



# 2021

## Environmental, Social and Governance Report

**MUELLER**

Mueller  
Water  
Products

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## A LETTER FROM OUR CEO

**Scott Hall**  
President & CEO

As we survey the challenges and accomplishments of 2021, it is with a sense of pride and humility that we enter 2022 together as a single Mueller team, resolute in our determination to become a technology enabled solutions provider to water companies and utilities in delivering life's most precious resource. The foundation of our Core Values of Respect, Integrity, Trust, Inclusion and Safety reflects who we are and guides our business decisions.

While we had many accomplishments of which to be proud in 2021, we also experienced tragedy at our Albertville, Alabama facility. On June 15, 2021, two employees were killed, and two other employees were severely injured during a mass shooting. True to the core of who we are, Mueller employees bonded together to support the victims, the families of the victims and each other.

History has proven that watershed moments like this can and do bring forth what is deep inside. At Mueller, that is over 160 years of perseverance and commitment to serving our customers and being an employer of choice.

Facing into these adversities, we are steadfast in our commitment to leading the way, helping to ensure that clean, safe drinking water is made available to all populations.

With our industry, customers, suppliers, investors and employees top of mind, we conducted our first Environmental, Social and Governance (ESG) materiality assessment, identifying the most important ESG priorities to these stakeholders. With our new brass foundry, which is scheduled to be complete in early 2023, we will be pouring a new lead-free copper alloy, which will be a noteworthy advancement in sustainability for our customers and end users. As set forth in this ESG report, we advanced our metrics on workforce demographics and are working to achieve an inclusive and diverse workforce across all levels of the organization where employees thrive. We have also established long-term environmental goals for waste disposal and greenhouse gas emissions.

I am incredibly proud of the resiliency and dedication shown by our employees over the past year and pleased that we have taken the important next step of establishing and sharing our long-term ESG goals. With our ESG goals aligned with our business strategies, I am confident that, together, we will contribute to creating a safer environment and a more sustainable future.

A handwritten signature in dark ink, appearing to read 'S. Hall', with a stylized, flowing script.

Scott Hall | President & CEO



## A LETTER FROM THE CHAIRMAN

**Mark O'Brien**

Chairman of the Board

The Board of Directors provides ESG guidance as Mueller Water Products works to continually improve as a sustainability-focused company and achieve its ESG goals. Board Committees oversee the Company's ESG strategy, initiatives, performance and goals, which are outlined in this report.

We were pleased to publish Mueller Water Products' inaugural ESG Report in 2020. During 2021, the Company made solid progress on its ESG goals and continues to develop meaningful long-term sustainability goals for the future.

The Company's role in delivering clean, safe water serves as an important foundation for our approach to sustainability. As a Board, we believe prioritizing ESG is a hallmark of a well-governed and strong company. There are over three thousand talented Mueller employees across the globe that are key to achieving our sustainability goals. Their contributions and commitment are driving change enabling the Company to deliver on these goals.

As we head into our 165th year, we will continue to advance our sustainability efforts, led by our values and always working to ensure that we are doing good for people and the planet.

A handwritten signature in black ink, appearing to read 'Mark O'Brien', written over a light grey background.

Mark O'Brien | Chairman of the Board



## OUR COMMITMENT TO SUSTAINABLE ENVIRONMENTAL, SOCIAL AND GOVERNANCE PRACTICES

At Mueller Water Products, we are committed to being responsible stewards of the communities in which we live and work. We actively engage with our key stakeholders – our customers, suppliers, investors, employees and fellow community members – to determine what our environmental, social and governance (ESG) priorities should be, based on what matters most to them and our planet.

GRI 102-40, 102-42, 102-46, 102-54, 103-1, 103-2, 103-3



We aim to be as transparent as possible in our data collection and reporting processes, understanding the importance of data authenticity and the critical role we have to play as a provider of clean, safe drinking water. We have continued to embrace the reporting standards set forth by the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB), using these frameworks to enhance our ESG program and provide an organized approach to our ESG disclosures. All data points reference our most recent Fiscal Year, which ended September 30, 2021, unless otherwise stated.

We remain committed to our goals to reduce our environmental footprint by decreasing our energy usage and water withdrawal, searching for renewable energy opportunities, reducing the volume of waste we send to landfills and expanding our recycling programs. We have also instituted a number of new programs and key performance indicator (KPI) metrics to manage our human capital and community initiatives, with an added emphasis on diversity, equity and inclusion along with employee training, development, recruitment and retention. From a governance perspective, we remain committed to upholding the highest possible ethical standards. All Mueller Water Products' governance documents can be found on our Investor Relations website.

We have the opportunity to make the world a better place not only through our critical products and services, but through all our ESG initiatives. We look forward to providing more detail on our goals and accomplishments in this report.

## KEY ESG INITIATIVES

### Environmental

**Mueller Water Products is expanding and modernizing our U.S. production facilities, equipment and processes to ensure a sustainable future in the communities we serve.**

- In Mueller facilities, we implement programs and initiatives that help reduce our environmental footprint by recycling infrastructure and scrap materials, using energy efficient equipment and reducing freight.
- Our Environment, Health and Safety (EHS) Management program is a part of daily work at all manufacturing facilities, using our Mueller specific assessment known as SEAL (Safety, Excellence and Leadership).
- Mueller is committed to measuring and reducing our waste sent to landfills, our energy usage, water withdrawal and greenhouse gas emissions.



### Social

**Our employees are our greatest asset. To ensure their health and well-being, we provide access to benefits and offer programs intended to support work-life balance and overall well-being. These benefits include financial, physical and mental health resources. We also provide maternity and paternity benefits for biological and adoptive parents.**

- As new generations enter the workforce, their passions and commitments to sustainability are fundamental to our future success.



The Mueller Development Program (MDP) is designed to provide a pipeline for future talent. We are dedicated to making a positive impact in our industry and communities. Every year, we partner with several organizations and provide scholarships, charitable donations and employee volunteers.

- At Mueller, we embrace diverse experiences and perspectives. We continue to make strides in Diversity, Equity and Inclusion (DEI), monitoring and reporting on our employee demographics for the first time this year.

### Governance

**Our Board is committed to a sound governance structure that promotes the interests of our stakeholders and follows a comprehensive set of Corporate Governance Guidelines.**

- Our Board oversees Mueller's environmental, social and governance strategy and programs, recognizing the importance of ESG to our business, key stakeholders and broader global community.
- This year, we conducted our first formal materiality assessment, engaging our key stakeholders on a variety of topics and embracing their feedback on which environmental, social and governance factors matter most to them.



## EXECUTIVE SUMMARY

Mueller Water Products is a leader in the water infrastructure industry, developing innovative products and solutions to help deliver clean, safe drinking water to millions of people and communities around the world. With depleting freshwater sources, ongoing climate change impacts, declining biodiversity and aging water infrastructure, our role is more important today than ever before.



- Mueller is committed to transparent reporting on our risks, opportunities and performance, as we continue improving our ESG strategy and development with our stakeholders' priorities in mind.
- In an effort to organize and enhance our ESG reporting structure, we have aligned with the Sustainability Accounting Standards Board (SASB), and Global Reporting Initiative (GRI). The indices and information related to these organizations can be found in the Appendix of this report.
- The United Nations Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. At Mueller Water Products, we are focusing our ESG efforts on the five key areas noted on the left. We believe we can effect measurable, positive change in these areas as we advance our strategies on behalf of our stakeholders.
- We remain committed to reducing our environmental footprint by curtailing our energy usage, water withdrawal, waste to disposal and greenhouse gas (GHG) emissions. We are also focused on strengthening our social programs, and reporting our workforce demographics, employee benefits, learning and development opportunities, recruitment strategy and retention rates for the first time. And lastly, we are monitoring our governance structure to ensure we are embodying best practices as we continue to develop our ESG program.

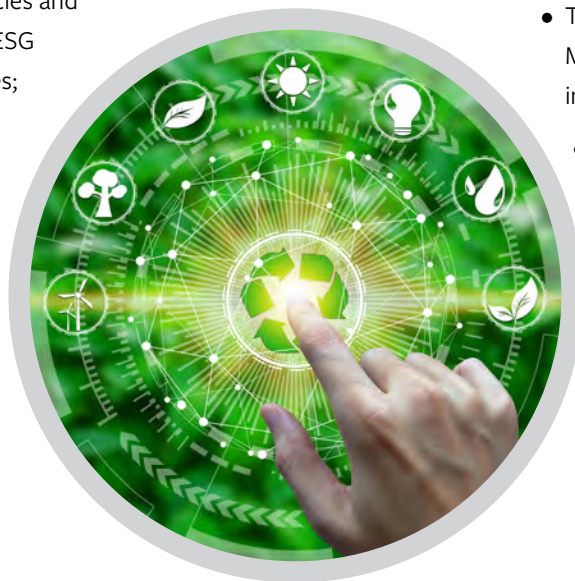
*The standards of measurement and performance contained in this report are currently being developed and are based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation or prospect set forth in this report can or will be achieved. Any references to the Sustainability Accounting Standards Board (SASB), GRI 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.*



## BOARD OVERSIGHT OF ESG

All Mueller employees are responsible for the success of our ESG initiatives, with the ultimate oversight provided by our Board of Directors. Each member of our Board recognizes the importance of ESG to our business and the broader global community, offering expertise and guidance as we continue to develop our program and goals. The Board, in conjunction with the Mueller management team, oversees:

- The continued development of our environmental, social and governance strategy including, but not limited to, the implementation of programs and policies and reviewing and providing feedback on ESG measurements and reporting initiatives; and
- The successful integration of our ESG approach into our broader corporate strategy, including the role ESG plays in enterprise risk management as well as the role it plays in our corporate culture and internal/external communications to key stakeholder groups.



### Board Committees' ESG-Focused Responsibilities

Each of our Board Committees plays a critical role in evaluating and enhancing our ESG program.

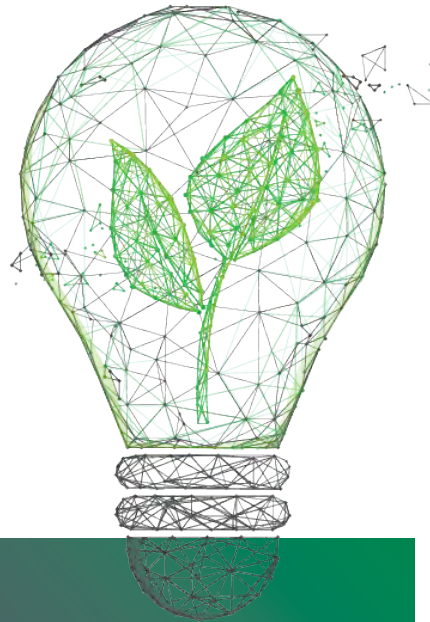
- The Environment, Health and Safety Committee oversees Mueller's environmental compliance, sustainability efforts and employee health and safety programs;
- The Audit Committee oversees the relevance of the underlying sustainability and ESG reporting and measurement standards, including the reasonableness of any measurement mechanisms (i.e., the use of financial metrics or other key performance indicators the Audit Committee deems appropriate) to evaluate Mueller's sustainability and ESG performance;
- The Compensation and Human Resources Committee oversees Mueller's employee-focused (i.e., social) strategies, such as diversity and inclusion, race, gender, pay equity, fairness and other social issues; and
- The Nominating and Corporate Governance Committee oversees Mueller's corporate governance approach and strategies and the development, updating and production of a comprehensive ESG report, including applicable performance scorecards.

GRI 102-18, 102-20, 102-29, 102-30, 102-34



## ESG MANAGEMENT COMMITTEE

In addition to our Board Committees, we also have an **ESG Management Committee** that supports Mueller's ongoing commitment to the environment, health and safety; corporate social responsibility and governance; sustainability; and other public policy matters. This Committee is made up of leaders from across the organization who are focused on developing and refining our ESG program.



The ESG Management Committee is responsible for supporting the development of Mueller's ESG strategy and implementing and monitoring ESG initiatives, programs and policies. This Committee's responsibilities include:

- Delivering communications to employees, investors, customers, suppliers and other stakeholders regarding our ESG approach.
- Monitoring and planning ESG program developments and improving Mueller's understanding of ESG matters.
- Advising the Board and management team on emerging ESG matters that may impact the business, operations, performance or public image of Mueller or are otherwise pertinent to Mueller and its stakeholders.
- Making recommendations on how Mueller's policies, practices, disclosures and goals can be enhanced to address critical ESG issues.

