA standards, we continuously look to reduce these emissions, primarily by upgrading foundry dust collection systems.



Other Significant Air Emissions <sup>3</sup>	2021	2020
VOCs (MT)	177.7	134.6
HAPs (MT)	99.2	74.0
PM <sub>10</sub> (MT)	51.1	33.8
CO (MT)	24.4	15.2
NO <sub>x</sub> (MT)	14.0	10.0
SO <sub>2</sub> (MT)	4.0	2.3
Lead (MT)	0.2	0.1

# Water



We provide products and services that help utilities and municipalities repair and replace aging infrastructure as well as detect and prevent leaks. Though we withdraw relatively little water for operations, we still have a role to play in reducing water withdrawal and maximizing efficiency. Our target of reducing water withdrawal intensity at our manufacturing facilities by 3% year over year holds us accountable for continuously improving performance.

**In 2022, we focused on minimizing water leaks in operations and targeting efficiency improvements. Next year, we will conduct water audits at select facilities to better target meter, valve and line replacements.**

Water withdrawal and water withdrawal intensity metrics are provided in the tables to the right. In 2022, water withdrawal increased due to the installation of a new chiller in Chattanooga, Tenn., and leaks in antiquated equipment in the Decatur, Ill., foundry. We aim to reduce our water intensity in 2023. Note that the 2022 figures for total water withdrawal and total water withdrawal intensity include well water and potable water.

Water Withdrawal (Megaliters)	2022	2021	2020
Total water withdrawal	470	386	342
Total withdrawal in areas with high baseline water stress (Brownsville, TX and Ariel, Israel)	7.1	6.7	2.5

Water Withdrawal Intensity (Megaliters/\$MM GTS)	2022	2021	2020
Total water withdrawal intensity	0.38	0.35	0.41

## Replacing Industrial Cleaning Equipment in Albertville for Big Water Wins

Through the CER process, the Albertville, Ala., plant requested an upgraded lost foam tree soaker and washer—a piece of equipment that cleans foam molding line trees more efficiently and with less water.

Instead of cycling water only once through the process before sending it for treatment, water is collected for reuse and recirculated multiple times. The project helped to save an estimated 1.7 million gallons (6.4 ML) of water per year.

## Waste

**We are committed to waste reduction, from materials sourcing to finding alternative uses for waste generated during manufacturing.**

The SEAL assessment process requires every facility to have a waste management program in accordance with applicable regulatory standards. The waste management program requires the categorization of all generated waste, as well as initiatives to improve waste reuse and recycling. During annual SEAL audits, site waste documentation such as manifests are reviewed, and waste management practices are evaluated. When issues arise with site waste management plans or procedures (e.g., a site is not properly recycling waste), corrective action is taken to effectively implement proper waste management and recycling processes within a year of issue identification.

**In 2022, the Cleveland, Tenn., plant worked to expand recycling not just from operations, but also from household waste generated by employees and their families. We provided employee education on industrial and household waste recycling and, in turn, helped to reduce waste for Mueller and our employees.**

Waste reduction efforts begin with the procurement of raw or recycled materials for our products. By using approximately 86% recycled metal for products, we promote sustainability and prevent metals from entering landfills and junkyards. During the manufacturing process, we also work to limit waste by re-melting scrap metal and screening generated waste for potential metals that could be re-used in the manufacturing process.

Last year, our most significant waste reduction efforts focused on spent sand. The Albertville foundry introduced a testing system to identify sand that could be reused, rather than routinely sending spent sand to disposal. This initiative significantly reduced the amount of waste sent to landfills.

We recognize we can do more to reduce, reuse and recycle waste. We work internally and with third parties to find alternative uses for waste, whether in construction and infrastructure or as landfill cover. These initiatives include our partnership with a third-party waste expert to identify opportunities to recycle and reuse baghouse dust and spent sand, two key sources of waste. Mueller also established a partnership with the National Center for Asphalt Technology at Auburn University to evaluate the potential for waste to be used in asphalt. We believe these third-party partnerships further position us to achieve our target of zero waste to landfills by 2035.

**Mueller is a net negative producer of waste, which means the recycled metal used in our processes, primarily brass ingot and scrap metal, exceeds the waste generated as a result of operations. In 2022, despite increasing waste generation, we decreased waste directed to disposal by more than 20%.**



In last year’s report, we highlighted our efforts to evaluate mining metal in two operating landfills to help extend landfill life and reduce waste disposal. We implemented this process in December 2021 and removed and recycled approximately 4,800 metric tons of metal from the Chattanooga, Tenn., landfill in 2022. We plan to implement this same process at the Albertville, Ala., landfill in 2023. Waste metrics are provided in the table below.

Waste by Composition (Metric Tons)	2022	2021	2020
<b>Hazardous Waste</b>			
Waste Generated	1,672	1,944	1,248
Waste Diverted from Disposal	152	141	NA
Waste Directed to Disposal	1,520	1,803	1,248
<b>Non-Hazardous Waste</b>			
Waste Generated	20,972	18,571	14,027
Waste Diverted from Disposal	7,913	2,032	NA
Waste Directed to Disposal	13,059	16,539	14,027
<b>Total Waste</b>			
Total Waste Generated	22,644	20,515	15,275
Total Waste Diverted from Disposal	8,065	2,173	NA
Total Waste Directed to Disposal	14,579	18,342	15,275

# Employees

**At Mueller, we strive to create a diverse, inclusive and safe work environment. Our benefits programs, employee engagement initiatives and health and safety programs provide employees with opportunities to develop, learn and take care of themselves and their families.**



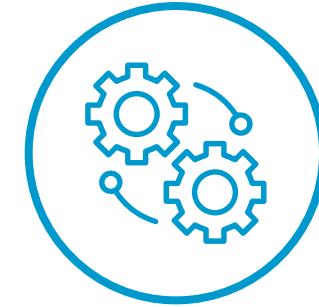
# Our Core Values: The Mueller Way

**Our five core values—Respect, Integrity, Trust, Inclusion and Safety—define who we are and how we do business. They are guiding principles that we live by every day and are evident in everything we do. When we act on our values, we help ensure long-term success for the company and our stakeholders.**



## We treat each other with **RESPECT**

- We are considerate, professional and open in our interactions.
- We treat all of our colleagues, customers and suppliers with respect.
- We provide a healthy work environment.



## We act with **INTEGRITY**

- We are committed to maintaining high ethical standards in all of our business dealings.
- We align our actions with our words and deliver what we promise.
- We build and strengthen our reputation by acting with integrity.



## We value **TRUST**

- Trust is at the foundation of our relationships with our stakeholders.
- We recognize that we accomplish more by working as a team than by working alone.
- We strengthen our business by building relationships that last.



## We foster **INCLUSION**

- We are an inclusive organization that values diverse experiences and perspectives.
- We strive for excellence and recognize that building upon our differences makes us stronger.
- We all share the responsibility to create a positive culture and safeguard equity, inclusion and appreciation for different backgrounds and perspectives.



## We prioritize **SAFETY** and environmental responsibility

- Our highest priority is to protect the health, safety and well-being of our employees.
- We strive to adhere to work processes and procedures that reflect industry best practices and foster safety and environmental stewardship.

# Engagement

**Our employees are our most important asset. Throughout Mueller’s rich history, we have continuously worked to improve the employee experience and foster an environment of open communication. We provide opportunities for employees to hear directly from company leaders, ask questions and provide feedback.**

## Employee Surveys

✓ Mueller encourages employee feedback through annual employee surveys and ad-hoc, topic-specific surveys. These surveys help us understand employee perspectives and identify improvement opportunities at the company, organizational and local levels. In 2022, approximately 77% of employees participated in our annual survey. We are committed to driving increased employee engagement in the coming years.

Last year’s survey results identified supervisor relationships and employee health and safety programs as areas where we performed well, signaling our commitments to strong leadership and employee safety.

## Town Halls

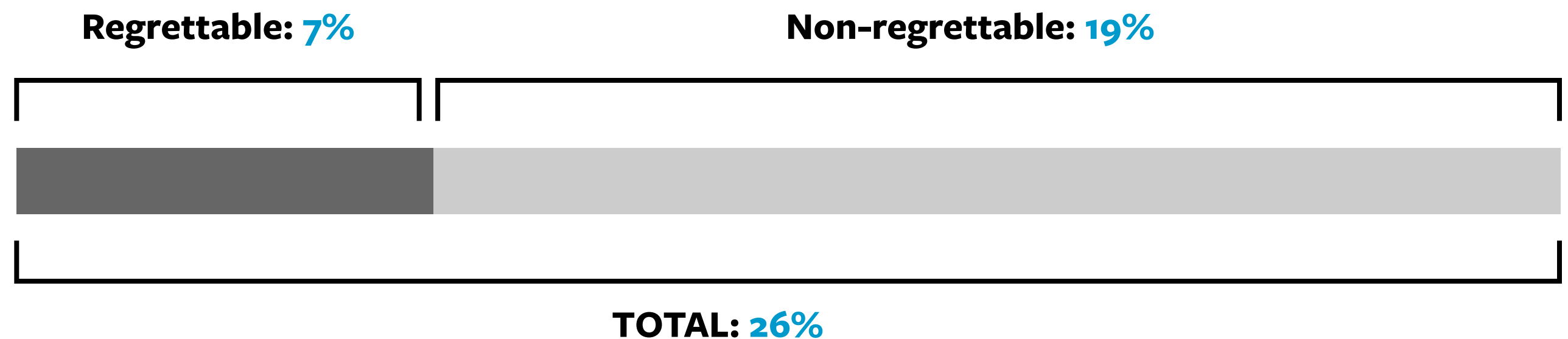
We conduct quarterly companywide town halls. In these meetings, senior leaders speak directly to employees about company performance, safety initiatives and other important company updates. Employees ask questions via email, Zoom or in-person.

For employees who do not have access to virtual or in-person companywide town halls, we provide digital signage featuring company highlights and hold periodic local town halls. In 2023, we plan to roll out a new online platform to further expand employee communication.

## Employee Turnover

We continue to improve our tracking and reporting capabilities to use data to improve the employee experience. In 2022, we improved our human resources information system to allow for the tracking of regrettable turnover for U.S. employees, which was 7%. We anticipate implementing turnover targets in 2023, utilizing this data to measure our improvement.

Turnover figures for U.S. employees are provided in the table below. Regrettable turnover is defined as the unwanted departure of an employee who meets performance expectations.





## Development

Mueller provides all employees with opportunities to learn, grow and develop through formal and informal training programs, as well as online and on-the-job learning. We also offer specialized development programs for recent college graduates and production supervisors. In 2022, we created a new full-time learning and development manager position to continue to strengthen learning and development for employees.

**Since its inception in 2017, 43 employees have participated in the Mueller Development Program, a rotational program over two years for college graduates that provides exposure to a range of functions and career opportunities at Mueller.**

Recent college graduates are eligible to participate in the Mueller Development Program, a two-year rotational program that provides varied work experience and professional development. Production supervisors can participate in the Frontline Leader training program, a six-month course that provides training on communication, team building and time management, as well as individualized coaching and mentorship.



### Continuing Education Reimbursement

We offer tuition reimbursement for Mueller employees pursuing undergraduate and graduate studies in fields related to their roles, with reimbursement based on performance.

**In 2022, Mueller began the process of implementing a new HR system to better target learning and development opportunities for all employees. This system will allow us to track and target training.**

### Performance Evaluations and Succession Planning

To help salaried employees target areas for continued learning and development, we conduct performance reviews at least annually. These performance reviews also are used to help determine performance-based compensation.

We aim to provide Mueller employees with rewarding careers. In 2022, our U.S. internal promotion rate was 26%. Employee promotions include any job-related changes which increased the level of responsibility and/or compensation and provided employee growth and development internally.

# Benefits and Well-being

**Mueller offers financial, physical and mental health benefits, as well as programs that help employees take care of themselves and their families.**

Mueller provides a variety of financial, health and wellness and work/life balance benefits, as well as programs to support employee well-being, including competitive base pay that is at or above a living wage at each of our locations. Living wage is defined as the minimum necessary income for a worker to meet their basic needs. This wage can fluctuate based on physical location and other demographic information. We based calculations on a single worker with no children.