## MUELLER ESG TARGETS & GOALS

**At Mueller Water Products, we are committed to clearly articulating and reporting our environmental, social and governance targets and goals. We have identified the following targets through extensive industry research and stakeholder engagement.**



GRI 102-15

We are excited to announce these ESG targets and goals, which we will monitor, update and report on our progress in the coming years:

### Targets

- Reduce Scope 1 and Scope 2 GHG emissions intensity by 50% by 2035 using 2015 as the baseline.
- Reduce water withdrawal intensity by 3% year-over-year (YOY).
- Achieve zero waste to landfills by 2035.
- Save 7.7 billion gallons of water loss in total from our EchoShore® leak detection technology by 2027.
- Convert all brass products to lead-free alloy by 2030.
- Achieve 100% lead-free manufacturing processes by 2030.
- Achieve a Total Recordable Incident Rate (TRIR) of zero by 2025.
- Improve employee engagement in our Virgin Pulse Wellness Program by 5% YOY.

### Goals

- Set science-based targets by 2023 using Science Based Targets initiative (SBTi) methodology.
- Continue to develop products that support water delivery and reduce water waste.
- Enhance our sustainable practices throughout the supply chain to address climate change.
- Implement regrettable turnover targets in 2022.
- Achieve an inclusive and diverse workforce across all levels of the organization.

## ABOUT MUELLER WATER PRODUCTS

Mueller Water Products is a leading manufacturer and marketer of products and services in the water industry; our products are essential to North America's transmission, distribution and measurement of water.

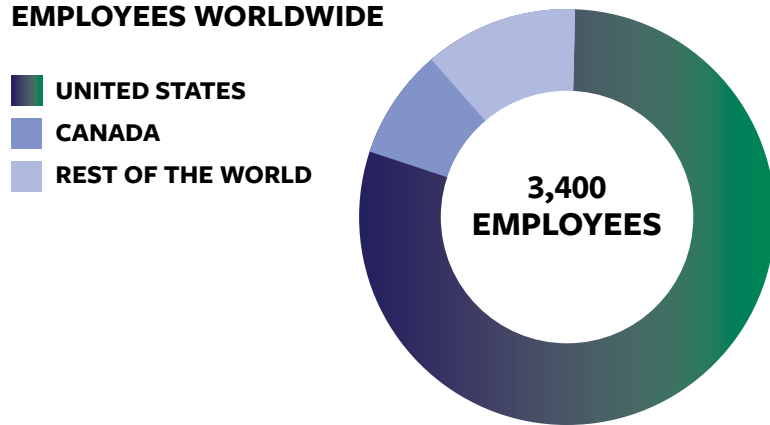
We are committed to developing products and solutions that help cities and water utilities deliver clean, safe drinking water. Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment, pressure management products and software technology that provides critical water data.

Our mission to help deliver clean, safe drinking water guides our corporate commitment and the daily work of each of our employees. As worldwide infrastructure ages and as the consequences of water contamination and water loss increase, our mission has become even more critical and visible. Mueller Water Products' solutions are uniquely well-positioned to help cities and water utilities address their aging infrastructures, as well as water quality and scarcity, which benefit all their constituents.

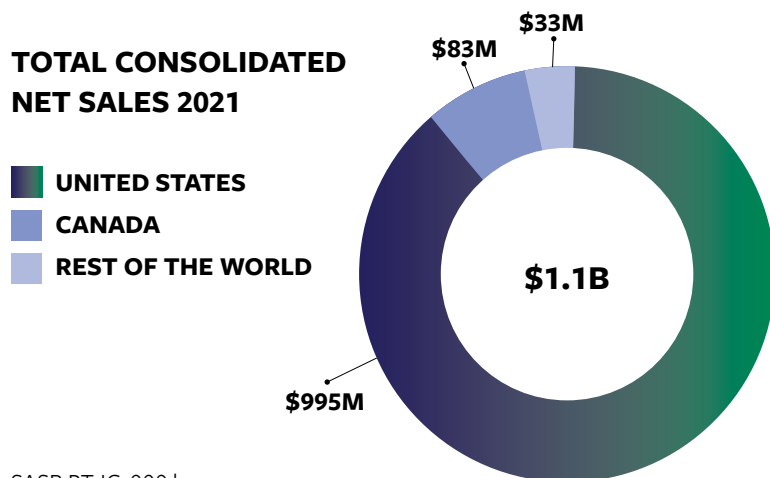
# MUELLER WATER PRODUCTS BY THE NUMBERS

## Business-focused

### EMPLOYEES WORLDWIDE



### TOTAL CONSOLIDATED NET SALES 2021



SASB RT-IG-000.b

## ESG-focused

**Total number of employee training hours**

In 2021, across our entire employee base, an estimated

**10,000 hours of training were completed**

### BOARD METRICS

27% female board members



36% ethnic/racial minority board members



91% independent board directors



## Over 160 Years of Excellence



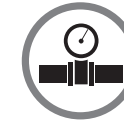
**Over 1,800 miles** of condition assessments completed



**250,000+ pipes** repaired yearly



**Over 1M hydrants** supplied in the last decade



**Over 3,200 miles** of pipe monitored globally



**3M+ smart meters** shipped



**1,800 gate valves** produced per day



**Over 400 issued patents** and **200 pending** worldwide



**\$273M of capital investments** from 2018-2021



## MUELLER BRANDS BUILT ON QUALITY AND SERVICE

**MUELLER**

**ECHOLOGICS®**

a MUELLER brand

**HYDRO GATE®**

a MUELLER brand

**HYDRO-GUARD®**

a MUELLER brand

**HYMAX®**

a MUELLER brand

**i20®**

a MUELLER brand

**JONES®**

a MUELLER brand

**KRAUSZ®**

a MUELLER brand

**MILLIKEN®**

a MUELLER brand

**PRATT®**

a MUELLER brand

**PRATT® INDUSTRIAL**

a MUELLER brand

**SINGER®**

a MUELLER brand

**U.S.  
PIPE**

**VALVE &  
HYDRANT**

Mueller Water Products operates two business segments: Water Flow Solutions and Water Management Solutions. Over the past 160 years, Mueller has become synonymous with innovation that enables utilities to accurately monitor and control the flow of water and gas as they are transmitted from source to customer. Mueller has developed many ‘industry firsts’ for water and gas infrastructure that have become standards, and is continuously enhancing its product offerings, developing new technologies such as the Sentryx™ Water Intelligence Platform.

Water Flow Solutions includes iron gate valves, specialty valves and service brass products. Water Management Solutions includes hydrants, repair and installation, natural gas, metering, leak detection and pressure control products and solutions.

We help municipalities increase operational efficiencies, improve customer service and prioritize capital spending, demonstrating why Mueller Water Products is Where Intelligence Meets Infrastructure®.

## MUELLER'S CORE VALUES

Our core values of Respect, Integrity, Trust, Inclusion and Safety shape our culture and define who we are. 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.



GRI 102-16

### 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** — Do the Right Thing

- 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.

## MATERIALITY ASSESSMENT

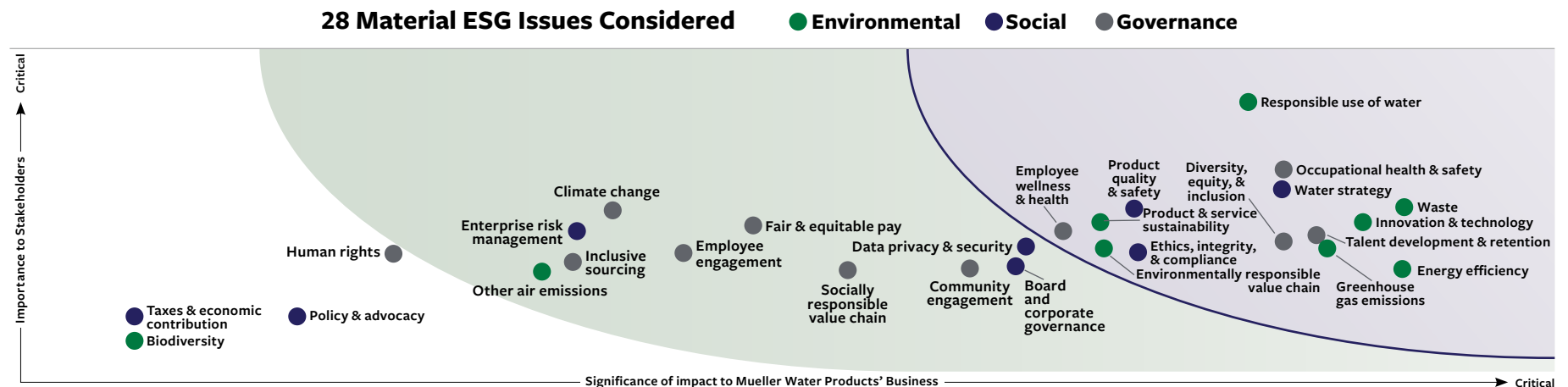
In 2021, Mueller Water Products conducted a formal materiality assessment with the assistance of a third-party expert. Our goals were to engage our stakeholders, obtain their feedback and deepen our understanding of their concerns. The process followed the GRI Standards framework with the goal of identifying the topics most impactful to Mueller Water Products and important to our stakeholders. 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, validated through an internal materiality workshop, resulting in the final list of prioritized issues relevant to Mueller Water Product's sustainability reporting strategy. In this process, we engaged with employees, customers, suppliers, investors, regulators and industry associations via a mix of research, interviews and surveys.

Our process identified 14 material topics most important to both Mueller Water Products and our stakeholders.

Viewing our sustainability efforts through these priorities will help us align our efforts with issues important to our stakeholders and material to our business. Based on these priorities, we will:

- Continue to increase the number of key performance indicators to track our progress,
- Develop specific goals in areas of our business where we can make the most positive impact and see the greatest opportunity for improvement, and
- Refine our sustainability strategic plans to leverage our progress and address stakeholder priorities.

Going forward, we will continue to enhance our communication with our stakeholders to further develop our sustainability programs to meet evolving expectations.





## ENABLING CITIES AND WATER UTILITIES FOR SUSTAINABILITY

**At Mueller Water Products, we pride ourselves on being able to offer our customers and communities products that enable sustainability. Our products also provide critical services in addition to making new and existing infrastructure stronger and more efficient.**

GRI 102-15

### **Delivering Clean, Safe Drinking Water**

Because of climate change, we face new challenges including disruptive weather patterns resulting in extreme weather events, unpredictable water availability, exacerbated scarcity of water and other resources and contaminated water supplies. Given our aging infrastructure, having access to clean and safe drinking water is now more important than ever.

Since its founding, Mueller Water Products has been a leader in the water infrastructure industry, developing products and innovative solutions that help municipalities deliver clean, safe drinking water to hundreds of millions of people around the world.

Mueller continues to innovate, bridging the gap between infrastructure and technology, keeping sustainability and responsibility at the forefront of our engineering and design processes.





## WATER LOSS MANAGEMENT SOLUTIONS

Water loss management remains critically important as our infrastructure continues to age, resulting in the loss of trillions of gallons of water each year.

In 2021, Mueller acquired **i2O<sup>®</sup>, Water Ltd.**, a provider of pressure management intelligent water network solutions and software to more than 100 water companies in 45 countries.



- A sustainable water utility must maintain optimal pressure flows to deliver safe drinking water to communities reliably.
- i2O extends the life of assets by running them at the lowest allowable minimal pressures and also decreases real water losses by reducing interruptions to supply, leakage and bursts.

### Mueller's additional water loss management solutions portfolio includes:

- **Mueller<sup>®</sup> Resilient Wedge Gate Valves** have features to make them easier to operate, preserve sealing capability and provide interior coating integrity for many years of reliable service.
- **Singer<sup>®</sup> Pressure Reducing Valves** maintain a uniform downstream pressure.
- **Hydro-Guard<sup>®</sup> Automated Flushing Systems** offer industry leading, reliable designs to address a range of utility needs and community concerns.

GRI 102-15

### CASE STUDY:

#### Cape Town, South Africa

##### Problem:

With its population growing from 2.9 million to 3.7 million in the past decade, and expected to reach 4.4 million by 2020, Cape Town's water supply was under severe strain.



##### Solution:

JOAT, an engineering consulting group, recommended Mueller's Advanced Pressure Management solution, which offered the ability to precisely control critical point pressure via pressure reducing valves (PRV) and to manage the city's water more effectively through intelligent, self-learning technology.

##### Quantitative Results:

**58% reduction in burst frequency** – resulting in lower repair costs

**38% reduction in leakage** – minimizing wastage and improving customer service levels

**Average critical point pressure reduced by 26%**

**Asset life extended by more than 5 years**

## PIPE REPAIR SOLUTIONS

At Mueller, we understand the importance and criticality of being able to easily repair existing infrastructure to bring affordable drinking water to our communities. Our repair products help extend the life of products critical to delivering clean and safe water.

### **HYMAX® Pipe Coupling**

HYMAX couplings are used by utilities to quickly repair holes, cracks and breaks in water and wastewater pipes.



### **CASE STUDY:**

#### **San Francisco Bay Area**

##### **Problem:**

San Francisco Water Power Sewer (SFWPS) is responsible for providing drinking water and sewer services to 2.6 million residents of the greater Bay Area and its associated industries. Service was disrupted when underground repairs on subway tunnels caused a road to collapse, damaging a 100-year-old water main pipe.

##### **Solution:**

Incorporating the HYMAX couplings allowed the team to complete repairs without having to remove and replace six lengths of cast iron pipe. SFWPS now has a coupling built to accommodate the high pressure of the main system; the repairs were completed efficiently with minimal impact on traffic and utilities; the coupling's top-facing bolts allowed installation in a space that would have been inaccessible with typical bolt connections; and the dynamic deflection capacity ensures that the installation will last even in the face of seismic activity.



## PIPE REPAIR SOLUTIONS (Cont.)

### HYMAX GRIP®

THE TEETH MAKE THE DIFFERENCE.

HYMAX GRIP joins and restrains a wide selection of pipes of different types and diameters, easily and reliably. Due to its patented design, HYMAX GRIP allows the joining of pipes of the same or different materials and diameters and prevents axial pipe movement.



### CASE STUDY:

#### Minimizing Water Downtime During COVID-19

##### **Problem:**

The Santa Clara water construction team was replacing a deteriorating water line with a new piping that would include a right-angle connection to a new line for later installation. The plan was to place an end cap at the end of the old pipe, which would usually involve installing a thrust block to restrain the cap. Making a thrust block would involve shutting down water service for multiple days. With California's shelter-in-place order implemented due to COVID-19, the team wanted to ensure that the water shutdown was minimized given people were spending so much time at home.

##### **Solution:**

The HYMAX GRIP end cap enabled the team to avoid a repair that otherwise would have taken days to implement and would have shut down water service to many people as they sheltered-in-place during the COVID-19 pandemic. With the HYMAX GRIP end cap, the repair was made in just a couple of hours and no customers lost water service at all.



## PIPE REPAIR SOLUTIONS (Cont.)

### **HYMAX VERSA®** STAINLESS STEEL WRAP-AROUND COUPLING

The HYMAX VERSA is a coupling that can wrap around damaged pipe usually repaired with the cut-and-replace technique while providing dynamic deflection to reduce the risk of damage caused by ground shifts.



#### **Additional pipe repair solutions include:**

- **HYMAX® Pipe Repair Products** have the ability to repair almost any type of crack, break or hole in water and wastewater pipes.
- **HYMAX GRIP® INTEGRATED GATE VALVE** and **HYDRANT** combine the patented technology of the HYMAX coupling with a unique restraint system, working with most metal and plastic pipes and are suitable for a wide variety of applications.
- **Mueller® Insertion Valve System** is a special resilient wedge gate valve designed to be inserted into an existing pressurized water main without disruption to service.

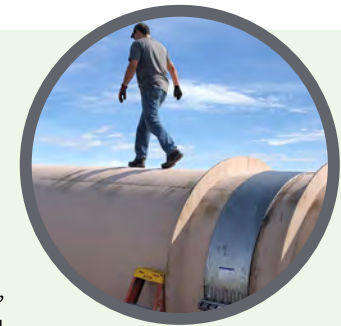
### **CASE STUDY:** **Minimizing Costs and** **Timelines for Pipe Repair**

#### **Problem:**

A&B Irrigation is a co-op water irrigation district near Rupert, Idaho, that serves 82,000 acres of farmland. The district needed to find a solution that would quickly and cost effectively seal leaks originating from the couplings connecting 40-foot sections of 78-inch OD steel piping.

#### **Solution:**

Made from stainless steel, the HYMAX VERSA can withstand harsh Idaho winters and features a weld-free construction to make it resistant to corrosion. Without the HYMAX VERSA, A&B Irrigation predicted that the coupling replacement project would take two or three months to separate the pipes, take them off their stands, connect them and then put them back in place. A&B Irrigation expects the HYMAX VERSA installation will save tens of thousands of dollars in labor costs and the costs of rental equipment to otherwise complete the project.





## SOLUTIONS FOR SUSTAINABILITY

We engineer our products to be inherently sustainable, and we recognize and execute on our ability to address the wide variety of water challenges our customers and communities face.



### Echologics® Acoustic Leak Detection, Monitoring & Pipeline Condition Assessment Services

- Echologics advanced acoustic technologies allow utilities to non-invasively diagnose their buried water pipeline infrastructure, including leak detection, monitoring and pipe condition assessment.
- These technologies provide actionable insights that can be used to catch leaks early and optimize repair and replacement programs, minimizing disruption to communities and businesses, loss of water and potential introduction of contamination through cracks in pipe.
- This solution improves water infrastructure efficiency and identifies leaks so valuable drinking water will not be wasted because of aging pipelines.

#### CASE STUDY: EchoShore

- The EchoShore product helps detect leaks faster, resulting in reduced water leak time.
- EchoShore products save approximately 675 million gallons of water per year.
- Examples of EchoShore application from customers:

##### **Problem solved:**

Identified critical leaks near highways and bridges that could have caused major social impacts if left unattended, such as bridge and highway closures.

##### **Problem solved:**

New Jersey American Water (NJAW) multi-year customer success story leveraging EchoShore-DX to reduce the impact of leakage on customer bills.



## SOLUTIONS FOR SUSTAINABILITY

(Cont.)

### Mi.Net® Advanced Meter Infrastructure (AMI)

The Mi.Net AMI system is a communications network that fully automates the meter-reading-to-billing process, linking meters, distribution sites and control devices in a single, highly efficient data network.

- An AMI network provides improved customer education, leak detection, water consumption measurement, optimized system operation and inherent water and energy conservation.

### Mi.Net® Remote Disconnect Meters (RDMs)

- Mi.Net RDMs are advanced, fully integrated meters used by utilities to remotely connect and disconnect water services through their AMI networks.
- In addition to improved employee safety, cutting down on truck rolls and improving operational efficiency, water loss is virtually eliminated once identified, as the meter can be controlled remotely.



### CASE STUDY:

#### Mi.Net®

Florence, AZ (LoRaWAN)

#### Problem solved:

New operational efficiencies, enhanced service opportunities and additional revenue streams.



### CUSTOMER FEEDBACK:

“The deployment of smart meters is accelerating our journey toward digital transformation and the foundation required to build out our smart city grid. We are confident that this open-source network will provide new operational efficiencies, enhanced service opportunities and additional revenue streams.”

Brent Billingsley  
Town Manager  
Town of Florence, AZ

#### CUSTOMER FEEDBACK:

“We are able to serve our city and community much better than before. In a year, we saw our fire hydrant maintenance jump over 800 hours that we never were able to do; we had an extra 500 hours into sanitary sewer maintenance that was also unprecedented. Overall, our system maintenance has really improved. There have been less sewer plugs and claims against the city, and more time for replacing fire hydrants to safeguard our residents.

With Mi.Net® AMI system, I can do a quick water audit at any time of the day. The meter reading tells me how much water we have metered that day. Subsequently, I can look at our SCADA system which has our water treatment plant discharge flow to make sure that they are fairly accurate.”

Ken Hirschman  
Utility Maintenance Superintendent,  
City of Sheridan, WY

**Quantitative results:** The City reports an average of **2,300 staff hours saved** annually on meter reading, work orders and turn offs. The utility maintenance team also calculated approximately **65% of their time saved** on meter related work, as they can now get instantaneous reads without having to roll a vehicle saving the city an estimated **\$50,000 per year** on sewer backup claims.



#### Additional solutions for sustainability include:

- **Hydro-Guard® Pressure Monitoring Systems** are deployed throughout the water distribution system, Hydro-Guard sensors immediately detect and communicate changes in water pressure to utility personnel via cellular service.
- **Hydro-Guard® Flushing Systems** can monitor water quality parameters such as chlorine, temperature, pH, turbidity, pressure and flow.





## LIFE-SAVING FIRE PROTECTION

In addition to providing clean, safe drinking water, the protection of people and property is critically important for the safety and sustainability of communities.

For nearly 90 years, Mueller Water Products has manufactured fire hydrants designed to provide life-saving protection to cities. These products include:

### Mueller® Fire Hydrants

- Sold under the brands Mueller® and U.S. Pipe Valve & Hydrant, the Company's dry barrel fire hydrants contain a unique feature called a traffic flange that keeps the lower stem straight if a properly installed hydrant is hit by a vehicle.



### Jones® Fire Hydrants

- Jones® wet barrel fire hydrants can be supplied with a special check valve which engages upon traffic impact.



### Mueller® Hydrant-Defender® Hydrant Security Device

- The Hydrant-Defender device is made from robust stainless-steel straps to prevent unauthorized access. In the event of an emergency, fire personnel can quickly and easily open the lock and remove the Hydrant-Defender straps in seconds.





## INNOVATION, RESEARCH AND DEVELOPMENT

At Mueller Water Products, we are accelerating our investments in smart water technologies that will provide business insights to our customers, enabling them to make critical operational decisions and prioritize their spending. Using Mueller® fire hydrants as communication hubs and battery-powered state-of-the-art sensors, data points are transformed into actionable insights helping to prevent water loss and protect fresh water sources from contamination. Leveraging Industrial IoT, powerful mapping and data visualizations as well as advanced analytics, water utilities are able to understand the performance of their distribution systems like never before.

GRI 102-11

**Our Sentryx™ water intelligence platform provides utilities with unique insights into the health of their distribution systems including pressure, flow, leak, chlorine and pH levels.**

We are also continuing to innovate and automate our operations to make ourselves smarter and more efficient. We are an industry leader within water infrastructure in the use of artificial intelligence and machine learning, creating additional efficiency gains and greater sustainability opportunities for our customers and communities.

We have developed machine learning models that create probability scores on potential leaks using historical leak data obtained from thousands of potential leaks and are developing more accurate water consumption forecasting models based on historical consumption data, weather data and other external factors.



## INNOVATION, RESEARCH AND DEVELOPMENT (Cont.)

Opportunities for future innovation include importing data from multiple sensor points measuring pressure, flow and water chemistry to detect anomalies in near real-time and incorporating the use of predictive analytics to help utilities proactively maintain aging infrastructure, minimize water loss and promote safer water quality.

We are continuously improving our processes and looking for instances in which we can use technologies like artificial intelligence and machine learning to augment our product offerings. We have several locations dedicated to innovation, research and development, including:

- **Mueller Water Products Center of Excellence (COE) for Software and Electronics in Atlanta, Georgia.**
- **Mueller Technology Center (MTC) in Chattanooga, Tennessee.**
- **Mueller Water Products Research & Development facility in Ontario, Canada.**

### Life Cycle Analysis

- All metals used in the casting process are recycled. This approach has been our standard process for many years.
- All Electronic products (batteries, plastics, metals, PCBA (circuit boards), etc.), comply with RoHS (Restriction of Hazardous Substances Directive), WEEE (Waste from Electrical and Electronic Equipment) regulations and compliance with local laws (U.S. and Canada) for both recyclability and disposal. This happens during the entire life cycle of the product starting from product development through end of life of the product.

### Software/Modeling to Design More Sustainable Products

- Last year, MagmaSoft was included in the report as new software implemented for design optimization to reduce metal waste during manufacturing. New products continue to use this software on a continuous basis during our development process.



## ORGANIZATIONAL PARTNERS

Mueller Water Products partners with a number of organizations in the water and manufacturing spaces, allowing us to collaborate with key industry players. As members of these communities, we are also able to share ideas and discuss broader industry improvement opportunities. These partnerships provide important resources, training, networking and educational opportunities for our employees.



GRI 102-13



## ENVIRONMENTAL MANAGEMENT APPROACH

**Mueller Water Products is committed to meeting or exceeding environmental regulatory requirements and maintaining compliance with all permits and applicable standards to protect the well-being of our customers, employees and communities. Our goal is to prevent environmental occurrences by being proactive in our implementation of our environmental management system which includes job safety and environmental assessments (JSEAs), employee training, self-assessments and project planning with contractors. We require environmental awareness training for our facility employees during new employee orientation and incorporate environmental best practices during regular refresher courses and Toolbox Talks.**

We seek to promote continuous improvement by undertaking thorough investigations of any environmental occurrence that may arise, by identifying the root cause of the occurrence and implementing appropriate corrective actions. The results of these investigations are shared broadly throughout our global network of facilities to avoid repeated occurrences in the future. We routinely assess performance of our environmental management system through our comprehensive SEAL audit program. The SEAL audits are conducted annually and provide another opportunity to share best practices and learnings across our network.