During the last two years, we introduced a new and expanded suite of voluntary benefits for employees. We also rolled out benefit onboarding programs and strategic benefits communications for employees to ensure all individuals, regardless of location, understand and can take advantage of the company's offerings.

## Our benefits and wellness programs include:

### Financial

- Competitive base pay
- Bonus plans for all employees tied to performance
- Employee stock purchase plan
- Recognition pay and service awards
- 401(k) retirement plans with company match, with a 1% increase in 2022 to 5% company match
- Short- and long-term disability insurance

### Health and Wellness

- Medical, dental and vision insurance
- Flexible spending and health savings accounts
- Supplemental health benefits
- Wellness rewards program (Virgin Pulse)
- Health plan incentives
- On-site and no-cost vaccinations
- Healthcare navigation service for managing existing benefits (added in 2023)

### Work/Life Balance

- Paid time off, paid holidays and jury duty pay
- Paid parental leave, with 12 weeks of paid leave for eligible birth parents and paid parental leave for non-birth, adoptive and foster parents
- Elder care and child care assistance
- Employee assistance program
- Employee discount programs
- Flexible and remote work arrangements

**Our financial, health and wellness and work/life balance benefits primarily relate to full-time employees in the U.S., though we offer similar competitive benefits to employees outside of the U.S.**

## Employee Assistance Programs (EAP)

All full- and part-time employees and dependents can access the benefits in the EAP as needed. The EAP provides behavioral health and well-being services, connecting individuals with service professionals and resources from counselors to caregivers. In 2022 we eliminated the copay related to prescribed behavioral health benefits to allow for enhanced access to behavioral health services for our employees.

## Wellness Program

We partner with a third party to manage our employee wellness program. Through the program, employees create personalized health and wellness programs tailored to their individual progress and are rewarded with health insurance discounts for reaching program milestones.

Last year, we set a goal to increase program participation by 5 percentage points in calendar year 2022. We achieved 63% participation and 63% completion rates in calendar 2022, compared to 62% participation and 67% completion rates in calendar year 2021. We aim to continue to drive employee participation in the program through increased employee communications about the programs and challenges.

## Elder and Childcare Assistance

As part of the Mueller benefits package, we offer elder and childcare assistance. With this benefit, employees can select caregivers through a free membership to Care.com, an online resource that helps employees find care for children, seniors, pets and more.



# Diversity, Equity and Inclusion (DE&I)

**Creating a diverse, equitable and inclusive work environment is the right thing to do and is critical for building a successful business. In 2022, we continued to advance DE&I at Mueller, initiating DE&I councils across company sites and communicating our priorities more broadly to all employees.**

## DE&I Oversight

Oversight for DE&I begins at the Board level with the Compensation and Human Resources Committee. The Committee is responsible for overseeing the company's employee-focused strategies, including **diversity, equity and inclusion, pay equity and development.**

At the management level, the Diversity, Equity and Inclusion Council is responsible for embedding DE&I in Mueller's company culture. The Council includes three executive sponsors and representatives from each U.S. plant and headquarters. The Council determines overarching company initiatives and priorities related to DE&I.

In 2022 we also established nine local DE&I councils at U.S. Mueller facilities, which meet monthly. These local councils help create ownership of DE&I and further drive engagement through personalized local initiatives and activities to recognize and celebrate diversity.

## DE&I Training

In 2023, we will provide DE&I training for the Mueller executive team and enterprise-wide unconscious bias training.

## Pay Equity

We are committed to providing fair and equitable pay. In 2021, Mueller completed a full pay equity analysis to ensure we meet our commitment. Based on the results of this analysis, we took immediate corrective action to address anomalies and introduced a comprehensive, formal pay structure and promotion program.

## Celebrating Diversity at Mueller

**We honor and celebrate Mueller's diverse employees. In 2022, we focused on building awareness of diversity by providing communications about and hosting events related to heritage months.**

### **Black History Month**

Each week during Black History Month, all-employee communications spotlighted Black team members, sharing their individual experiences and perspectives on Black History.

### **Employee Inclusion and Appreciation Month**

In April, we held Inclusion and Employee Appreciation month, focused on creating ownership of our core value of inclusion. To celebrate, we launched our employee experience survey and held special events at each Mueller location.

### **International Women's Day**

For International Women's Day, over 250 Mueller employees attended an event with Mueller Water Products Board Member and former Atlanta Mayor Shirley Franklin.

### **Pride Month**

Mueller celebrated Pride Month by providing educational information for employees about the origins and importance of Pride Month.

## Recruiting Diverse Candidates

Mueller recruits diverse candidates for its Mueller Development Program primarily by attending career fairs at Historically Black Colleges and Universities (HBCUs) and universities with high diversity rates. We also attend the Atlanta University Center Consortium, a consortium of HBCUs near Mueller’s headquarters. In 2023, we intend to partner with the American Water Works Association to create a dedicated HBCU scholarship program.

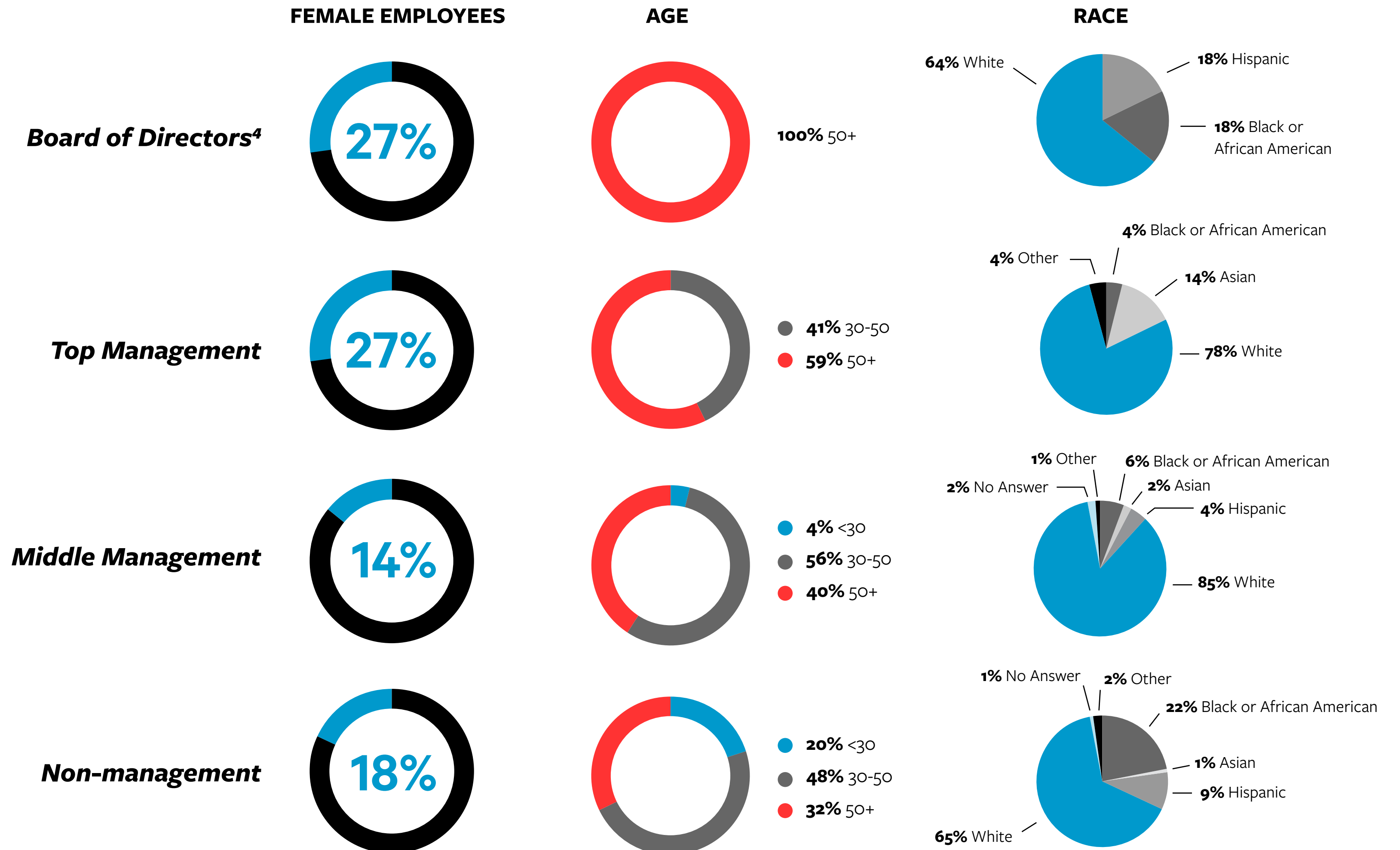
**Through Broadbean, a tool used to source job candidates, we automatically post open roles to several diverse recruiting websites to create visibility for postings with diverse candidates.**

## Supplier Diversity

Our commitment to diversity extends to suppliers. New and existing suppliers are evaluated for diversity using a third-party vendor, as well as Small Business Administration and government ratings. Mueller also aims to increase purchases from existing diverse vendors where possible.

## Diversity Metrics

The tables below provide diversity metrics for U.S. employees as of Sep. 30, 2022, and the Board of Directors as of Feb. 8, 2023. We define top management as vice president or above, including the executive leadership team; middle management as first level supervisors through senior directors; and non-management as production, administrative, para-professional and professional employees as well as subject matter experts.



<sup>4</sup> The current members of the Board of Directors were elected on Feb. 8, 2023.

## Employee Health and Safety

**The health and safety of employees is our first priority. Our safety programs and processes aim to keep employees safe and create a culture of safety, no matter the location or job. Mueller maintains a corporate EHS team, as well as EHS teams at each facility, to help keep employees safe.**

At the corporate level, EHS teams create companywide policies, processes and procedures, which are then implemented by site EHS teams and evaluated during annual SEAL assessments. Site EHS teams are also responsible for safety training, monitoring safety performance, assessing employee behavior for potential risks and investigating near misses and incidents. Site EHS teams work closely with corporate EHS teams to report progress, share best practices and identify further measures to promote a safe work environment.



All Mueller production employees and supervisors are eligible to receive a bonus that is partially tied to safety performance and safety preparedness. This incentivizes ownership of safety across operations, from plant manager to individual employee.

We maintain an EHS management program that follows the “plan, do, act” model and places a strong emphasis on proactive risk management. Our overall EHS Management program is informed by ISO 14001 and 45001 standards, with the i2O business certified to ISO 14001 standards. The SEAL assessment program validates compliance with our EHS management program. The EHS management program is reviewed on an annual basis to address any gaps and ever-changing regulatory requirements. We also created an enterprisewide Global Security position to provide oversight and leadership over site security.

Driven by our core value, prioritizing safety, our target is always zero safety incidents. During the last few years, we have made significant enhancements to corporate and facility safety programs. In 2023, we plan to implement new safety initiatives to further improve safety performance, such as improving safety awareness throughout our facilities, standardizing policies and best practices and providing additional training and checkpoints for new employees.

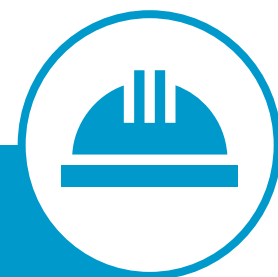
**While we still have work to do to improve safety performance, our TRIR of 1.85 is better than the industry average for primary metal manufacturing of 4.1 and industry average for foundries of 6.7.**

Industry averages are based on the North American Industry Classification System (NAICS) averages for primary metal manufacturing (code 331) and foundries (codes 331511 and 331520).

## SEAL Assessment Program

**SEAL assessments ensure we meet EHS Management program expectations and facilitate targeted performance improvement.**

The process consists of an annual audit of each Mueller site by corporate EHS representatives and teams of EHS professionals from other Mueller facilities. Audits evaluate site documentation, procedures, equipment and processes across all EHS topics. Following audit completion, corporate EHS experts determine an assessment score and create a detailed action plan highlighting EHS improvements for implementation within a year. Subsequently, site EHS representatives attend meetings to check in on action plans and share best practices with other Mueller sites. Routine communication with site EHS teams helps to improve our safety performance.