GRI 102-11, 103-1, 103-2, 103-3



## COMMITMENTS AND STRATEGIES

**We are committed to being good stewards of our natural resources and are focused on reducing our environmental footprint to mitigate the impacts of climate change. By using continuous improvement techniques such as Six Sigma and LEAN methodologies, we are able to achieve efficiencies in our operations resulting in a more responsible use of resources while increasing our production. The Six Sigma approach allows us to thoroughly analyze data to identify targeted opportunities for improvement and LEAN principles allow us to identify and eliminate waste in our processes.**

In addition, our environmental strategy focuses on responsible sourcing and manufacturing smart, sustainable products that address numerous water infrastructure challenges. Since becoming an independent publicly traded company, our Board has maintained an Environment, Health and Safety (EHS) Committee. Mueller operates by the following guiding principles to support our environmental management program:

- Minimize energy usage, greenhouse gas emissions, water withdrawal and waste sent to disposal.
- Conserve resources through product design and reuse, reclamation or recycling whenever possible.
- Educate, train and require our employees and contractors to work safely and in an environmentally responsible way.
- Communicate openly and regularly among employees and other interested parties about risks, management and performance.
- Ensure consideration of health, safety and the environment in all pertinent business decisions.
- Improve our environmental performance through assessments, actionable planning and implementation of best management practices.

GRI 103-1, 103-2, 103-3

## ENVIRONMENTAL KEY PERFORMANCE INDICATORS

Beginning in 2009, we established our environmental key performance indicators and set internal improvement targets. We use these KPIs to track and drive our environmental performance results.



ENERGY



GREENHOUSE  
GAS



WATER



SOLID WASTE

The environmental data reported in this section is primarily from the 12 Mueller Water Products manufacturing facilities and foundries shown below.

These facilities represent the significant majority of the Company's resource consumption:

- **Albertville, Alabama (Foundry and Plant)**
- **Aurora, Illinois (Plant)**
- **Brownsville, Texas (Plant)**
- **Chattanooga, Tennessee (Foundry and Plant)**
- **Cleveland, North Carolina (Plant)**
- **Cleveland, Tennessee (Plant)**
- **Decatur, Illinois (Foundry)**
- **Decatur, Illinois (Plant)**
- **Jingmen, China (Plant)**
- **Kimball, Tennessee (Plant)**
- **Barrie, Canada (Plant)**
- **Aríel, Israel (Plant)**

Baseline metrics consistent with Mueller's other facilities were established in 2021 for the Kimball, Barrie and Aríel facilities. Also, note that the Hammond, Indiana facility was closed in 2021 with operations moved to our Kimball facility and, therefore, is not included in the 2021 environmental metrics.



## ENERGY

Our approach to reducing energy consumption includes conducting energy audits, replacing old or inoperative equipment with more energy efficient equipment and optimizing our operations processes. We continue to update LED lighting in all our facilities and use variable frequency drives and programmable lighting and thermostats in our offices and facilities. We strive to find innovative ways to conserve and reuse energy. Our energy efficiency efforts support operational optimization by producing cost savings from decreased energy consumption. We continue to expand our KPI database, and in 2021, we added liquid propane usage to our energy consumption metrics in addition to three baseline facilities.



Energy intensity is defined as our energy consumption in gigajoules (GJ) divided by our Gross Trade Sales (GTS). As shown below, our energy consumption intensity decreased by 10% in 2021 over 2020, exceeding our goal of a 3% reduction YOY. This reduction was accomplished despite a 21% increase in our total energy consumption. The energy consumption increase is the result of an increase in production across all facilities and the three facilities added to our environmental metrics tracking in 2021 (Barrie, Ontario, Kimball, Tennessee and Ariel, Israel). The increase in energy usage was outpaced by the increase in our Gross Trade Sales and by using Six Sigma and LEAN techniques in our operations to improve resource usage efficiency allowed production increases to exceed the increase in energy usage and therefore, our intensity declined.

| Energy Consumption (GJ)                                 | 2019           | 2020           | 2021             |
|---|----------------|----------------|------------------|
| Direct Energy Consumption                               |                |                |                  |
| Natural Gas   | 376,297        | 367,061        | 416,330          |
| Liquid Propane  | NA             | NA             | 28,573           |
| Indirect Energy Consumption                             |                |                |                  |
| Purchased Electricity                                   | 571,683        | 558,192        | 676,502          |
| <b>Total Energy Consumption</b>                         | <b>947,980</b> | <b>925,253</b> | <b>1,121,405</b> |
| <b>Total Energy Consumption Intensity (GJ/\$MM GTS)</b> | <b>2019</b>    | <b>2020</b>    | <b>2021</b>      |
| <b>Total Energy Consumption Intensity</b>               | <b>1,126</b>   | <b>1,119</b>   | <b>1,007</b>     |

Approximately 60% of our total energy consumption consisted of grid electricity in 2021.

GRI 302-1, 302-3, 302-4  
SASB RT-IG-130a.1, EM-IS-130a.1

## EMISSIONS

For Mueller Water Products, the largest contributions of greenhouse gas (GHG) emissions from our operations are electricity and heat production at our three foundries (Albertville, AL, Chattanooga, TN and Decatur, IL). The GHG emissions shown are expressed in metric tons carbon dioxide equivalent (CDE) and include natural gas and liquid propane (Scope 1) and electricity (Scope 2) usage. In addition, we have added Scope 3 emissions (Business Travel) to our GHG metrics. Currently, our focus to reduce GHG emissions aligns with our strategy for energy reductions.

Mueller Water Products has set the goal of reducing our Scope 1 and 2 GHG emissions by 50% by 2035 based on intensity (metric tons CDE/Gross Trade Sales in Millions USD) with the baseline set at 2015, which was the first year we conducted an internal audit of our environmental KPI data. As shown, our progress in reaching our Scope 1 and 2 GHG emissions reduction goal in 2021 (year 6) over 2015 is at 41%.

GRI 305-1, 305-2, 305-3, 305-4, 305-5  
 SASB EM-IS-110a.1



Our total GHG emissions intensity shows a decrease of 15% over 2020. However, the total GHG emissions indicate an increase of 13% in 2021 as a result of adding baseline emissions for the Barrie, Kimball and Arfel facilities, the addition of liquid propane (Scope 1) and business travel (Scope 3) metrics and increased production.

Our two largest foundries (Albertville, AL and Chattanooga, TN) and two of our manufacturing facilities including our new facility in Kimball, TN source electricity from the Tennessee Valley Authority (TVA). TVA's current portfolio consists of 42% nuclear, 28% natural gas, 15% coal, 12% hydro and 3% wind and solar resulting in the delivery of nearly 60% carbon-free power. In addition, by consolidating several of our facilities into Kimball, TN we have been able to reduce the distance of freight transport thereby reducing GHG emissions in our supply chain. While continuing to reduce our GHG emission/carbon footprint through energy conservation, we also strive to continually evaluate opportunities to incorporate alternate and renewable energy sources.

### Scope 1 & 2 Emission Intensity

(metric tons CDE/Gross Trade Sales in Millions USD)

| TYPE                                  | 2015 | 2021 | Difference (+/-)% |
|---------------------------------------|------|------|-------------------|
| GHG Emissions Intensity (Scope 1 & 2) | 175  | 103  | -41%              |

### Total Greenhouse Gas Emissions Intensity

(metric tons CDE/Gross Trade Sales in Millions USD)

| TYPE                                  | 2019    | 2020    | 2021    |
|---------------------------------------|---------|---------|---------|
| Total GHG Emissions (metric tons CDE) | 105,485 | 102,033 | 115,598 |
| Total GHG Emissions Intensity         | 125     | 123     | 104     |



## EMISSIONS (Cont.)



### Scope 1 & 2 Emissions

(metric tons CDE)

| TYPE   | 2019           | 2020           | 2021           |
|--|----------------|----------------|----------------|
| Direct (Scope 1) GHG Emissions               |                |                |                |
| Natural Gas                                  | 19,545         | 19,065         | 21,624         |
| Liquid Propane                               | NA             | NA             | 1,603          |
| Indirect (Scope 2) GHG Emissions             |                |                |                |
| Purchased Electricity                        | 83,941         | 82,022         | 91,628         |
| <b>Total (Scope 1 &amp; 2) GHG Emissions</b> | <b>103,486</b> | <b>101,087</b> | <b>114,855</b> |

### Scope 3 Emissions – Business Travel

(metric tons CDE)

| TYPE                                 | 2019         | 2020       | 2021       |
|--------------------------------------|--------------|------------|------------|
| Air Travel                           | 1,404        | 597        | 350        |
| Rental Car Travel                    | 294          | 160        | 221        |
| Hotel Stays                          | 301          | 189        | 172        |
| <b>Total (Scope 3) GHG Emissions</b> | <b>1,999</b> | <b>946</b> | <b>743</b> |

## OTHER SIGNIFICANT AIR EMISSIONS

Due to the nature of our business, the most relevant additional significant air emissions as described in GRI and SASB guidance include volatile organic compounds (VOCs) from our painting operations and particulate matter (PM) from our foundry operations. Each year we continue to move away from using paints that contain high VOC content and continue to upgrade our dust collection systems at our foundries to lower our PM emissions. Our VOC emissions were reduced by 13 metric tons and PM by 9.1 metric tons in 2020 as compared to 2019.



### Other Significant Air Emissions

(metric tons)

| TYPE                              | Calendar Yr.<br>2019 | Calendar Yr.<br>2020 | Difference<br>(+/-)% |
|-----------------------------------|----------------------|----------------------|----------------------|
| Particulate Matter (PM)           | 70.2                 | 61.1                 | -13.0%               |
| Volatile Organic Compounds (VOCs) | 146.1                | 133.1                | -8.9%                |

\*Note: This data includes those permitted facilities required to submit air emission data to a state or federal regulatory agency including Albertville, Cleveland, TN, Chattanooga, Decatur Plant 4 and Aurora (2020 only).

GRI 305-7  
 SASB EM-IS-120a.1

## WATER WITHDRAWAL

Managing water resources responsibly is integral to who we are at Mueller. Water plays an important role in our operations and quality management processes. Every valve, hydrant and meter must pass a strict regimen of testing prior to being shipped to our customers.



With a goal of 3% reduction YOY, our total water withdrawal intensity decreased by 15% in 2021 over 2020 getting us back on track after showing an increase in 2020 over 2019. This reduction in intensity was accomplished even though our potable water withdrawal volume for 2021 shows an increase of 44 megaliters (13%) compared to 2020. The increase in water withdrawal resulted from adding three facilities (Kimball, Barrie and Ariel) and increasing production; however, we also recognized an increase in our water withdrawal at the Decatur facilities. Due to aging equipment at these facilities, we experienced several failures which caused our water withdrawal to more than double for several months. The facilities are working on identifying equipment that needs to be replaced or retrofitted to get us back on course with our YOY reduction in water withdrawal goal.

| Water Withdrawal (Megaliters)                    | 2019 | 2020 | 2021 |
|--|------|------|------|
| Total Potable Water Withdrawal                   | 322  | 342  | 386  |
| Total Potable withdrawal in high water stress*   | 2.6  | 2.5  | 6.7  |
| Water withdrawal intensity (Megaliters/\$MM GTS) | 2019 | 2020 | 2021 |
| Total water withdrawal intensity                 | 0.38 | 0.41 | 0.35 |

\*Facilities located in high water stress areas include Brownsville, TX and Ariel, Israel. The water withdrawal at these locations equates to approximately 1.7% of our overall potable water withdrawal in 2021. Also, note that the Ariel facility was added in 2021.

GRI 303-2, 303-3  
SASB EM-IS-140a.1



## WASTE

At Mueller Water Products we have developed and implemented waste reduction and recycling programs at our plants and foundries. Our strategy is focused on using the 4Rs – reduce, reuse, recycle and recovery. In 2021, we diverted approximately 2,173 metric tons (10.6%) of waste from disposal through recycling and energy recovery over 2020. This equates to approximately 159 garbage truck loads of compacted waste. To reach our target of zero waste to landfills by 2035, we continue to look for ways to reduce, recycle and reuse waste generated by our facilities. We are especially focused on our largest waste streams – baghouse dust and spent sand.



As shown, the normalized data indicates a decrease of 11% in intensity over 2020. The total waste directed to disposal shows an overall increase of 20% in 2021 over 2020. Given our reduction in intensity, we expect the overall increase is due in part to the newly added baseline facilities. In addition, it came to our attention that in previous years we were not capturing municipal waste disposed for our locations in Decatur, IL. However, achievements in waste reduction can be observed at several of our facilities such as our Chattanooga facility where non-hazardous waste disposal decreased by over 800 metric tons in 2021.

Currently, hazardous waste (including universal waste) makes up approximately 9.5% of our total waste generated. It is anticipated that our hazardous waste generation will decrease by more than 80% by 2030 when we achieve 100% lead-free manufacturing processes.

| Waste By Composition (Metric Tons)               | 2019          | 2020          | 2021          |
|--|---------------|---------------|---------------|
| <b>Hazardous Waste</b>                           |               |               |               |
| Waste Generated                                  | 1,703         | 1,248         | 1,944         |
| Waste Diverted from Disposal                     | NA            | NA            | 141           |
| Waste Directed to Disposal                       | 1,703         | 1,248         | 1,803         |
| <b>Non-Hazardous Waste</b>                       |               |               |               |
| Waste Generated                                  | 14,596        | 14,027        | 18,571        |
| Waste Diverted from Disposal                     | NA            | NA            | 2,032         |
| Waste Directed to Disposal                       | 14,596        | 14,027        | 16,539        |
| <b>Total Waste Generated</b>                     | <b>16,299</b> | <b>15,275</b> | <b>20,515</b> |
| <b>Total Waste Diverted from Disposal</b>        | <b>NA</b>     | <b>NA</b>     | <b>2,173</b>  |
| <b>Total Waste Directed to Disposal</b>          | <b>16,299</b> | <b>15,275</b> | <b>18,342</b> |
| <b>Waste to Disposal Intensity (MT/\$MM GTS)</b> | <b>2019</b>   | <b>2020</b>   | <b>2021</b>   |
| <b>Waste to Disposal Intensity</b>               | <b>19.4</b>   | <b>18.5</b>   | <b>16.5</b>   |

GRI 306-3, 306-4, 306-5  
SASB EM-IS-150a.1



## RECYCLED MATERIALS IN OUR PRODUCT

Mueller Water Products utilizes a substantial volume of recycled materials as metal source for its foundries. Approximately 81% of the total incoming material weight in our melt recipe comes from scrap sources. In 2021, we recycled more than 42,500 metric tons of scrap iron, steel and copper alloys.

GRI 301-2

Mueller makes a conscious effort to turnaround inherent scrap generated in the foundry process and properly segregate machining turnings in its fabrication process. The practice allows maximization of recyclability within the value chain.

In addition to monitoring performance against our environmental KPIs, we have implemented several sustainability initiatives at our various locations over the past twelve months, including:

- Enhancing recycling, reusing, recovery and reduction initiatives.
- Metering of key machinery for energy usage.
- Exploring alternative energy sources, including wind, solar, thermal and co-generation.
- Ensuring that Capital Expenditure Requests (CERs) and approvals address environmental KPI related savings and opportunities.
- Evaluating mining metal from our two operating landfills to help extend the life of the landfills by reducing waste previously disposed in them.
- Seeking scrap reuse options with third parties.
- Evaluating air compression line systems to reduce energy usage.

## CAPITAL PROJECTS AND ASSOCIATED ENVIRONMENTAL BENEFITS

**With a focus on our KPI goals, Mueller invested in a variety of capital expenditures to drive our sustainability initiatives including:**

### **Installation of new, more energy efficient equipment**

- At our Albertville foundry, installation of a Hartley sand tester will reduce thousands of pounds per year of spent sand going to a landfill.
- Installation of particulate emissions monitoring system upgrades at our Albertville and Chattanooga foundries should result in reductions of compressed air usage and related energy usage and the optimized cleaning system controls should extend the life of the filters thereby reducing waste to disposal.
- Installation of new energy efficient roof fans at our Krausz facility in Israel.
- Continuing installation of LED fixtures at our facilities.

### **Installation of new water conservation equipment**

- At our Barrie, Ontario facility, installation of a water purification and recycling system has been approved. This system will enable us to reprocess and reuse water for cleaning and hydrant testing.
- Installation of a pressure decay sensing system at our Brownsville, TX facility will reduce the generation of wastewater and sludge.

### **Reductions of waste to disposal**

- Installation of a cardboard compactor at our Cleveland, TN facility and utilizing a vendor that recycles cardboard will reduce our waste to landfill and transport emissions.
- Installation of new lost foam tooling at our Albertville facility will result in less scrap.

GRI 102-11



## SUSTAINABILITY INITIATIVES: FACILITY SPOTLIGHTS

### Albertville

- Expanded use of absorbent recycling program to include rags/wipes, absorbent socks and the like with an objective of complete elimination of consumables sent to landfills.
- Landfill metal reclamation: Initiated test pits at the onsite industrial landfill to evaluate long term metal recovery and extend the life of the landfill.
- LED upgrades: Prepared proposals and a capital request to upgrade additional high bay lighting in foundry.
- Hazardous secondary material project: A beneficial reuse of paint related waste.
- Recycling program refresh: Upgraded collection bins for scrap paper, cardboard and the like to accommodate easier handling and encourage greater participation.

### Chattanooga

- Landfill slag reclamation: Reduced waste disposed and increased landfill capacity.
- Landfill metal reclamation in 2022: Will reduce waste previously disposed and extend the life of the landfill.
- Implemented absorbent recycling.
- Obtained new containers to more easily separate wood, cardboard and trash.
- Third party provider compacts the contents of our dumpster used to collect styrofoam on a weekly basis. This activity has reduced the trips to landfill from four times/week to one time/week, which reduces greenhouse gas emissions from transport.

### Brownsville

- Conducted an assessment to identify opportunities to reduce the consumption of electricity.

### Decatur (Foundry)

- Upgraded LED lighting.
- Installed occupancy sensors for lighting.
- Placed energy demand controls on all dust collector motors.

### Decatur (Plant)

- Upgraded LED lighting.
- Installed occupancy sensors for lighting.

### Kimball

- Upcycled or recycled wood, plastic, paper, cardboard, bottles and cans.



## SAFETY, EXCELLENCE & LEADERSHIP

Mueller Water Products maintains a proactive Environment, Health and Safety (EH&S) Management program that meets or exceeds the requirements established in ISO 45001, 14001 and other standards.

Mueller evaluates the program annually at all manufacturing sites using a Mueller-specific assessment known as SEAL (Safety, Excellence and Leadership). The SEAL assessment evaluates performance across all areas of our safety and environmental systems.

GRI 103-1, 103-2, 103-3, 403-1, 403-2, 403-5, 403-8

Evaluations are conducted by internal auditors who have received training in the requirements of our standards.

Each facility has an annual assessment score goal which ties to the Company's strategic continuous improvement plan.

### **Target Zero**

Mueller believes one injury is too many and the goal of every workday is for each employee to return home safely. Mueller believes all injuries are preventable. The SEAL process measures our adherence to best practices to prevent incidences and to provide our facilities with a path towards achieving world-class safety performance.

The SEAL process also requires development of a training matrix to address regulatory required occupational health and safety training. All employees are encouraged to report unsafe conditions or environments to their supervisors immediately. Mueller will not retaliate against an employee for refusing to work in a potentially unsafe condition.

### **Objectives of the SEAL assessment include:**

- Identify workplace hazards through critical task evaluation and Job Safety Analysis (JSA).
- Require routine housekeeping inspections and corrective actions to prevent unsafe conditions.
- Prevent injury and illness among our workforce by implementing effective preventative controls.
- Evaluate compliance with applicable legislative requirements.
- Develop and foster a strong safety culture focused on preventive measures.
- Identify areas for training and provide a comprehensive evaluation.
- Facilitate best practice sharing among the locations.
- Establish a safe working environment for our employees and onsite contractors.

## SAFETY, EXCELLENCE & LEADERSHIP (Cont.)

Findings from the assessment are reported to leadership and our Board of Directors. Opportunities for improvement are logged into a risk matrix and action plans are developed and implemented. The parties responsible for implementation of the SEAL and environmental assessments include the Director of Health and Safety and the Senior Manager, Environment and Sustainability.

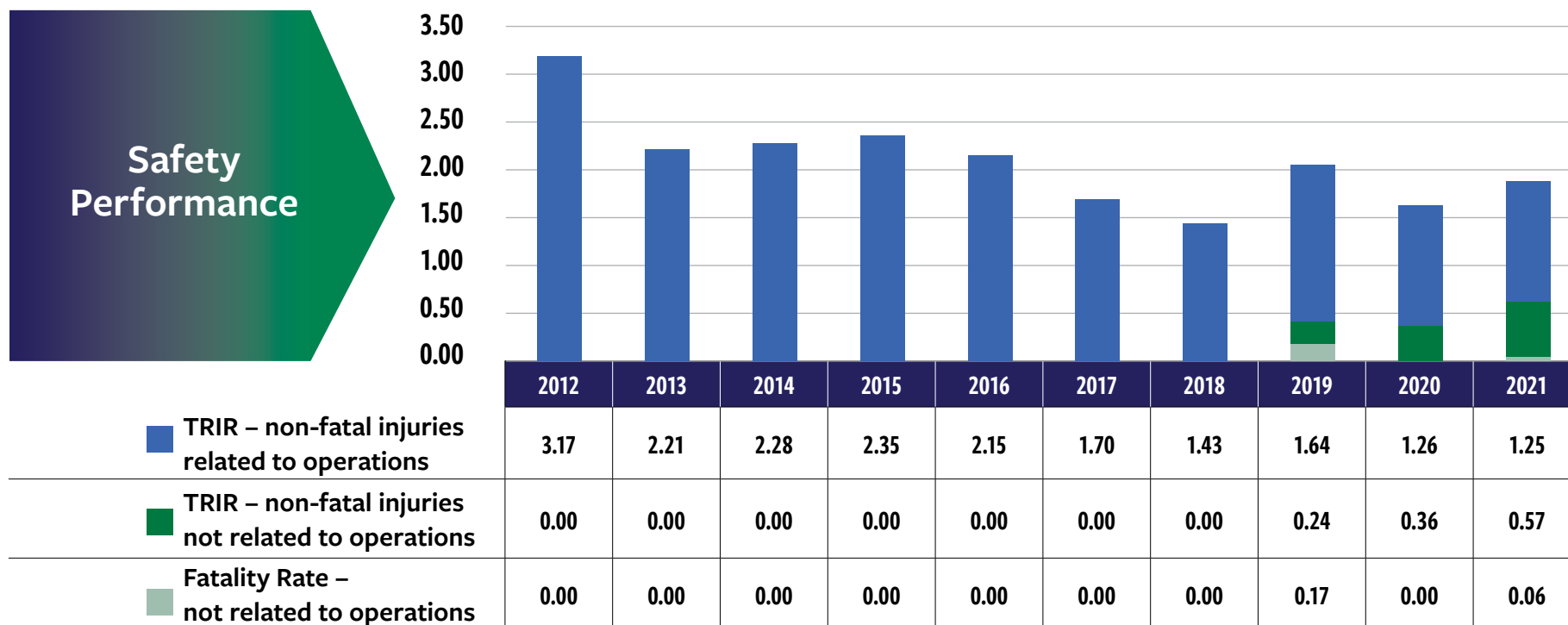
### **Kaizen Processes**

Our facilities utilize PDCA (Plan-Do-Check-Act) methodology along with daily Kata and periodic Kaizen activities to eliminate waste, improve process efficiency and address ergonomic concerns. We empower our associates, engineers and lean practitioners to remove non-value-added activities, drive continuous improvement and increase safety.

GRI 103-1, 103-2, 103-3, 403-1, 403-2, 403-5, 403-8

## SAFETY KEY PERFORMANCE INDICATORS

- In 2021, our three foundries had 48% fewer injuries related to operations compared to 2012.
- Our Chattanooga manufacturing facility achieved the most improvement with nearly 80% fewer injuries related to operations in 2021 compared to 2012.
- In 2021, one manufacturing location (Cleveland, TN) and three distribution centers (Barrie, Canada; Ontario, California; and Dallas, Texas) achieved Target Zero with no reportable injuries related to operations.



All incident rates, such as TRIR or Total Recordable Incident Rate, are measured by number of OSHA Recordable injuries times 200,000 divided by work hours in the fiscal year.