## Using LEAN Principles to Drive Safety Performance

We apply LEAN principles to our safety programs, including daily Kata and periodic Kaizen activities. These principles encourage employees to remove non-value-added activities and drive continuous safety performance improvement.

## Safety Training

Building a culture of safety requires training and constant communication with employees about how to stay safe at work. All full- and part-time employees and contractors at Mueller manufacturing sites receive a mandatory safety orientation when they join the company, and afterwards on an ongoing basis.

Mueller sites hold safety training at least monthly. Many sites also hold weekly “toolbox talks,” which highlight safety trends and provide helpful information about how to avoid near misses and potential hazards. These “toolbox talks” allow site EHS teams to address safety issues before they occur. Sites also use a training matrix to track training by employee, topic and function to ensure each employee has the required training to perform their specific job tasks safely.

During SEAL assessments, the audit team interviews employees to confirm knowledge of safety training and procedures and target areas for additional training in the next year.

## Safety Performance

Our Total Recordable Incident Rate (TRIR) increased in 2022 compared to 2021. Upon further evaluation, the underlying data associated with injuries revealed two things: first, that most injuries were associated with employees with less than one year of employment at Mueller, and second, that a significant number of injuries impacted employees’ hands.

In response, we reassessed and expanded the onboarding process to provide enhanced safety information to new employees and continued to provide this information over an extended period. To address the concentration of hand injuries, we launched a hand safety campaign in mid-2022. As we strive for excellence in safety, we will continue to improve in areas including safety signage, ergonomics, training and pinch points. In the first quarter 2023, we experienced improvements in TRIR from these efforts.

Safety performance data is provided in the chart to the right. Figures for TRIR not related to operations were updated to reflect additional COVID cases that were not accounted for in prior reporting. Fatalities in 2021 were the result of the Albertville tragedy.

	2022	2021	2020
<b>TRIR – non-fatal injuries related to operations</b>	1.85	1.25	1.26
<b>TRIR – non-fatal injuries not related to operations</b>	1.09	0.63	0.46
<b>Fatality rate – not related to operations</b>	0.00	0.06	0.00

# Communities

**At Mueller, we seek to help meet the needs of our constituents by caring for the communities in which we live and serve. In 2022, we worked with employees and customers to coordinate several events that demonstrate our commitment to communities.**





# Charitable Giving

## Charitable Giving

We aim to donate \$250,000 annually to eligible 501(c)(3) organizations. Funds are allocated across Mueller locations to allow for localized giving.



## Charitable Contributions Policy and Committee

Our Community Giving Policy guides Mueller's community outreach and directs company resources to stakeholders, societal issues and nonprofit organizations. Efforts to maintain existing community partnerships and explore new community initiatives are led by the Community Giving Committee, comprised of corporate and operational leaders who meet on a regular basis. In 2022, Mueller focused on a few key initiatives to serve the communities near our operations.

## Ukraine Donations for World Central Kitchen – Corporate Match Program

In response to the crisis in Ukraine, Mueller partnered with World Central Kitchen, a non-profit Non-Governmental Organization that serves meals to people impacted by natural disasters and other crises around the world. Mueller matched employee gifts for a total of \$20,000 to support and feed those affected by the war in Ukraine.

## Worldwide Walk for Water

In March, Mueller took part in [CLEAN International's Worldwide Walk for Water](#), a global event dedicated to protecting and providing clean water worldwide. Mueller contributed \$5,000 to CLEAN International as a Change Agent Sponsor. We also hosted a Worldwide Walk for Water Team to get employees involved, raise awareness about CLEAN International's cause and support those struggling with water scarcity. Participating employees also earned wellness points.

## Water for Jackson

In August, the main water treatment plant for the city of Jackson, Miss., completely shut down. As a result of the shutdown, nearly 180,000 people were without clean, safe water.

To support Jackson during its water crisis, Convoy of Care—a partnership among trucking companies and others—organized to deliver supplies to those affected by the disaster. Convoy of Care's member companies pay for gasoline and donate their trucks, while drivers are volunteers.

Mueller purchased the equivalent of 20 pallets of bottled water, or nearly 35,000 individual bottles of water, which the Convoy of Care transported to Jackson.



# Community Giving

## Albertville Race for Hospice



Mueller employees from the Albertville, Ala., foundry participated in the Shepard's Cove Hospice 5k Race to Remember, a fundraising event benefiting Shepard's Cove, an organization that provides hospice services. Team Mueller raised the third highest total in support of the charity.

## Krausz Agricultural Garden

Mueller's Krausz® teamed up with Venata'ta, a nonprofit organization that facilitates urban and rural ecological and social projects. Volunteers worked hand in hand with the residents of the Rosh Ha'ain House, an assisted living space for teenagers on the autism spectrum, to build a cooperative agricultural garden.

Together, they prepared and fertilized the ground, made paths, set up an irrigation system and planted flowers and herbs. During their time volunteering, the team was also able to forge relationships with members of the community. The garden will grow and provide both joy and employment to the teenagers.

## Kimball Career Day

During the month of October, the National Association of Manufacturers encourages its members to engage with students to provide education and awareness about careers in manufacturing.

Mueller Kimball stepped up to the challenge by hosting 86 high school students from the area. Employees in the fields of engineering, machining, maintenance and welding educated the students about their current roles, as well as their career progression. Students also toured the Kimball facility.

Our Kimball facility has only been open for two years, so we embraced this opportunity to raise Mueller's profile in the community, support Kimball's new partnership with Marion County schools and generate interest in the plant's upcoming pre-apprenticeship program.



## Extending our Legacy in Decatur

Mueller's Decatur, Ill., brass foundry began in 1918. Since then, we have built a strong presence in the Decatur community—so much so that we are building a new foundry in the same area to continue our legacy of community involvement and employment.

# Products

**Mueller Water Products, Inc. is a leading manufacturer and marketer of products and services used in the transmission, distribution and measurement of water in North America. Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment, pressure management products, and software technology that provides critical water system data.**



# Providing Customers with More Sustainable Solutions

**Mueller is uniquely positioned to help cities and water utilities address aging infrastructure, water quality and scarcity.**

## **Reducing Non-Revenue Water**

Mueller's broad portfolio of products and services helps customers reduce non-revenue water. Our leak detection services harness artificial intelligence and machine learning to allow customers to detect and address existing and potential leaks, resulting in billions of gallons of water savings since 2020. Our portfolio of valve and flushing system solutions includes features such as interior coating integrity, sealing capability, the ability to maintain uniform downstream pressure and enhanced reliability to mitigate water loss across an aging infrastructure.

## **Extending Pipe Life**

Our repair solutions help extend the life of pipes critical for delivering clean and safe water through patented, easy-to-repair design. Additionally, our leak detection technology allows customers to manage the infrastructure replacement cycle more efficiently and maximize the life of pipe assets. Our advanced pressure monitoring and controls solutions enable customers to efficiently reduce and control water line pressure—the primary cause of stress, leaks and breaks in the system.

## **Advancing Sustainability in Product Design**

We engineer our products using circular economy principles, utilizing approximately 86% recycled materials for our melt recipes and providing products that help address the wide variety of water challenges facing municipalities and communities.

## **Providing Life-Saving Fire Protection**

We have over 90 years of history in manufacturing fire hydrants designed to provide life-saving protection to cities and their citizens.

## Harnessing Innovation to Promote Sustainability

**We invest in smart water technologies to help customers make informed operational decisions and prioritize spending.**

**We use process improvements to identify instances where we can use technologies like artificial intelligence and machine learning to augment our product offerings.**

**We target continued innovation such as importing data from multiple sensor points to detect anomalies and incorporating predictive analytics to help utilities proactively maintain aging infrastructure, minimize water loss and promote safer water quality.**

# Innovation

**Since Mueller’s founding, we have created innovative products and solutions that help utilities and municipalities provide water to their customers. As the world faces more frequent and significant water-related challenges due to climate change, our role as a provider of innovative water infrastructure solutions is even more critical. We are uniquely positioned to provide products and services that bridge the gap between infrastructure and technology.**

We are incorporating artificial intelligence and machine learning tools for monitoring drinking water infrastructure. Our recent product and technology innovations harness our data analytics expertise and provide numerous benefits for customers and the environment. Using advanced machine learning capabilities, we can now find leaks that are one gallon per minute or less with approximately 80% certainty—a significant improvement over historical leak detection. Additionally, our machine learning models allow us to predict potential leaks using historical leak data, consumption data and weather data, preventing leaks before they occur.

We have multiple locations dedicated to innovation, research and development: The Mueller Water Products Center of Excellence in Atlanta, the Mueller Technology Center in Chattanooga, Tenn., the pipe repair R&D facility in Ariel, Israel, the Mueller Water Products Research & Development Facility in Ontario, Canada, and the intelligent water products design and support center in Southampton, U.K. In 2022, we increased our R&D spend to 2.0% of consolidated net sales, as we seek to develop new products that can help our customers to reduce water loss, detect leaks and lower the emissions required to treat and pump water.

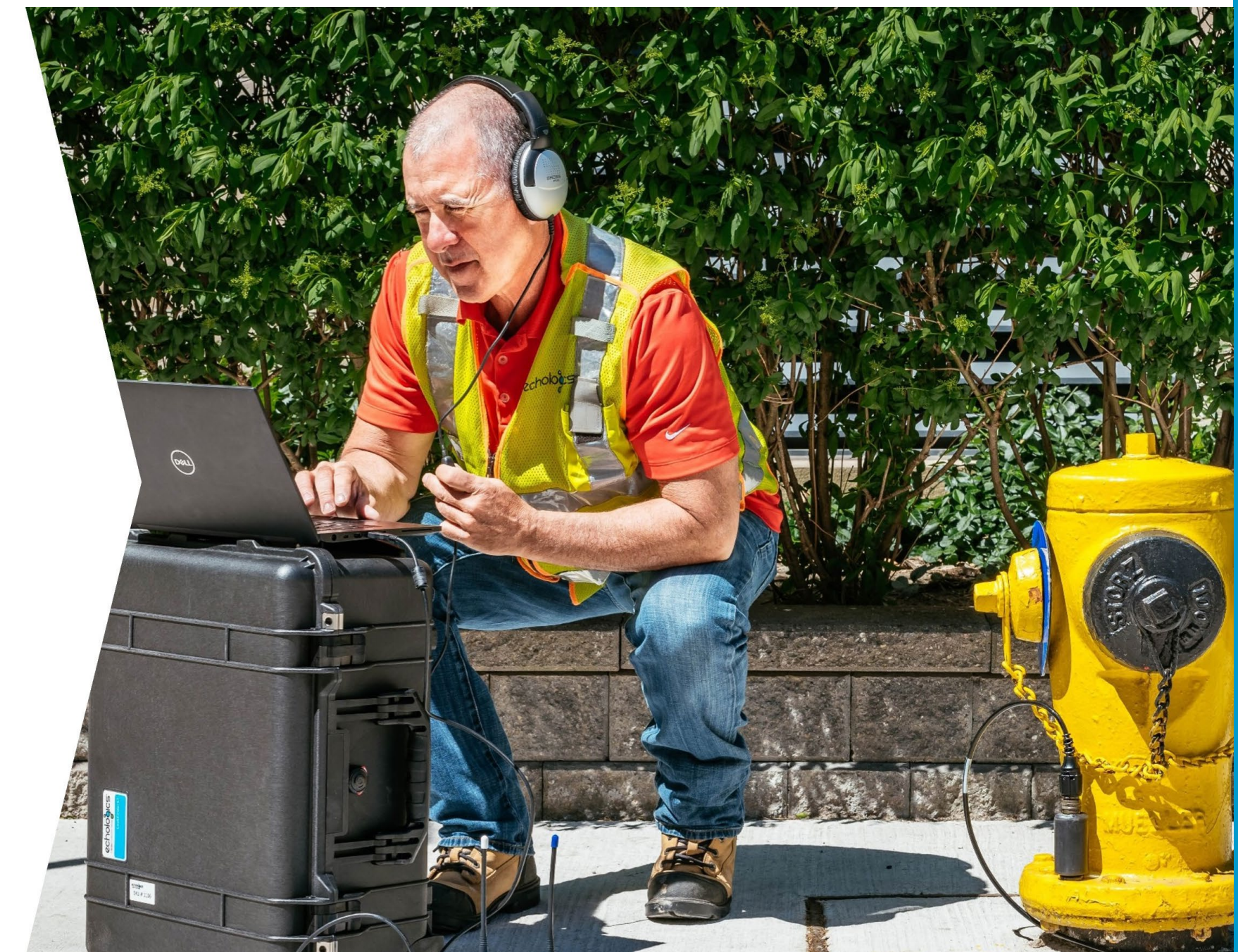


**We set a goal to identify a total of 7.7 billion gallons of water loss from our EchoShore® leak detection technology between 2020 and 2027. Since 2020, we have enabled our clients to identify an estimated 2.8 billion gallons of water loss. In 2022 alone, we made substantial progress against our goal, helping clients identify an estimated 1.3 billion gallons of water loss.**

In 2022, we helped clients identify 1.3 billion gallons of water loss through our leak detection technology. This increase is largely due to algorithm improvements in our leak monitoring systems. Using advanced data analytics, the algorithm enables existing sensors to find approximately 40% more leaks. This advancement means that without any sensor upgrades, Mueller helped save a significant amount of water—a win for our customers and for the environment.