Non-fatal injuries not related to operations include injuries related to the Aurora Tragedy, Albertville Tragedy and COVID-19 cases.

All fatalities experienced in the Company were the result of the Aurora Tragedy and Albertville Tragedy.



## SAFETY KEY PERFORMANCE INDICATORS (Cont.)

### Safety Toolbox Talks

Toolbox Talks are a monthly series of events focused on environmental, health and safety matters. From material recycling protocols to COVID-19 prevention protocols, these educational events provide resources to employees and cover timely topics around health and safety, which help promote a safe work environment.

Our Environment, Health and Safety team leaders manage the Toolbox Talks to ensure that employees receive relevant and reliable information consistently.



### Safety Recognition

We are committed to providing effective employee protection beyond the requirements of OSHA standards for occupational safety and health.

**Voluntary Protection Program (VPP)** participants develop and implement systems to effectively identify, evaluate, prevent and control occupational hazards to help avoid employee injuries and illnesses. As a result, the average VPP worksite has a lost workday incidence rate of at least 50% below the industry average.

Our Albertville, Alabama manufacturing facility has consistently earned the VPP award, OSHA's highest safety designation. Albertville is one of 34 VPP Star sites under the Primary Metal Manufacturing NAICS (331) in the U.S. In addition, it is one of seven VPP Star sites under the Iron Foundries NAICS (331511) in the U.S.

In addition to the VPP award, some of our locations have gone more than one year achieving Target Zero.

- **Our Cleveland, TN manufacturing facility** has gone through two consecutive years without experiencing any injuries related to operations.
- **Our Barrie distribution center** has also gone through two consecutive years without experiencing any injuries related to operations.
- **Finally, our Ontario, CA distribution** has gone through three consecutive years without experiencing any injuries related to operations.

Our new foundry under construction in Decatur was also awarded the Safe Year Award by the American Foundry Society. This award recognizes facilities that have achieved 365 calendar days without a lost-time incident.

## QUALITY



Since its founding year of 1857, Mueller Water Products has been manufacturing high-quality products. Today, our manufacturing facilities are ISO 9001 certified and adhere to the following ISO Quality Management Principles:

- Customer Focus
- Leadership
- Engagement of People
- Process Approach
- Improvement
- Evidence-based Decision-making
- Relationship Management

Our i2O® business has ISO 27001 certification for its information security management system. i2O also maintains ISO 9001 (quality management) and ISO 14001 (environmental management) certifications.

In addition to the requirements of our ISO certifications, our software services undergo annual testing by independent third-party CREST accredited consultants. We security screen all employees on a risk-graded basis to ensure minimal risk for the overall business. We are also in the process of obtaining ISO 45001 certification for occupational health and safety.



## RESPONSIBLE SOURCING AND SUPPLY CHAIN RISK MANAGEMENT

Supply Chain Risk Management is one of the priorities of Mueller's Procurement Organization. Our Strategic Sourcing team tracks a multi-dimensional supply chain risk scorecard for over 85% of the Company's purchasing spend. Each critical supplier is evaluated regarding its dependence level, risk of temporary or permanent disruptions, likelihood of non-confirming supplies, on-time delivery performance and risk of default to commercial terms and conditions. The assessment is made through performance tracking and on-site supplier assessment. The scorecard exposes the organization's areas of supply risk and the likelihood of failure, leading to short and long-term risk reduction initiatives. Efforts include qualification of alternative sources, country of origin balancing, lead-time reduction, inventory level decisions and product modifications.

GRI 102-9, 103-1, 103-2, 103-3

The pandemic gave rise to several supply chain challenges across the globe. As a result, Mueller applied a communication process involving multiple levels of the organization and engagement to suppliers. The process takes advantage of broad supplier surveys, suppliers self-assessment and internal risk escalation process. The effort aims to accelerate the identification of risks, speed up decision making and take rapid action to control the impact of supply shortages.

Mueller Water Products requires suppliers to adhere to the Mueller Supplier Code of Conduct. In addition, Mueller submits an annual report to the U.S. Securities and Exchange Commission (SEC) with the conflict minerals due diligence survey results. The report is designed to ensure that our partners meet or exceed government regulations related to sourcing conflict minerals. The list of conflict minerals includes columbite-tantalite, cassiterite, gold, wolframite, or their derivatives or any other mineral or its derivatives linked to the finance of conflict in the Democratic Republic of Congo or an adjoining country, as determined by the SEC.

For more information, please view our recently updated Supplier Code of Conduct [here](#) and our Conflict Minerals disclosure [here](#).



## HEALTH AND WELLNESS

Mueller Water Products is dedicated to its employees and their health and well-being. We provide access to benefits and offer programs that support work-life balance and overall well-being including financial, physical and mental health resources.



GRI 103-1, 103-2, 103-3, 401-2, 403-6

As a part of our comprehensive benefits package, Mueller Water Products partners with Virgin Pulse to administer our Well-being Program. Virgin Pulse offers personalized health and wellness programs tailored to help employees reach their individual physical, mental and financial wellness goals. With a variety of healthy habit trackers and interactive team challenges, Virgin Pulse encourages employees to get active and live better. Employees are also rewarded along the way with PulseCash and health insurance discounts for reaching milestones within the program.

### Virgin Pulse Engagement Rates

(eligible employees only):

#### For calendar year 2020

##### Participation Rate



##### Completion Rate



#### For calendar year 2021

##### Participation Rate



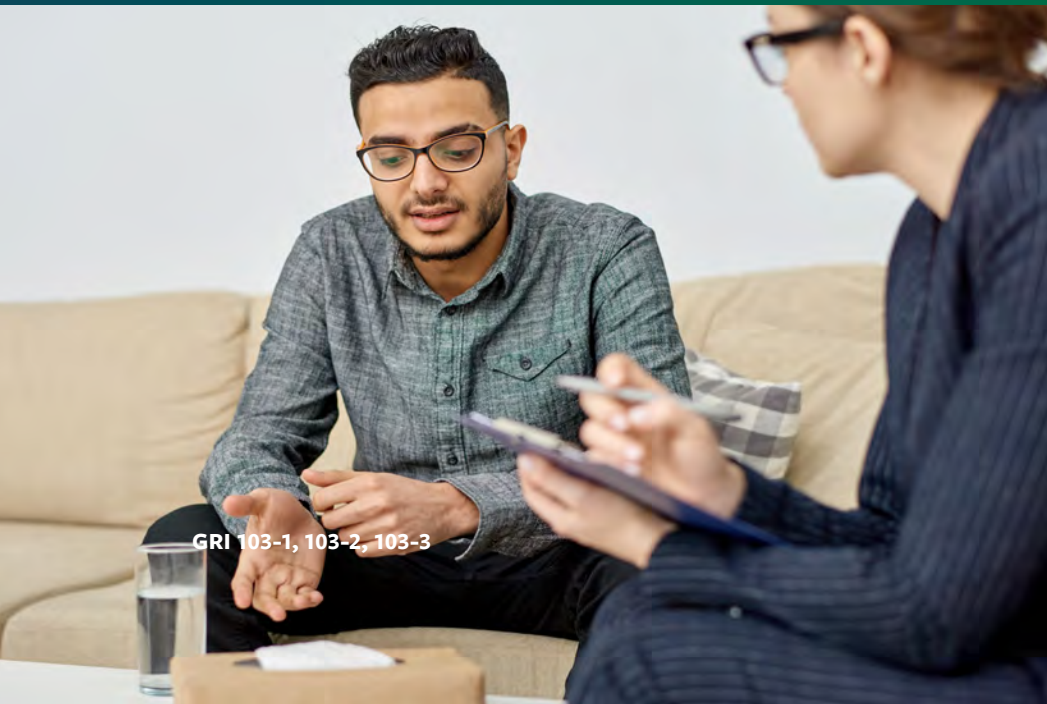
##### Completion Rate



**Our new goal is to improve by 5% YOY by the end of 2023**

<sup>1</sup>Eligible employees include US, full-time, Active, non-Decatur union employees  
Our Well-being Program runs through each calendar year

## INCREASED BEHAVIORAL HEALTH FOCUS



GRI 103-1, 103-2, 103-3

### Employee Assistance Programs

- Whether employees are interested in work/life resources, mental health assistance or legal and financial advice, the Employee Assistance Program (EAP) service can connect them and/or members of their household with a variety of professionals.
- With just one phone call, at any hour of the day or night, employees can have access to helpful resources.
- This year, we increased the number of face-to-face visits included in our EAP program.

### Increased Behavioral Health Focus

- In 2020, we implemented a waiver of cost sharing for behavioral and mental health services and launched on-site focus groups to better understand employee needs. We increased the number of annual covered EAP sessions from five to six and began on-site EAP counseling services monthly at our larger manufacturing locations and select offices.

### New Suite of Voluntary Benefits in 2022

- The Company plans to offer a new suite of voluntary benefits beginning in March 2022.
- These benefits will help meet the ever-changing and challenging needs of our employees and their families.
- Examples of such benefits include accident, critical illness, hospital indemnity and permanent life insurance.



## ADDITIONAL INITIATIVES

### Introduced New Flexible Work Arrangements Policy in 2021

- Mueller encourages flexible work arrangements to support employees in balancing their professional and personal commitments while still meeting business needs. Flexible work arrangements include remote work capabilities, hybrid remote work options and flexible schedules.

### Expanded Parental Leave Policy in 2020

- When an eligible employee gives birth to a child, they are entitled to 12 weeks of paid maternity leave and paid parental leave. We also offer paid parental leave for the non-birth parent of a newborn child or an adoptive parent. They are entitled to four weeks of paid leave for bonding with the newborn or placement and bonding with an adopted child.

### Elder Care and Childcare Assistance

- COVID-19 has disrupted regular child and elder care arrangements. When employees' care plans fall through, this benefit can help secure and pay for reliable care to look after their children and/or aging loved ones—even at the last minute! Employees choose the care provider that's right for their needs. Options range from center or facility-based care to in-home providers and even their own personal caregiver such as a babysitter, friend or family member.
- As another resource for finding the care that employees may need to continue to return to work safely each day, the Company covers the membership subscription fee for employees to create an account at [Care.com](https://www.care.com). This organization is the largest online community to find short and long-term care for children, seniors, pets and more. As a member, employees can self-direct searches for local caregivers, post jobs to find caregivers, review care provider profiles and create a favorites list.

### Retirement Readiness

In 2021, the Company launched new plan features to our 401(k) plans, including a Roth 401(k) contribution option, Roth in-plan conversion feature and an after-tax contribution option. With the addition of these new features to the 401(k) plans, employees have expanded choices on how to save for their retirement, including the potential to earn income tax-free growth and tax-free withdrawals (provided certain requirements are met).

The Company is looking to launch new features to the 401(k) plan in 2022 as the retirement readiness of our employees is important to us and the future of our employees.



GRI 103-1, 103-2, 103-3, 401-3



## TALENT

**Our people are fueled and united by our mission to deliver clean, safe drinking water. We are an inclusive organization that values diverse experiences and perspectives. We all share in the responsibility to create a positive culture and to safeguard equity, inclusion and appreciation for different backgrounds and perspectives.**

At Mueller Water Products, we strive to attract, develop and retain high-performing talent, and we support and reward employee performance. Programs to strengthen our talent include:

- Employee Referral Program
- Employee Tuition Reimbursement
- Training and development
- Succession planning
- Partnerships with local and national education institutions for the recruitment of direct hires, interns and co-ops

Mueller's talent acquisition strategy includes the participation in career fairs at universities with high diversity rates and historically black colleges and universities (HBCUs) to increase the pool of diverse candidates when recruiting.

In the fall of 2021, we attended the Atlanta University Center Consortium (AUCC). The AUCC is the largest consortium of historically black colleges and universities and is comprised of four member institutions – Clark Atlanta University, Morehouse College, Morehouse School of Medicine and Spelman College.

We also utilize Broadbean as an open position aggregator for the marketing of our open positions. One of the services Broadbean offers and Mueller uses is the automatic advertisement of our open positions to compliance and diversity sites, such as:





### **Employee Turnover:**

- Employee acquisition and retention are critically important to our business, and we are actively seeking ways to attract and retain top talent.
- 2021 Turnover Rate: Total regrettable and non-regrettable turnover was 25% for U.S. employees.
- Our intent is to improve our tracking and reporting capabilities for future reports to include a focus on regrettable turnover.

GRI 401-1

## DEVELOPING TALENT FOR THE FUTURE

### Employee Training and Development

- Employee training and development are critical components of our employee value proposition. Throughout the year, we offer our employees numerous occasions to engage in learning and development opportunities, including webinars, in-person events, career counseling and skills-based training.
- In 2021, across our entire employee base, an estimated 10,000 hours of training were completed.

### Mueller Development Program

- Mueller is excited to welcome new generations into the workforce and recognizes the increasing importance of ESG initiatives to prospective employees. The Mueller Development Program (MDP) is a two-year rotational program designed to accelerate the professional development of new college graduates by offering meaningful and varied work experiences.

### Leadership Foundry & Six Sigma Training

- In 2021, we launched our Frontline Leader training program for 100 Plant Production Supervisors. This virtual experience is spread over six months and offers tools in Coaching, Time Management, Communication and Team Building among other competencies and is reinforced with a personal coaching assignment.
- Mueller's Six Sigma training in 2021, included 35 employees working towards Green Belt certification and 12 employees working towards Black Belt. These employees will have the opportunity to earn their certifications once they complete requirements to participate in or run projects. We have three new classes launching in Fall 2022 offering the training to 36 additional Green Belt and 18 additional Black Belt candidates.



GRI 103-1, 103-2, 103-3, 404-2



## LEADERSHIP ENGAGEMENT

Our leadership team is actively involved in the development of our employees at Mueller and is committed to their success. The leadership team also values employee feedback, offering several opportunities for engagement throughout the year:

- **Global Leadership Meeting** – Annual Global Leadership Meeting led by CEO to drive clear communication and alignment around organizational goals and strategic objectives.
- **Town hall meetings** – Frequent video town hall meetings with CEO to update the organization on the business as well as current events. This meeting also allows for Q&A.
- **Video communications** – Frequent video messages from CEO that are posted on the intranet and video monitors in most facilities.

In 2021, we developed a comprehensive career pathing tool for Engineering and Technology to support growth and advancement conversations.

We also supported 185 internal promotions in North America for 2021.



## DIVERSITY, EQUITY AND INCLUSION (DE&I)

Inclusion is one of our core values. We recognize that diverse perspectives and building upon our differences make us stronger as a Company. Mueller challenges employees to share the responsibility to create a positive culture and to safeguard equity, inclusion and appreciation for different backgrounds and experiences.



GRI 103-1, 103-2, 103-3, 405-1

### Employee Total Compensation and Benefits Philosophy

- We are dedicated to our employees and their health and well-being. We provide access to benefits and offer programs that support work-life balance and overall well-being including financial, physical and mental health resources, including the below. We pay 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 figures. We based our calculations on a single worker with no children.

### Pay Equity Analysis

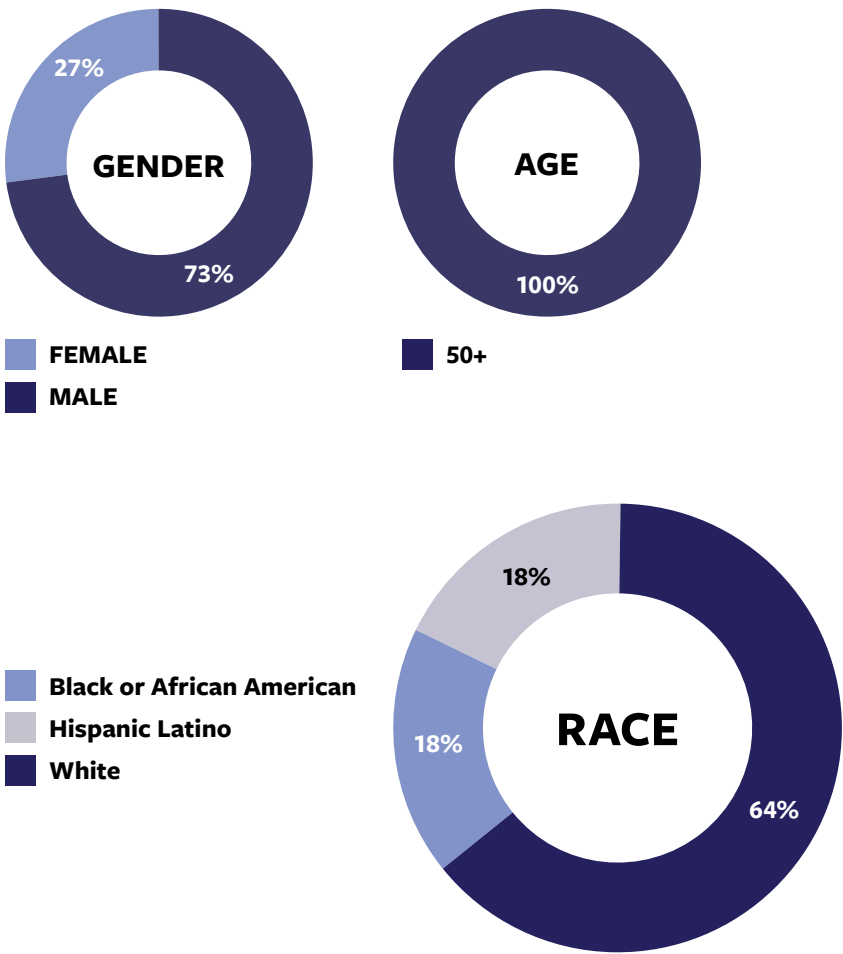
- In 2021, Mueller evaluated pay equity for all employee segments and job grades based on gender and race. Any anomalies identified were rectified through necessary pay adjustments. As a matter of practice, new employee offers and internal promotions are reviewed for market and internal equity alignment.

### Diversity, Equity and Inclusion Action Team

- We launched our Diversity, Equity and Inclusion Council in June 2021. The Council includes 14 representatives from each U.S. Plant, our headquarters and three Executive Sponsors.
- This Council will establish the overarching DE&I framework at Mueller and establish local teams at each facility in 2022 to better engage with employees. The Council will deliver recommended actions to develop a strong DE&I focus within our Company culture and drive actionable change across the business.
- This Council will also help establish the annual calendar of events to highlight areas of focus on our intranet, Muellernet.

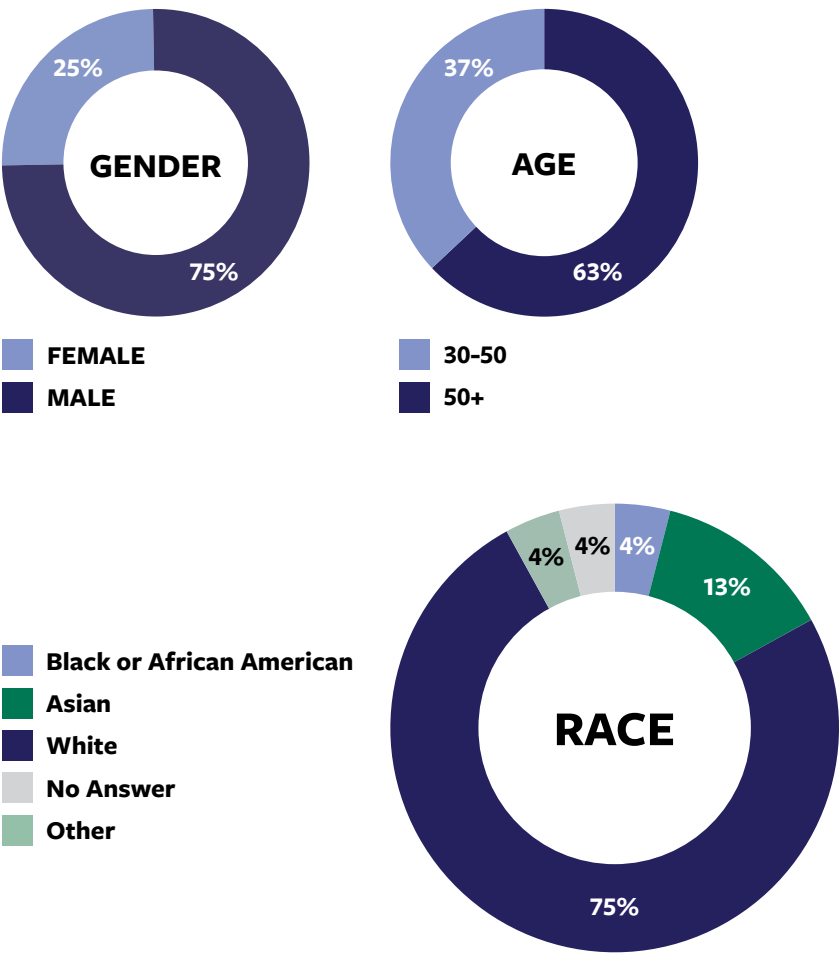
# DIVERSITY

## BOARD OF DIRECTORS



\*U.S. employees only

## TOP MANAGEMENT\*

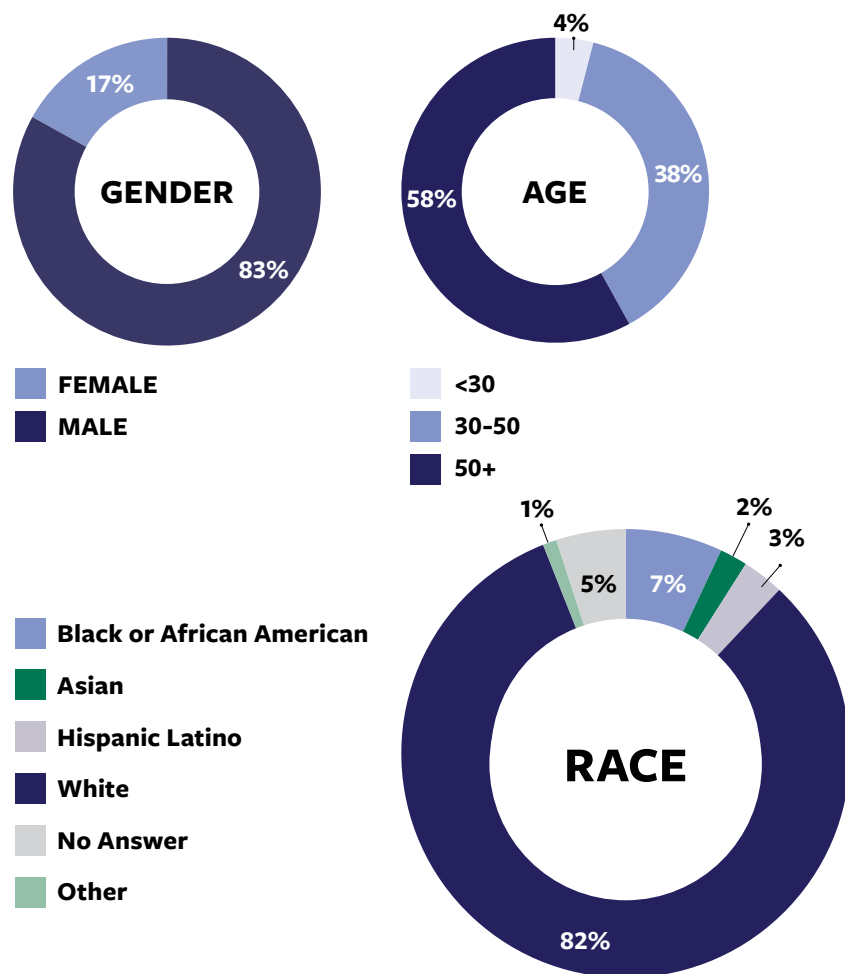


**Top Management:** VP and above including the Executive Leadership Team, CEO and VP Job Profile Titles (compensation grades 12-15 & OE – Officer/Executive)