**EchoShore® water savings information is provided in the table below. The 2021 figure was updated in light of more accurate data.**

	2022	2021	2020
<b>Water saved through EchoShore® leak detection technology (millions of gallons)</b>	1,284	887	608



# Designing Products for Circularity

**Circularity and sustainability are critical elements of the Mueller engineering and design processes.**

Circularity begins during the new product development process. During product design, Mueller engineers conduct finite element analysis, which provides a detailed view of how to reduce material consumption without impacting product performance. Mueller foundries utilize casting solidification software to optimize foundry tooling designs, reducing in-process material waste.

## Organizational Partners

We partner with industry organizations to share ideas, target opportunities for innovation and better meet the needs of our customers. These partnerships not only provide valuable business insights, but also provide Mueller employees with resources, training and additional educational opportunities that are essential for continued innovation. Management team members participate in many aspects of these industry organizations, including our President and CEO, who serves as a member of the Executive Committee of MAPI (Manufacturers Alliance Board of Trustees) and on the Board of Directors of the National Association of Manufacturers.



# Product Quality and Safety

**Our commitment to providing durable, high-quality products begins during product development and continues throughout the manufacturing and testing processes.**

During manufacturing, we maintain specifications for each product and conduct quality testing to confirm products are built to specification. Once a product moves into testing, we utilize an advanced process to thoroughly assess products against extreme conditions, whether blasting products with salt or exposing them to extreme temperatures and conditions as well as endurance testing. This testing allows us to identify and correct potential issues during product development.



## New Brass Foundry: Sustainability in Action

Opened for initial production in 2023, the new Mueller brass foundry provides an opportunity for us to benefit employees, customers and the environment by switching to a lead-free, silicon-based brass (C87850). The foundry will produce less waste, lower emissions, use less energy and create more structurally robust products that promote employee and community safety.

Over the last two decades, the industry transitioned to lead-free alloys for surfaces that contact potable water—a solution that addresses supply chain concerns and allows for more responsible sourcing while providing environmental benefits. Mueller conducted a full life cycle assessment of C87850 to understand the alloy's environmental impact. The assessment confirmed the alloy's significant advantages over bismuth-based brass, C89833, from beginning-of-life through end-of-life.

### Product Benefits of C87850

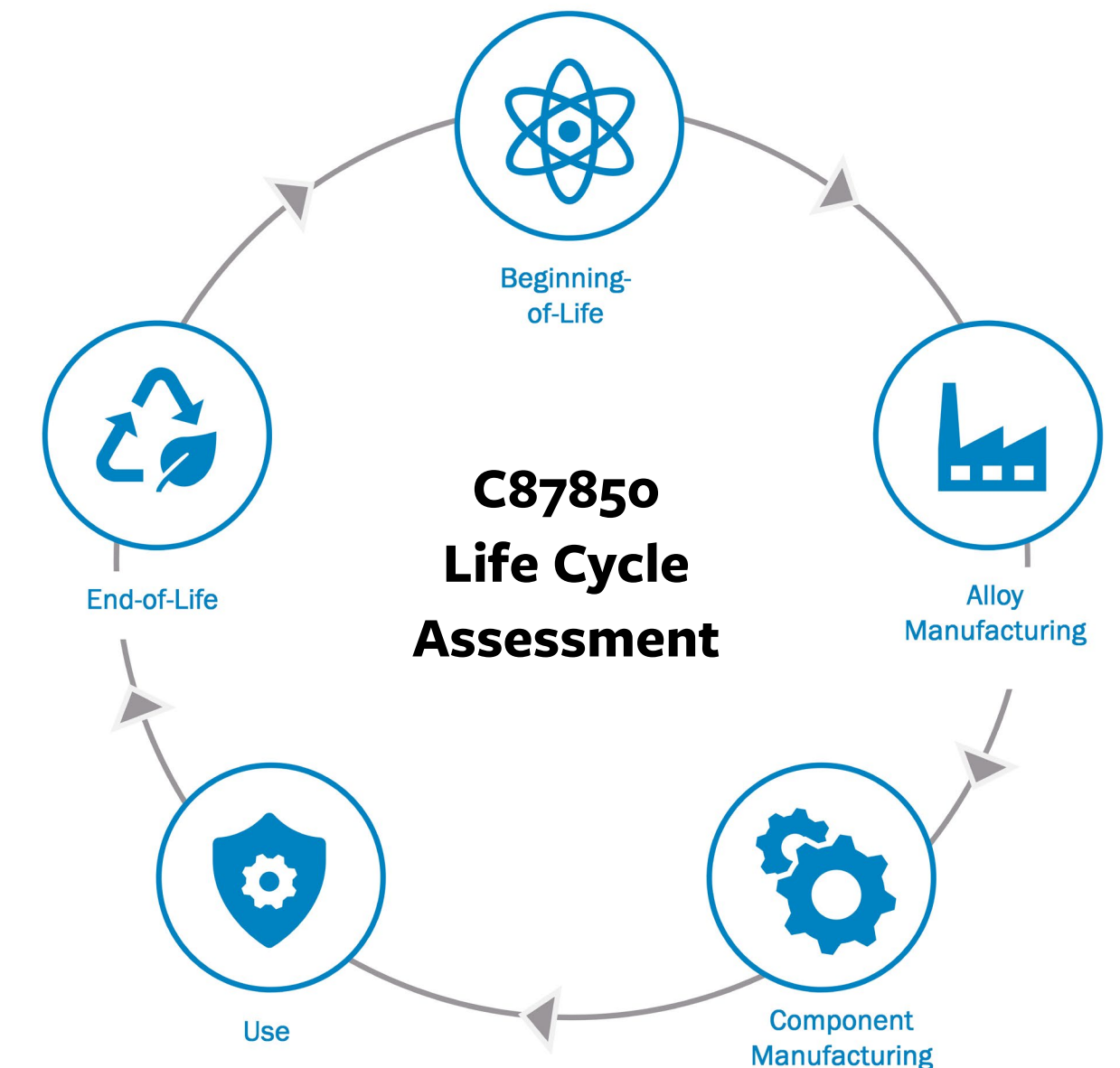
- Provides robust structural integrity not previously available with C800 products due to its material strength
- Reduces risks associated with global supply chains due to greater access to necessary raw materials used

### Human Health Benefits

- Reduces exposure to flue dust, silica and fume emissions
- Helps lower risk for potential lead exposure from environment by eliminating use of leaded red brass from components used in water infrastructure products

### Environmental Benefits

- Saves energy, lowers CO<sub>2</sub> creation and fume emissions, and reduces hazardous waste
- Reduces dependency on scarce materials that rely on foreign sourcing, ensuring a more reliable sourcing strategy moving forward
- Utilizes silicon, the second most abundant element in the earth's crust
- Creates more recycling options, as silicon is more easily separated from copper



# Governance

**Mueller is built on a commitment to the highest standards of ethics and integrity. We maintain robust oversight at the Board level to ensure we follow through on our commitments and continue to deliver value for shareholders.**

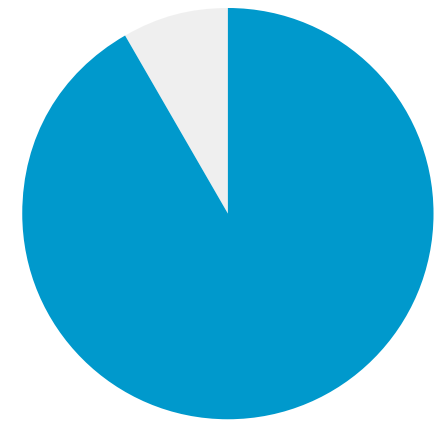




# Board Oversight

The Board of Directors is responsible for guiding company strategy and overseeing management performance. In accordance with the [Corporate Governance Guidelines](#), the Mueller Board consists of a diverse and experienced group of 11 directors.

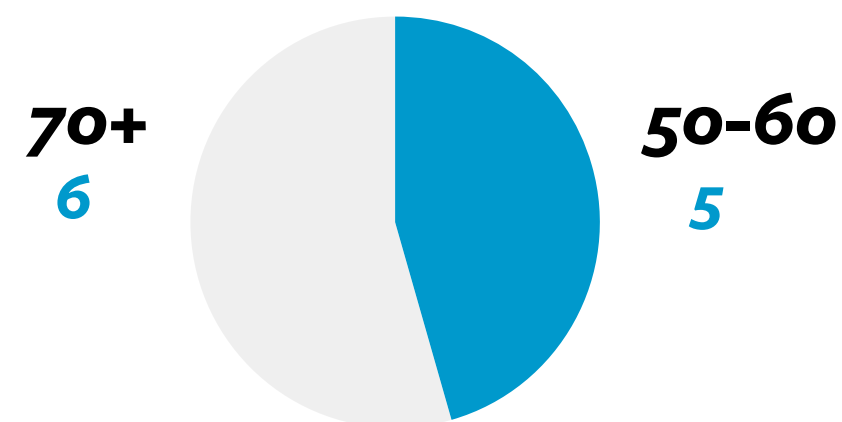
## Mueller Water Products Board of Directors<sup>5</sup>



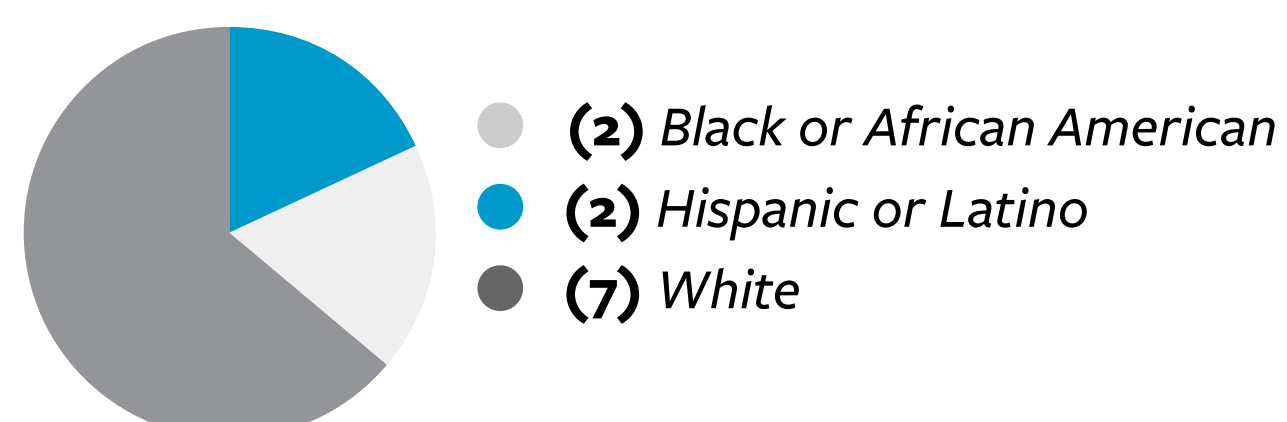
**Independent Directors**  
10 out of 11



**Female Directors**  
3



**Age**  
70+ 6, 50-60 5



**Race**  
(2) Black or African American  
(2) Hispanic or Latino  
(7) White

# Board Tenure

As part of the Board’s continued refreshment plans, in October 2022, the company announced that it will accelerate the refreshment of the Board by adding several new directors with fresh perspectives in the near term. This plan is intended to further align the Board’s experience and skills with the company’s strategic direction. As part of this plan, following the 2023 Annual Meeting, each member of the Board who has served for more than 10 years will depart during the next three years, with no more than three directors departing in any one year.



## Board Committees

To carry out its responsibilities, the Board maintains five standing committees, each independently chaired and maintained according to the responsibilities detailed in its respective charter. All Board Committees have a distinct role to play in ESG oversight.

1. [Audit Committee](#)
2. [Compensation and Human Resources Committee](#)
3. [Environment, Health and Safety Committee](#)
4. [Nominating and Corporate Governance](#)
5. [Capital Allocation and Operations Committee](#)

### 1. Audit Committee

The Audit Committee oversees the appropriateness and selection of the accounting standards applicable to sustainability and ESG at Mueller, as well as the measurement mechanisms incorporated in our ESG disclosures. All KPI metrics included in the tables in this report have been audited by our internal audit team. Additionally, the Audit Committee oversees internal audit's review of ESG metrics.

### 2. Compensation and Human Resources Committee

The Compensation and Human Resources Committee establishes and reviews the compensation philosophy of the company, and reviews and approves the compensation programs of Directors and named executive officers. The Committee also oversees employee-focused strategies, including those related to DE&I, employee engagement and other social matters.

### 3. Environment, Health and Safety Committee

The EHS Committee oversees policies, programs and initiatives related to health, safety and the environment. The Committee reviews EHS risks, including those related to climate change, establishes EHS goals and reviews EHS metrics and performance.

### 4. Nominating and Corporate Governance Committee

The Nominating and Corporate Governance Committee oversees corporate governance guidelines, policies related to the Board of Directors and the selection of Directors. The Committee is responsible for the development and production of the annual ESG report, tracking ESG progress through an ESG scorecard and recommending disclosure updates.

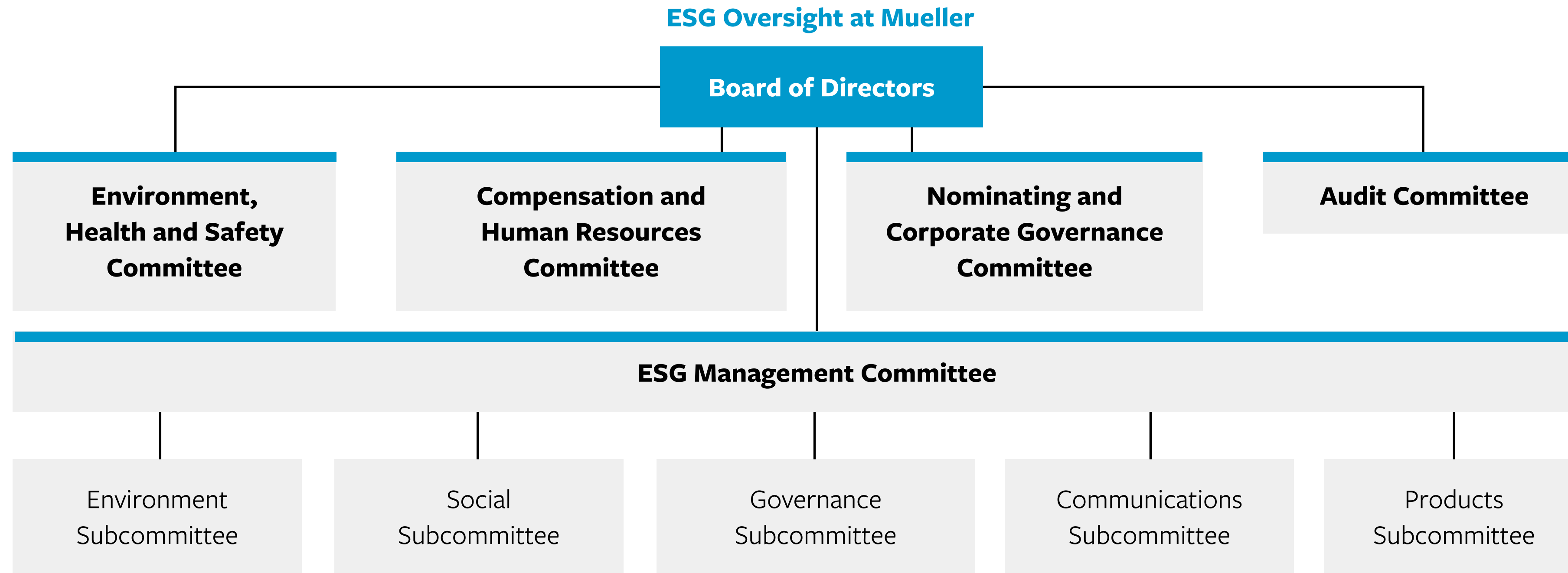
### 5. Capital Allocation and Operations Committee

The Capital Allocation and Operations Committee reviews, analyzes, oversees, and makes recommendations to the Board regarding the capital allocation and operations of the company. The Committee identifies opportunities to create value, including in relation to improving production rates, accelerating the completion timeline of the facility modernization projects and overseeing any targeted action plans relating to the foregoing. The Committee does not play a role in ESG oversight.

## ESG Oversight

Oversight for ESG starts with our Board of Directors. Mueller’s Board of Directors oversees ESG strategy and performance, with specific Board Committees responsible for certain ESG program elements. The Board is regularly engaged and provides meaningful input on our ESG program throughout the year.

We also deploy an ESG Management Committee, which is a cross-functional group of senior executives and senior team members responsible for implementing our ESG strategy. This group oversees specialized subcommittees responsible for certain elements of our ESG programs—for example, the social subcommittee is responsible for employee initiatives, while the environmental subcommittee manages emissions.



## Ethics and Compliance

Mueller is built on a strong commitment to ethics and integrity. All full- and part-time employees and contractors—from the CEO to individual contributors—are responsible for upholding the expectations outlined in the [Code of Business Conduct and Ethics](#).

As an international business, we are subject to a number of laws and regulations, including the U.S. Foreign Corrupt Practices Act, the Canadian Corruption Act and the U.K. Bribery Act. Our robust ethics and compliance program incorporates training related to these international laws and regulations, as well as anti-corruption and anti-bribery, anti-trust, insider trading, international trade, intellectual property, SEC reporting and disclosure and related party transactions.

We communicate the Code of Business Conduct and Ethics broadly via our external website, intranet, employee communications and signage posted digitally in high-traffic areas. Ethics and compliance training is provided for all new employees during onboarding and on an annual basis thereafter. All Mueller employees are further required to acknowledge that they have read, understand and commit to acting in accordance with the principles of the Code of Business Conduct and Ethics.



**Annual Code of Conduct training must be completed by 100% of Mueller employees. Certain roles also require more specialized training on specific regulations and codes, such as anti-bribery and corruption.**

We maintain a strict no retaliation policy for ethical complaints made in good faith. Employees are expected to raise ethical concerns to their supervisor, human resources, legal, the chief compliance officer, or anonymously through phone or web-based whistleblower helpline. When an issue is reported, it is promptly assessed and, where necessary, fully investigated.

**Our 24-hour toll-free Mueller Helpline (1-800-569-9358) and online reporting services ([muellerwaterproducts.ethicspoint.com](https://muellerwaterproducts.ethicspoint.com)) are accessible in a variety of languages and allow anonymous complaints.**

## Cybersecurity and Data Privacy

The Audit Committee of the Board is responsible for overseeing cybersecurity and data privacy programs and practices. Mueller has two cybersecurity teams, each dedicated to a specific area. Our IT cybersecurity team focuses on corporate programs; our products cybersecurity team focuses on customer-facing programs.

We use the National Institute of Standards and Technology (NIST) framework to guide company cybersecurity programs, which include 24/7 network activity monitoring, phishing prevention, penetration testing and periodic IT security maturity assessments.

All Mueller employees complete mandatory information security awareness training within 30 days of joining the company. Based on individual phish test performance and job requirements, additional training may be offered or required on an as-needed basis.

## Suppliers

Mueller suppliers are expected to share our underlying principles and commitment to ethics and integrity. The [Supplier Code of Conduct](#) details our expectations in terms of safety, anti-corruption, environmental protection, labor and human rights, trade and legal compliance, conflict minerals and confidentiality.

Prior to establishing a relationship with potential high-risk suppliers, we conduct due diligence to ensure these suppliers align with Mueller values and standards. During this due diligence process, we create a supplier scorecard and evaluate suppliers against a variety of metrics to identify higher-risk suppliers. We also conduct on-site audits of suppliers that might pose a greater risk.

## Human Rights

Our [Human Rights Policy](#) details our commitment to upholding fundamental human rights. We believe all human beings should be treated with dignity, fairness and respect. We strive to promote inclusion in the workplace, which includes engaging with the communities where we operate and interacting with workers to build upon our understanding of potential human rights issues and conducting business in a manner that respects human rights. Regular engagement with these stakeholders helps identify, prioritize and address potential human rights matters and consider policy changes and improvements. We encourage suppliers and vendors to treat their employees—and to interact with their communities—in a manner that respects human rights. If an individual becomes aware of a potential human rights issue, the individual is expected to promptly report the issue to their supervisor, human resources, legal, the chief compliance officer, or anonymously through our whistleblower helpline.

## Conflict Minerals

We work diligently with suppliers to ensure compliance with the U.S. Securities and Exchange Commission's rule on conflict minerals, mandated by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010. More information is provided in our most recent [Conflict Minerals Disclosure](#).

# Appendix

We report in reference to the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) standards for the Industrial Machinery & Goods and Iron & Steel Producers industries and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).



The standards of measurement and performance contained in this report are currently being developed and are based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation or prospect set forth in this report can or will be achieved. Any references to the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD) or other standards are provided for informational purposes only and are not intended to indicate that the Company currently complies with any such guidelines or standards. The inclusion of information in this report is not an indication that the subject or information is material to the Company's business or operating results.

## GRI Index

<b>Statement of use</b>	Mueller Water Products has reported the information cited in this GRI content index for the period Oct.1, 2021 – Sept. 30, 2022 with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI Standard</b>	<b>Disclosure</b>	<b>Location/Information</b>
<b>General Disclosures</b>		
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	<p><b>Legal name:</b> Mueller Water Products, Inc.</p> <p><b>Nature of ownership and legal form:</b> Publicly traded company listed on the New York Stock Exchange as MWA</p> <p><b>Headquarters:</b> 1200 Abernathy Rd. N.E., Suite 1200, Atlanta, GA 30328 USA</p> <p><b>Countries of operation:</b> See our 10-K for a list of global locations</p>
	2-2 Entities included in the organization's sustainability reporting	This report covers Mueller Water Products, Inc. and its subsidiaries.
	2-3 Reporting period, frequency and contact point	<p><b>Reporting period:</b> Oct 1, 2021 - Sept. 30, 2022</p> <p><b>Frequency:</b> Annual</p> <p><b>Contact:</b> Sustainability@muellerwp.com</p>
	2-4 Restatements of information	We revised the 2021 figure for gallons of water loss saved through our EchoShore® leak detection in light of more accurate data.
	2-5 External assurance	While our internal audit team thoroughly reviews reported metrics, we do not currently seek external assurance for the metrics included in this report.
	2-6 Activities, value chain and other business relationships	<p>Mueller Water Products is a leading manufacturer and marketer of products and services used in the transmission, distribution and measurement of water in North America. Our products and services are used by municipalities and the residential and non-residential construction industries. Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment, pressure management products, and software technology that provides critical water system data. We help municipalities increase operational efficiencies, improve customer service and prioritize capital spending.</p> <p><b>Revenue (net sales):</b> \$1,247.4 Million</p> <p><b>Capital expenditures:</b> \$54.7 Million</p> <p><b>Shareholder Equity:</b> \$669.3 Million</p> <p><b>Net debt:</b> \$300.4 Million</p> <p><b>Net debt to capital:</b> 26.9%</p>

## General Disclosures

## GRI 2: General Disclosures 2021

2-7 Employees	As of September 30, 2022, we had approximately 3,600 employees. See our <a href="#">Annual Report</a> , page 9, for more information.
2-9 Governance structure and composition	See Governance, page 42. The primary functions of our Board of Directors are to oversee management performance on behalf of the stockholders, to ensure that the long-term interests of the stockholders are being served, to monitor adherence to the company's standards and policies, to promote the exercise of responsible corporate citizenship, and generally to perform the duties and responsibilities assigned to the Board by the laws of Delaware, the state of incorporation of the company. The Board maintains standing committees to fulfill its role.
2-10 Nomination and selection of the highest governance body	The Nominating and Corporate Governance Committee (the "NCG Committee") of the Board is responsible for reviewing with the Board, on an annual basis, the requisite skills and characteristics of Board members, as well as the composition of the Board as a whole. This assessment includes a consideration of independence, diversity, age, skills, experience and industry backgrounds in the context of the needs of the Board and the company, as well as the ability of directors (and director candidates) to devote sufficient time to performing their duties in an effective manner and the ability to work professionally but collegially with the Board as a whole. Directors are expected to exemplify the highest standards of personal and professional integrity and to constructively challenge management through their active participation and questioning. For more information about Director selection and qualifications, view our <a href="#">Proxy Statement</a> .
2-11 Chair of the highest governance body	Per our <a href="#">Corporate Governance Guidelines</a> , the Chairman of the Board will be appointed by vote of a majority of non-employee members of the Board present at a duly-constituted meeting, and may be removed at any time by the same vote. The Board also elects the CEO of the company by vote of a majority of non-employee members of the Board present at a duly-constituted meeting, and may be removed at any time by the same vote. The Board has the authority to decide whether the positions of Chairman and CEO should be held by the same person and shall determine the best arrangement for the company and its shareholders in light of all relevant and changing circumstances. The company has no fixed rule as to whether the offices of Chairman of the Board and CEO should be vested in the same person or two different people, or whether the Chairman should be an employee of the company or should be elected from among the non-employee directors. But, its preference is for the positions to be held by two different people with one independent. If the Chairman of the Board is the CEO of the company, or if the Chairman of the Board is not independent, then one of the independent members of the Board will be named as Lead Director. The Lead Director will be chosen annually by a majority of the non-employee members of the Board present at a duly-constituted meeting after receiving a recommendation from the NCG Committee. The Board presently maintains a non-executive Chairman of the Board.
2-12 Role of the highest governance body in overseeing the management of impacts	See Governance, page 41.
2-13 Delegation of responsibility for managing impacts	See Governance, pages 42-43, and the TCFD Index, page 60.



## General Disclosures

## GRI 2: General Disclosures 2021

2-14 Role of the highest governance body in sustainability reporting

See Governance, pages 42-43.

The full Board and Board Committees oversee the company's sustainability and environmental, social and governance strategy and related matters, including the development, implementation, integration, measurement and communication of initiatives, programs and policies. The detailed responsibilities of each Committee with respect to ESG are described in Committee charters, available on our [website](#).

In terms of sustainability reporting, the Audit Committee of the Board oversees the appropriateness and selection of the accounting standards applicable to the Corporation's sustainability program, including the associated ESG Report, as well as the reasonableness and form of any measurement mechanisms, including the use of any financial metrics (and key performance indicators the Committee deems appropriate), incorporated in the ESG Report. The Nominating and Corporate Governance Committee of the Board is responsible for overseeing the development and annual production of our comprehensive sustainability/ESG report ("ESG Report"), monitoring, reviewing and making recommendations regarding periodic updates to the report and developing and reviewing a scorecard capturing relevant ESG metrics. The Environment, Health and Safety Committee is responsible for overseeing the company's environment, materials sustainability and employee health and safety matters.

2-15 Conflicts of interest

See our [Code of Business Conduct and Ethics](#), page 11, and our [Corporate Governance Guidelines](#), page 4.

2-16 Communication of critical concerns

We have several established means for stakeholders to communicate their concerns. Communication can be made through our anonymous Mueller Helpline (1-800-569-9358 or [muellerwaterproducts.ethicspoint.com](mailto:muellerwaterproducts.ethicspoint.com)), in writing to the appropriate party, noted below, at 1200 Abernathy Rd., Suite 1200, Atlanta, Georgia 30328 or via email to the appropriate email address designated below:

- If the concern relates to the company's financial statements, accounting practices or internal controls, the concern may be submitted in writing to the Chairman of the Audit Committee in care of the company's Corporate Secretary at the above address or via e-mail to [auditcommittee@muellerwp.com](mailto:auditcommittee@muellerwp.com);
- If the concern relates to the company's governance practices, business ethics or corporate conduct, the concern may be submitted in writing to the Chairman of the Nominating & Corporate Governance Committee in care of the company's Corporate Secretary at the above address or via e-mail to [compliance@muellerwp.com](mailto:compliance@muellerwp.com); or
- If an individual is unsure as to which category her or his concern relates, she or he may submit it in writing to any one of the independent directors in care of the company's Corporate Secretary at the above address or via e-mail to [boardofdirectors@muellerwp.com](mailto:boardofdirectors@muellerwp.com).

In addition to an internal control environment specifically designed to identify and manage risks and to facilitate communication with the Board, Mueller Water Products maintains a Policy and Process for Communicating with the Board to ensure all communications are addressed in an organized, timely and appropriate manner. Further, Mueller follows an Accounting/Auditing Complaint Handling Policy and Procedure to ensure any and all relevant matters are provided to and addressed by the Board and its committees.

## General Disclosures

## GRI 2: General Disclosures 2021

2-17 Collective knowledge of the highest governance body

The Nominating & Corporate Governance Committee of the Board is responsible for establishing the criteria for the selection of new directors, as well as evaluating the skills and qualifications of candidates. In evaluating candidates, the Governance Committee considers a variety of qualifications, experience, attributes and skills and recognizes that a diversity of knowledge, viewpoints and experience can enhance the Board's effectiveness. Accordingly, as part of its evaluation, the Governance Committee considers how the candidate's background, qualifications, experience, attributes and skills may enhance the quality of the Board's deliberations and decisions. Our [Proxy Statement](#), pages 14-25, provides a description of the skills and experience of each director.

2-18 Evaluation of the performance of the highest governance body

Each year, the Guidelines require the Board to conduct an evaluation of its own performance. Additionally, our committee charters require each of our committees to conduct an annual performance evaluation. The Governance Committee is responsible for overseeing the annual assessment process on behalf of the Board and its committees. Throughout the evaluation process, the Governance Committee solicits comments from directors, via self and peer evaluations and committee and Board assessments, to ensure that the Board as a whole, its committees and each director are functioning effectively. The Governance Committee reviews comments from each director to assess directors' contributions to the Board, evaluates the Board's contributions to the company and identifies areas for improvement in the Board's performance. The Governance Committee discusses its findings with the Board annually regarding ways in which the Board and its committees can improve their key functions.

2-19 Remuneration policies

We provide a full description of director and executive compensation on pages 37-62 of our [Proxy Statement](#).

2-20 Process to determine remuneration

We provide a full description of director and executive compensation on pages 37-62 of our [Proxy Statement](#).

We design our executive officer compensation programs to target total compensation at or about the regressed 50th percentile for comparable executive positions at companies in our peer group. The principal elements of our compensation program for executives are base salary, annual performance-based cash bonus, long-term incentive equity compensation and broad-based benefit programs and executive severance plan, as applicable.

We conduct an annual say-on-pay stockholder vote. In 2022, approximately 95% of stockholders voted in support of our executive compensation programs.

2-21 Annual total compensation ratio

Per our [Proxy Statement](#), page 62, for fiscal 2022, the ratio of the annual total compensation of our CEO to that of the median employee is approximately 79 to 1.

2-22 Statement on sustainable development strategy

See Message from the CEO, page 3.

2-23 Policy commitments

Our policies are linked throughout this report and on our [corporate website](#).

## General Disclosures

**GRI 2: General Disclosures 2021**

2-24 Embedding policy commitments	Our full Board, Board Committees and ESG Management Committee are all responsible for embedding ESG strategy into company practices. For more information about how policies are implemented, see the Governance section, pages 42-45.
2-25 Processes to remediate negative impacts	When an issue is reported, whether anonymously through the whistleblower helpline or otherwise, it is promptly assessed, investigated and addressed if needed, and raised during Audit Board Committee meetings.
2-26 Mechanisms for seeking advice and raising concerns	We maintain several avenues for stakeholders to communicate their concerns, including our anonymous Mueller Helpline (1-800-569-9358 or muellerwaterproducts.ethicspoint.com), available 24/7, 365.
2-27 Compliance with laws and regulations	In 2022 we had no material incidents of non-compliance with laws or regulations.
2-28 Membership associations	A full list of industry association and organization memberships is provided on page 38.
2-29 Approach to stakeholder engagement	We regularly communicate with customers and suppliers through one-on-one meetings, tradeshow, our website and social media channels. We value our engagement with investors and actively engage with investors through various activities each year, including earnings calls, investor presentations, 1-on-1 meetings, conferences and our annual meeting. We value employee and community feedback. We prioritize employee engagement and transparency by implementing programs and processes that ensure employees have opportunities to ask questions, voice concerns and share feedback, including through our employee surveys and quarterly all-employee town halls.
2-30 Collective bargaining agreements	As of September 30, 2022, we employed approximately 3,600 people, of whom 82% work in the U.S. At September 30, 2022, 64% of our hourly workforce was represented by collective bargaining agreements. Additionally, certain foreign countries where we have employees, such as China, provide by law for employee rights which include requirements similar to collective bargaining agreements. We believe we have good relations with our employees, including those represented by collective bargaining agreements. More information is provided in our <a href="#">Annual Report</a> , page 10.

## Material Topics

<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	In 2021, we conducted an ESG materiality assessment to better understand and address the ESG topics most important to our key stakeholders, including customers, employees, industry associations, investors, regulators and suppliers. After identifying a list of all potential topics material to our business, these topics were prioritized from most important to least important based on stakeholder input. Topics were then validated through an internal materiality workshop, resulting in a final list of prioritized issues. In this process, we engaged with employees, customers, suppliers, investors, regulators and industry associations through a mix of research, interviews and surveys.  View the results of the materiality assessment on page 10.
	3-2 List of material topics	Our materiality assessment resulted in 14 material topics. See the Materiality Assessment section, page 10.
	3-3 Management of material topics	We maintain an ESG Management Committee and various subcommittees to address material ESG issues. See Governance, pages 42-43.

## Anti-corruption (Mueller material topic: ethics, integrity and compliance)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Ethics and Compliance, page 44.
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	See Ethics and Compliance, page 44.
	205-2 Communication and training about anticorruption policies and procedures	See Ethics and Compliance and Suppliers, page 44.
	205-3 Confirmed incidents of corruption and actions taken	No material incidents of corruption or anti-competitive behavior were confirmed in 2022.

## Anti-competitive behavior (Mueller material topic: ethics, integrity and compliance)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Ethics and Compliance, page 44.
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2022 we had no legal actions pending or completed regarding anti-competitive behavior, nor did we have violations of anti-trust and monopoly legislation.

## Materials (Mueller material topics: environmentally responsible value chain, innovation and technology, product and service sustainability)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Approach, page 15, and Products, pages 36 and 38.
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used	See Climate Change, page 13, and Waste, page 20.

**Energy (Mueller material topics: energy efficiency, greenhouse gas emissions, environmentally responsible value chain)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Approach, page 15.
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	See Energy Consumption, page 17.
	302-3 Energy Intensity	See Energy Consumption, page 17.
	302-4 Reduction of energy consumption	See Energy Use and Greenhouse Gas (GHG) Emissions Reduction, page 16, and Energy Consumption, page 17.

**Water and Effluents (Mueller material topic: water strategy, responsible use of water, environmentally responsible value chain)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Approach, page 15, and Water, page 19.
<b>GRI 303: Water and Effluents 2018</b>	303-2 Management of water discharge-related impacts	See Water, page 19.
	303-3 Water withdrawal	See Water, page 19.

**Emissions (Mueller material topic: greenhouse gas emissions, environmentally responsible value chain)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Approach, page 15, and Energy Use and Greenhouse Gas (GHG) Emissions Reductions, page 16.
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	See Emissions, page 16.
	305-2 Energy indirect (Scope 2) GHG emissions	See Emissions, page 16.
	305-3 Other indirect (Scope 3) GHG emissions	See Emissions, page 16.
	305-4 GHG emissions intensity	See Emissions, page 16.
	305-5 Reduction of GHG emissions	See Emissions, page 16, and Energy Use and Greenhouse Gas (GHG) Emissions Reductions, page 16.
	305-6 Emissions of ozone-depleting substances (ODS)	N/A. Mueller does not use significant amounts of ozone-depleting substances and therefore, is not required to track their use.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See Emissions, page 16.

**Waste (Mueller material topic: waste, environmentally responsible value chain)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Approach, page 15, and Waste, page 20.
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	See Waste, page 20.
	306-2 Management of significant waste-related impacts	See Waste, page 20.
	306-3 Waste generated	See Waste, page 21.
	306-4 Waste diverted from disposal	See Waste, page 21.
	306-5 Waste directed to disposal	See Waste, page 21.

**Employment (Mueller material topics: talent development and retention, employee wellness and health)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Engagement, page 24.
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	See Engagement, page 24. In 2022, we hired 731 employees in the U.S.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Benefits and Well-being, page 26.
	401-3 Parental leave	See Benefits and Well-being, page 26.

### Occupational Health and Safety (Mueller material topic: occupational health and safety, employee wellness and health)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Employee Health and Safety, page 30.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	See SEAL Assessment Program, page 31.
	403-2 Hazard identification, risk assessment and incident investigation	See SEAL Assessment Program, page 31.
	403-4 Worker participation, consultation, and communication on occupational health and safety	See Safety Training, page 31.
	403-5 Worker training on occupational health and safety	See Safety Training, page 31.
	403-6 Promotion of worker health	See Benefits and Well-being, page 26, and Employee Health and Safety, page 30.
	403-8 Workers covered by an occupational health and safety management system	See Employee Health and Safety, page 30.
	403-9 Work-related injuries	See Safety Performance, page 31.

### Training and education (Mueller material topic: talent development and retention)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Development, page 25.
<b>GRI 404: Training and Education 2016</b>	404-2 Programs for upgrading employee skills and transition assistance programs	See Development, page 25.

### Diversity and Equal Opportunity (Mueller material topic: diversity, equity and inclusion)

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Diversity, Equity and Inclusion (DE&I), pages 28-29.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	See Diversity Metrics, page 29.

**Child labor (Mueller material topic: ethics, integrity and compliance)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Human Rights, page 45.
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	See Human Rights, page 45.

**Customer health and safety (Mueller material topic: product quality and safety)**

<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	See Product Quality and Safety, page 38.
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	See Product Quality and Safety, page 38.



# SASB Index

Activity Metric	Unit of Measure	Disclosure
<b>Revenue</b>	Number (millions of USD)	See Mueller Water Products by the Numbers, page 5, and <a href="#">Form 10-K</a> for Fiscal Year Ended September 30, 2022.
<b>Number of units produced by product category</b> <b>RT-IG-000.A</b>	Number	2 Reporting Segments (Water Flow Solutions at 57% of consolidated 2022 net sales, and Water Management Solutions at 43% of consolidated 2022 net sales), 6 product categories (hydrants, iron gate valves, brass products, specialty valves, technology-enabled products and solutions, repair products), ~90% water-focused products, 60%-65% of 2022 net sales associated with repair and replacement projects related to municipal water systems, ~90% of net sales were generated in the U.S.
<b>Number of Employees</b> <b>RT-IG-000.B</b>	Number	Approximately 3,600 Employees Worldwide.
<b>Raw steel production, percentage from: (1) basic oxygen furnace processes, (2) electric arc furnace processes</b> <b>EM-IS-000.A</b>	Metric tons (t), Percentage (%)	(1) We do not report steel production as these numbers are proprietary. (2) We do not use electric arc furnaces.
<b>Total iron ore production</b> <b>EM-IS-000.B</b>	Metric tons (t)	N/A – not relevant. Mueller Water Products does not produce iron ore.
<b>Total coking coal production</b> <b>EM-IS-000.C</b>	Metric tons (t)	N/A – not relevant. Mueller Water Products does not produce coking coal.

## SASB Sustainability Disclosure Topics & Accounting Metrics - Industrial Machinery & Goods, Iron & Steel Producers

Greenhouse Gas Emissions		
<b>EM-IS-110a.1</b>	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N <sub>2</sub> O), (3) SOx, (4) particulate matter (PM <sub>10</sub> ), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	See Emissions, page 16.
<b>EM-IS-110a.2</b>	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	See Energy Use and Greenhouse Gas (GHG) Emissions Reductions, page 16.

## Air Emissions

<b>EM-IS-120a.1</b>	Air emissions of the following pollutants: (1) CO, (2) NOx (excluding N <sub>2</sub> O), (3) SO <sub>x</sub> , (4) particulate matter (PM <sub>10</sub> ), (5) manganese (MnO), (6) lead (Pb), (7) volatile organic compounds (VOCs), and (8) polycyclic aromatic hydrocarbons (PAHs)	See Emissions, page 16.
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## Energy Management

<b>RT-IG-130a.1</b> <b>EM-IS-130a.1</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) and (2) See Energy Consumption, page 17. (3) Currently, we only use renewable energy (solar) at our Ariel, Israel facility, however the percent used is not measured at this time.
<b>EM-IS-130a.2</b>	(1) Total fuel consumed, (2) percentage coal, (3) percentage natural gas, (4) percentage renewable	(1) See Energy Consumption, page 17, (2) N/A (3) 36.7% natural gas, (4) Percentage of renewable energy is not captured at this time.

## Waste Management

<b>EM-IS-150a.1</b>	Amount of waste generated, percentage hazardous, percentage recycled	See Waste, pages 20-21. The percentage of hazardous waste generated and the percentage of recycled waste are 7.4% and 35.6%, respectively.
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## Water Management

<b>EM-IS-140a.1</b>	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	(1) See Water, page 19. (2) We do not disclose recycled water. (3) 1.5%.
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## Fuel Economy &amp; Emissions in Use-phase

<b>RT-IG-410a.1</b>	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	N/A – not relevant.
<b>RT-IG-410a.2</b>	Sales-weighted fuel efficiency for non-road equipment	N/A – not relevant.
<b>RT-IG-410a.3</b>	Sales-weighted fuel efficiency for stationary generators	N/A – not relevant.
<b>RT-IG-410a.4</b>	Sales-weighted emissions of: (1) nitrogen oxides (NO <sub>x</sub> ) 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	N/A – not relevant.

**Remanufacturing & Design Services****RT-IG-440b.1**

Revenue from remanufactured products and remanufacturing services

N/A. Mueller Water Products does not produce remanufactured products or offer remanufacturing services.

**Employee Health & Safety****RT-IG-320a.1****EM-IS-320a.1**

(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees

For more details, see Safety Performance, pages 30-31.

(3) We do not report near miss frequency rate (NMFR) at this time.

**Supply Chain Management****EM-IS-430a.1**

Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues

N/A – not relevant. Mueller Water Products does not source iron ore or coking coal.

**Materials Sourcing****RT-IG-440a.1**

Description of the management of risks associated with the use of critical materials

See Conflict Minerals page 45 and our most recent [Conflict Minerals Disclosure](#).

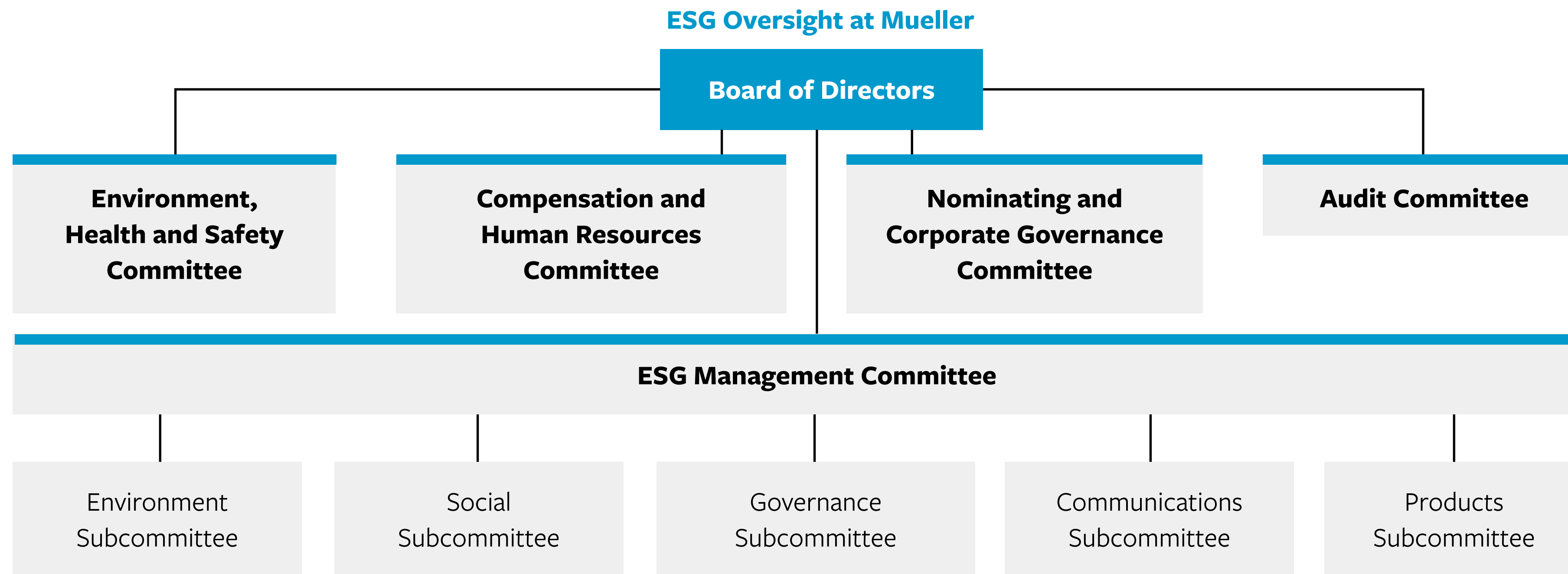
# TCFD Index

## Governance

While our full Board has the responsibility of overseeing the company's ESG program, including the strategies, initiatives and metrics and targets related to climate change, the Board assigns certain specialized Committees specific responsibilities to oversee the identification and management of climate-related risks and opportunities. In addition to Board efficiency, this allows us to approach climate change through expert lenses, various viewpoints and promotes Committee interconnectivity.

The full Board maintains oversight responsibility for our risk management process and charges management with assessing and mitigating risks. Relatedly, the Audit Committee has oversight of the company's risk assessment and risk management guidelines, processes and framework and reporting results of such to the Board. As a result, our internal control environment has been specifically designed to identify and manage risks and to facilitate communication with the Board.

The full Board receives updates on our overall ESG programs, including climate change, at least annually, and additionally on an as-needed basis.



### ***Environment, Health and Safety (EHS) Committee***

The EHS Committee oversees matters related to Mueller’s environmental sustainability and safety programs and plays a significant role in monitoring the impact of climate change on our operations. The Committee oversees the company’s environmental strategy, including climate change and related metrics and targets, and monitors the company’s progress related to these metrics and targets. Per its charter, the EHS Committee meets at least four times a year.

### ***Audit Committee***

The Audit Committee oversees the company’s applicable ESG standards choices, measurement mechanisms and key performance indicators. With respect to climate change, this includes overseeing the appropriateness and reasonableness of applicable ESG standards, measurement mechanisms, key performance indicators and the metrics included in our ESG disclosures. The Audit Committee also oversees the company’s biennial risk assessment process as described in the risk management section.

### ***Nominating and Corporate Governance (NCG) Committee***

The NCG Committee oversees the composition of the Board and the selection of new directors—including evaluating the skills of potential candidates with respect to climate change. This helps to confirm that the Board has the skills necessary to oversee the assessment and management of climate-related risks and opportunities and in turn guide company strategy related to climate change. Additionally, the NCG Committee reviews and makes recommendations to the Board regarding the company’s ESG practices, reviews relevant ESG metrics developed by other Board committees and oversees management’s production of our ESG report.

### ***Compensation and Human Resources Committee***

The Compensation and Human Resources Committee reviews and approves the goals and objectives of the CEO and Executive Officers, including initiatives that enable the employee base to achieve goals and objectives related to climate change. We strive to appropriately tie compensation to performance in many areas, including those related to sustainability and climate change. In 2022, as in past years, 10% of executive bonuses were tied to ESG metrics—an example of how ESG performance is tied to compensation. We expect to continue to evolve these metrics to facilitate compensation programs that reward performance related to climate change and emissions.

## **Management Oversight**

As a matrixed organization, climate-related risks and opportunities are overseen and managed by a few groups and functions: our ESG Management Committee, our Operations function, our Finance function and our Strategy function. The Operations, Finance and Strategy functions are also represented on the ESG Management Committee, further enabling strong management of climate change.

Our ESG Management Committee is a cross-functional executive group responsible for the functional implementation of our ESG strategy. The ESG Management Committee primarily executes this responsibility through subcommittees (Environment, Social, Governance, Communications and Products) which are each chaired by an Executive Leadership Team (ELT) member. Similar to the way we manage climate-related risks and opportunities through a few different lenses at the Board level, various subcommittees play different roles in managing climate-related risks and opportunities at the functional level.

The Environmental subcommittee is responsible for the majority of the programs and initiatives we have to manage emissions and the impact of climate change on our operations. The Environmental subcommittee is chaired by the Senior Vice President (SVP) of Operations and Supply Chain and consists of individuals from EHS, Risk Management and Operations. The Environmental subcommittee reports to the EHS Board Committee four times a year.

Primary responsibility for the operationalization of our climate change goals and mitigation of emissions-related risks falls under Operations. The Operations function consists of all plants as well as our EHS group. Both groups are critical for measuring, reporting and driving down our operational emissions. The Operations function has the largest presence on the Environmental subcommittee.

Other subcommittees, namely the Governance and Communications subcommittees, also play a role in managing climate-related risks and opportunities. These committees are more involved in our risk management process, as well as overseeing the insurance policies necessary for protecting our operations against various physical and transition risks.

# Strategy

**We use the below time horizons to assess strategy.**

## Short-term

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**One year**

## Medium-term

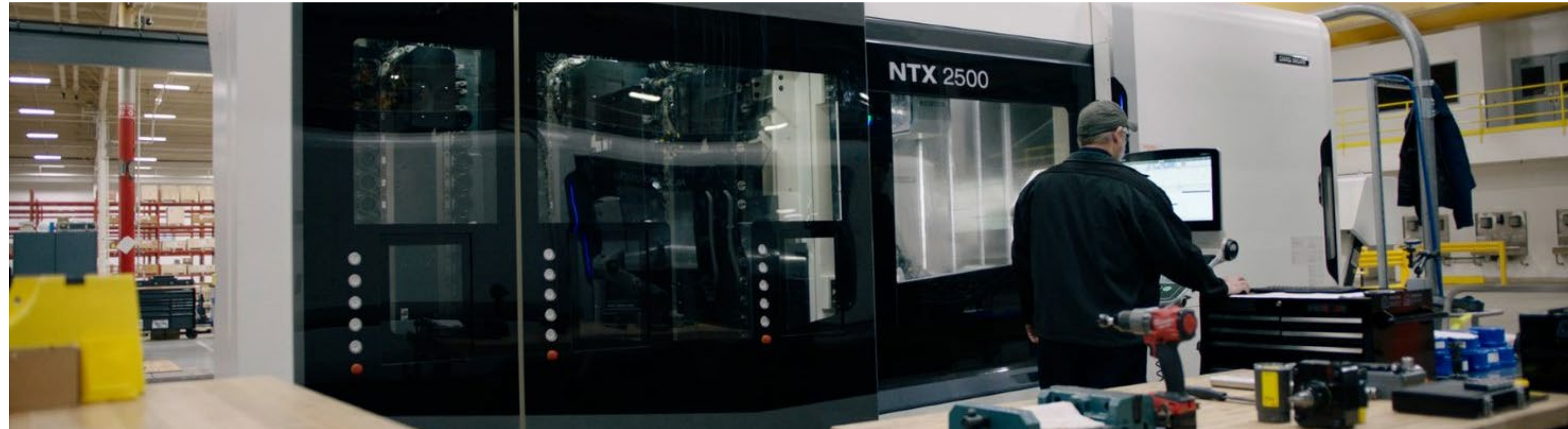
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**One to five years**

## Long-term

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**More than five years**



Our products help to solve and alleviate climate risks for municipalities and their customers. As such, we incorporate climate-related risks and opportunities into our strategic discussions not only in terms of our own operations, but also in terms of our customers.

Our business strategy is to capitalize on the large, attractive and growing water infrastructure markets worldwide. Our strategy considers not only the potential climate risks we face as a company, but also the myriad climate risks facing our customers related to extreme weather, sea level rise and water scarcity. We recognize that as more physical climate risks are realized, both now and in the future, we can and should offer products and services that enable our customers to detect leaks faster and more accurately, repair water infrastructure systems and manage pressures to improve resiliency of their aging pipe networks.

We take a long-term approach to managing climate-related risks given the capital required to achieve our targets and create products that help our customers to manage their own climate risks. We consider capital allocation, acquisitions and new products through a sustainability lens, and all capital requests have a sustainability component. For example, we believe higher-emissions facilities will result in higher costs in the long-term. This factors into our strategic decision making and has caused us to refrain from making certain investments due to potential emissions implications.

As described in the Risk Management section below, our risk assessment process allows us to evaluate the range of climate-related risks that might impact our business. Though climate-related risks are an implicit part of this process, we have enumerated the ways in which climate-related risks and opportunities might impact our business in the table below.

# Risk Management

While our Board oversees the risk management process, management is responsible for the execution of this process. Results, findings and regular updates on the risk assessment process are provided to the Board.

Our internal audit department, which reports to the Audit Committee, facilitates our enterprise risk assessment and ongoing enterprise risk management processes, in coordination with our legal and compliance functions, and regularly reports on risk-related issues to the Board and its committees to complement our strategic planning processes.

We regularly conduct full risk assessments. This thorough process involves individuals from across the business to determine our most salient risks, prioritize those risks and in turn mitigate or manage risks with assigned owners. We have a standard rigorous process that highlights the most important risks to our business. This process includes steps such as:

- 1 Define risk population**

The first step in our risk assessment process is defining a risk population. Using third-party insights, historical risks and the current macroeconomic environment, we define hundreds of potential risks as part of a general risk population. This general risk population allows us to assess a wide range of risks. Climate risks are implicitly evaluated as a part of this process.
- 2 Conduct preliminary risk assessment to narrow risks**

Once the general risk population is defined, we begin to narrow the list of risks. This process involves discussions with third-party risk management experts, as well as company management.
- 3 Survey business leaders to define top risks**

After we define priority risks, individuals from across the business are surveyed to determine the list of “top” risks to the business. This survey asks participants to rate each risk on a scale based on two items: likelihood of occurrence and potential impact. We include participants from all levels—the executive leadership team, middle management and lower-level management—to provide a complete understanding of the risks and which risks should be prioritized. The results of this process determine the final top risks to our business.
- 4 Mitigate and manage risk**

Once we determine the most salient risks to the business, these risks are shared with company management. In turn, each risk is assigned a risk owner, or a team of risk owners, responsible for responding to the risk.
- 5 Provide regular risk management updates to Board**

The Audit Committee of the Board receives regular updates on the risk assessment process.

**We continue to evaluate and update our risk assessment process in line with best practices.**

## Metrics and Targets

**We maintain targets to hold ourselves accountable. We believe these targets help mitigate climate-related risks to our operations. Progress against certain ESG metrics, including safety, energy consumption and water withdrawal, are tied to the compensation of our executive team to further drive accountability and performance.**

- Reduce Scope 1 and Scope 2 GHG emissions intensity by 50% by 2035 using 2022 as the baseline. Reduce water withdrawal intensity by 3% year-over-year starting in 2021.
- Achieve zero waste to landfills by 2035.
- Identify a total of 7.7 billion gallons of water loss from our EchoShore® leak detection technology between 2020 and 2027.
- Convert all brass products to a lead-free alloy and achieve 100% lead-free brass manufacturing processes by 2030.

In addition to the above-listed metrics and targets, we plan to set a science-based target in the future, submitting a letter of commitment to the Science-Based Targets Initiative (SBTi) in 2023.

### Metrics

In addition to our targets, we track research and development (R&D) spend. We believe R&D spend is a useful metric for understanding our investments in lower-emissions operations as well as new products that can help our customers to reduce water loss, detect leaks and lower the emissions required to treat and pump water. In 2022, we spent \$24.5 million on R&D, or 2.0% of consolidated net sales.

Further, capital expenditure requests are assessed against environmental sustainability criteria where appropriate. This process enables business units to consider environmental sustainability as a part of potential expenditures and also allows EHS experts to evaluate projects for potential additional environmental risks and/or benefits.

### Emissions Metrics

Our emissions metrics can be found in the Environment section, page 16.



Climate-related Risk	Potential Financial Impacts	Time Horizon
<b>Transition Risk</b>		
<b>Policy and Legal</b>		
<b>Legislative and regulatory initiatives that aim to limit GHG emissions could impact our business at the state or federal level.</b>	Potential legislative or regulatory mandates could impact operational and/or compliance costs.	Short- to medium-term
<b>Federal funding priorities could shift, focusing on targeted sustainability challenges and issues that have the potential to impact our key products.</b>	Potential shifts in funding priorities could increase our operational and R&D costs.	Medium-term
<b>Products</b>		
<b>In light of climate change, we may need to adjust current products and services manufacturing, materials, technologies, and/or design or invest in new products and services to remain market competitive and to continue to meet customer expectations.</b>	Additional needed investments could increase our operational and R&D costs. Alternatively, lack of investment in new technologies or R&D could result in lost revenue.	Medium- to long-term
<b>Our current product offering is designed for existing weather conditions. Sudden changes in weather conditions could impact product lifespan and/or durability.</b>	Shorter product lifespans and/or impacts to product durability could result in increased warranty claims, potentially resulting in lost revenue and/or impacting our reputation.	Long-term
<b>Market</b>		
<b>Economic uncertainty in the face of climate change could cause supply chain interruptions, decreased availability of material sources and use of more environmentally inefficient and/or expensive raw material sources, and shifting or hard to predict demand.</b>	Economic uncertainties could have an adverse impact on our operations, potentially due to unexpected shifts in raw materials or shifting demand for our products.	Short- to medium-term
<b>Local governments may restrict water use or face uncertainty due to the impacts of climate change, which could result in reduced revenue for our customers.</b>	Potential reduced revenue for our customers could reduce budgets allotted to infrastructure improvements. This could adversely impact our sales, profitability and cash flows.	Short- to medium-term
<b>Climate change could impact the cost of manufacturing and transporting our products, as well as more stringent product specifications.</b>	Potential higher transportation costs could impact our costs or make our products less attractive compared to those offered by competitors.	Medium- to long-term
<b>Physical Risk</b>		
<b>Acute and Chronic</b>		
<b>Climate change could cause hard-to-predict weather patterns, as well as longer-term physical impacts to some of our operations and our customers' operations. Extreme weather events could cause business interruptions, whether for our own operations or for those of our suppliers. For our customers, the longer-term chronic physical risks of climate change could adversely impact water operations, whether due to flooding, sea level rise, drought or other extreme weather.</b>	<p>Potential acute physical climate risks could cause business interruptions, which in turn could impact our production capabilities, and in turn sales, profitability and cash flows.</p> <p>Potential chronic physical climate risks, in particular those facing our customers, could result in reduced revenue for our customers, which could impact our sales, profitability and cash flows.</p>	<p>Acute: short- to medium-term</p> <p>Chronic: medium- to long-term</p>

**MUELLER**