## DIVERSITY

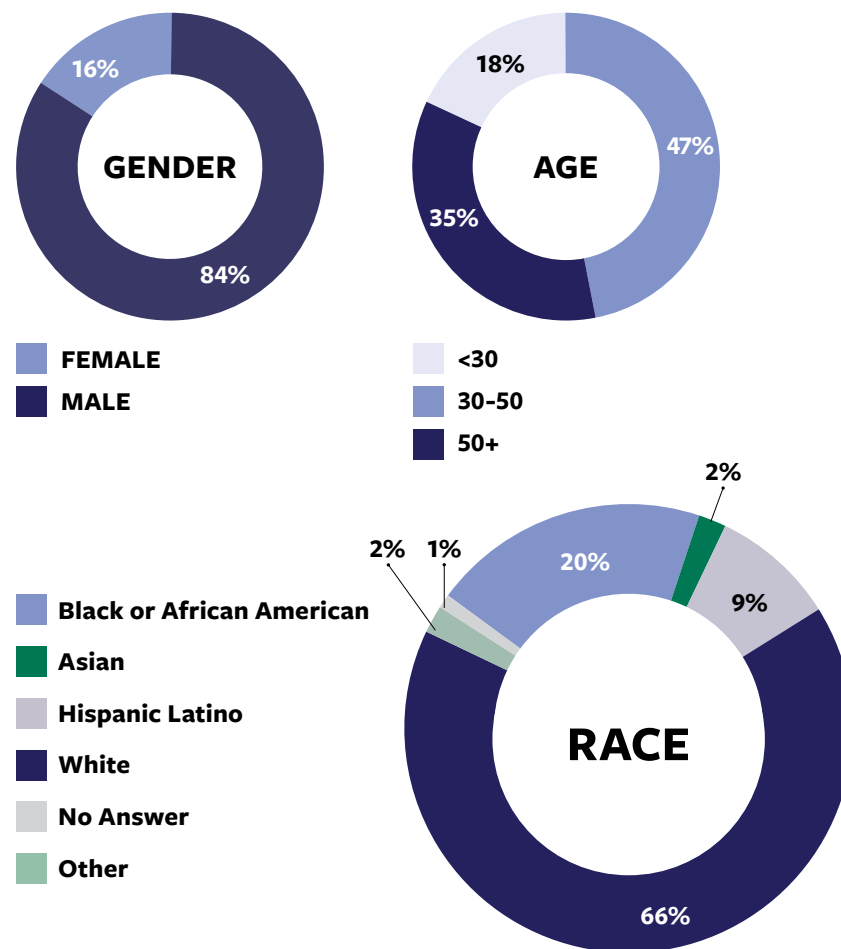
### MIDDLE MANAGEMENT\*



**Middle Management:** First Level Supervisor through Senior Director (all have direct reports in compensation grades 5-13)

\*U.S. employees only

### NON-MANAGEMENT\*



**Non-management:** Production, Administrative, Para-Professional and Professional through Subject Matter Expert (all employees who do not have direct reports in compensation grades OH – Hourly Production & 3-12)

## DIVERSITY



GRI 405-1

### WEF Women in Water

- Mueller supports Water Environment Federation's (WEF) Women in Water. Women are an important and growing part of the water workforce. This program provides a community for women in the water industry to connect and network with their peers.

### Empowering Women in Industry

- Mueller is an annual sponsor of the Empowering Women in Industry Conference, whose mission is to Connect, Educate and Empower Women in male-dominated professions. This organization's vision is to help women advance in their profession, inspire the next generation of leaders and provide a community for those women who are currently leading.



### The Mueller Water Products Board is comprised of 11 members, three of whom are women:

- **Dr. Lydia W. Thomas** has served on the Board since 2008.
- Former Atlanta Mayor **Shirley C. Franklin** has served on the board since 2010.
- **Dr. Christine Ortiz** has served on the Board since 2019.

### Our diverse Board is made up of three (27%) women and four (36%) underrepresented minorities.

## EMPLOYEE ENGAGEMENT

Our leaders prioritize employee engagement and transparency by implementing programs and processes that ensure employees have opportunities to ask questions, voice concerns and share feedback.

Mueller Water Products periodically conducts a Global Employee Pulse Survey, providing employee feedback to the Board of Directors and Executive Leadership Team.

Quarterly all-employee town hall meetings and monthly town halls at our manufacturing facilities provide ongoing, consistent channels to hear directly from leadership, helping to develop improvements throughout the organization.



- Employee feedback provides direction for action plans on communication, process improvement and culture change opportunities.
- Local action plans continue to evolve based on specific results.
- Focus groups and employee/manager interactions are used to understand resources needed to help meet Mueller objectives.



### Summary survey responses:

- **More than 75%** of responding employees state they feel the Company cares about their safety and well-being based on the responses and actions taken to the COVID-19 pandemic.
- **78%** state they felt well supported by local management during the pandemic.
- **79%** agree the Company implemented effective policies and processes to help keep them safe.
- **79%** agree the Company communicated effectively to ensure employees had information to help protect themselves and others.
- **76%** stated Mueller responded well in reaction to the COVID-19 pandemic.





## HUMAN RIGHTS

We are committed to upholding fundamental human rights and believe that all human beings should be treated with dignity, fairness and respect. We strive to promote inclusion in the workplace, engage with communities to build upon our understanding of potential human rights issues and encourage our suppliers to treat their employees — and interact with their communities — in a manner that respects human rights. We condemn human rights abuses and do not condone slave or forced labor, human trafficking, child labor, the degrading treatment of individuals, physical punishment or unsafe working conditions. All employees are required to understand and obey local laws, report any suspected violations and act by our Core Values and Code.

Mueller Water Products is an equal opportunity employer. Employment selection and related decisions are made without regard to sex, race, age, disability, religion, national origin, color or any other protected class.

GRI 103-1, 103-2, 103-3, 408-1

## COVID-19 RESPONSE

In March 2020, Mueller formed a COVID-19 Steering Committee comprised of key corporate and operational leaders to strategically guide our teams through the new way of living and working throughout a pandemic.

In consultation with Galen Medical Group, we created quarantine, testing and contact tracing protocols to help keep our employees safe. With thoughtful consideration, we ramped up communication with our employees through video messages from our CEO, posted CDC protocol signage, hosted virtual town hall meetings and conducted an employee survey to gauge feedback on our initial COVID-19 response.



We encouraged our employees to get vaccinated to help combat the spread of COVID-19. Mueller Water Products rewarded employees with \$100 for submitting proof of their COVID-19 vaccination as an incentive for keeping themselves, their coworkers and their families safe.

We also held onsite vaccination events at select locations as a convenient way to ensure that our employees had an extra layer of protection while at work. The health and safety of our people are always our number one priority. We appreciate each of our team members for their resilience and support as we continue to adapt to our new normal.



## MUELLER IN THE COMMUNITY



### Albertville Survivors' Fund

- The National Compassion Fund, a subsidiary of the National Center for Victims of Crime, announced the launch of the Albertville Survivors' Fund with support from GoFundMe and Mueller Water Products. One hundred percent of our Board of Directors and Executive Leadership Members contributed to the Fund.
- This Fund will provide direct financial support to the families of Michael Lee Dobbins and David Lee Horton, who were killed, and Casey Sampson and Isaac Byrd, who were severely injured during the shooting.
- All proceeds of the Fund go directly to the individuals involved and their families. Contributions made to this Fund are tax deductible. The National Compassion Fund will manage the distribution of the funds in partnership with GoFundMe, which will facilitate the collection of the donations.



### Junior Achievement

- Mueller Water Products employees volunteer at local schools through the Junior Achievement program to educate children on important foundational concepts including financial literacy, work readiness and entrepreneurship.



### Veterans Support Award

- Kim Lillpop (Sales Administration Manager) and Jill Clark (Inside Sales Supervisor) were honored by the Office of the Secretary of Defense with an Employer Support of the Guard and Reserve Award. Their employee, Gabe Mociran (Inside Sales Representative), was deployed to Saudi Arabia from April 2020 through May 2021.



# CHARITABLE CONTRIBUTIONS

Mueller Water Products is committed to being a socially responsible corporate citizen and giving back to the communities in which we operate. As a manufacturer of products for the water and natural gas industries, our products and services are essential to the critical infrastructure of countries around the world. We employ thousands of people to help deliver clean, safe drinking water to communities. We also support non-profit organizations that align with our Company's values in the locations where our employees and customers work and live.

Our charitable contributions are focused on:

1. Environmental and Water Conservation
2. Social Good
3. Fire Protection and Safety
4. Local Giving (charities that benefit people where Mueller locations operate)



## Charitable Contributions Policy and Committee

- Our Charitable Contributions Policy establishes community outreach guidelines to streamline efforts that enable Mueller to make a stronger positive impact by focusing on key areas where we can make a difference. Strategic community outreach directs Company resources to stakeholders, societal issues and non-profit organizations that are important for the successful achievement of our strategic business plans. Our Charitable Contributions Committee is made up of corporate and operational leaders that meet on a regular basis to explore new community initiatives and maintain existing community partnerships.

## American Cancer Society

- Mueller was a Premier Sponsor for the 16th Annual Atlanta Select Golf Invitational in support of the American Cancer Society, which is leading a comprehensive movement to dramatically improve cancer screening rates. We contributed towards lifesaving research and building more awareness around the prevention of cancer.

## AWWA-Mueller Continuing Education Scholarship

- Each year Mueller sponsors the American Water Works Association (AWWA) Mueller Continuing Education Scholarship. This scholarship is awarded annually in partnership with the AWWA and given to an undergraduate student employed by a water utility.



## Dunwoody Nature Center

- Mueller is proud to contribute to the [Dunwoody Nature Center](#) in full support of their participation in the Neighborhood Water Watch program. Not only do our contributions help cover the costs of program materials, but they also support community-driven water quality sampling right here in our own backyard. This organization aligns with our Company's core community focus areas of environmental and water conservation.

## The Water Tower at Gwinnett

- Mueller Water Products is a founding member of The Water Tower at Gwinnett in Georgia. Designed to be a global innovation hub, The Water Tower will create a campus and an ecosystem that reimagine the future of water through applied research, technology innovation, workforce development and community engagement. This year, Mueller was a double Workforce Sponsor at their annual "Watering Hole" Golf Tournament, which benefits the Water Tower Institute's 501(c)(3) programming.

## CORPORATE GOVERNANCE

Our Board is committed to a sound governance structure that promotes the best interests of our stockholders and our organization. Our Board follows a comprehensive set of [Corporate Governance Guidelines](#) in the exercise of its duties and responsibilities.

### Board Independence

- Independent Chairman of the Board.
- 10 of 11 directors are independent.
- Fully independent Board committees: Audit; Compensation & Human Resources; Environment, Health & Safety; Nominating & Corporate Governance.

### Accountability

- Annually elected directors.
- Majority voting standard in uncontested director elections with resignation policy.
- Robust stockholder engagement program.

### Board Practices

- Board, committees and directors conduct regular self and peer evaluations.
- Frequently meet in executive sessions without the CEO or other members of management.
- Director orientation and continuing education programs are available.

### Stock Ownership/Compensation

- Guidelines for significant stock ownership.
- No hedging or pledging of common stock.
- Clawback policy in place.

## COMMITMENTS AND PRACTICES

We embrace our responsibility to maintain corporate governance practices that reflect high standards of ethics and integrity. To that end, we adhere to a principled framework of practices and policies that commit to providing transparency, confidence, dedication and appropriate control for our stakeholders, including:

### **Our Stockholders**

- Comprehensive Oversight by our Board.
- Governance Structure Comprising Experienced and Diverse Independent Directors.
- Multiple Methods of Direct Communication with the Board of Directors.
- Active Stockholder Engagement.

### **Our Suppliers**

- Supplier Code of Conduct and Ethics.

### **Our Employees**

- Code of Business Conduct and Ethics.
- Global Compliance Framework.
- Third Party Due Diligence.
- Reporting a Concern — No Retaliation Policy.

### **Our Communities**

- Charitable Programs.
- Protecting the Environment.



## OUR COMMITMENT TO STOCKHOLDERS

Our success is built on a solid foundation of sound corporate governance by a diverse and experienced Board led by an independent Chairman of the Board. With the guidance of its four standing committees, the Board carries out its oversight responsibilities in a manner consistent with our core values of respect, integrity, trust, inclusion and safety.

### Comprehensive Oversight by the Board of Directors

- The Board follows a comprehensive set of Corporate Governance Guidelines in the exercise of its duties and responsibilities, with a focus on serving the best interests of the Company.
- The Board engages independent experts who provide advice to the Board and its committees as needed.
- The directors conduct regular executive sessions of the Board and committees attended only by non-employee directors.

### Governance Structure Comprising Experienced and Diverse Independent Directors

- Ten of the eleven directors are independent in accordance with the categorical standards of independence specified in our Corporate Governance Guidelines.
- Audit, Compensation and Human Resources and Nominating and Corporate Governance Committee members are independent in accordance with New York Stock Exchange listing standards.
- Board committees leverage a vast amount of knowledge and experience in executing their duties.

### Active Stockholder Engagement

We value our stockholders' perspectives and engage with stockholders through various activities each year, including earnings calls, investor presentations, 1-on-1 meetings, conferences and our annual meeting.

Fiscal 2021 engagement included twelve investor events, held virtually during the year, including conferences, road shows and meetings. Through these activities, we engaged in a variety of topics relating to performance and sustainability, as well as governance, and social practices and policies.

## BOARD COMMITTEE RESPONSIBILITIES

A summary of the key responsibilities of our Board Committees is provided below. For further information, see the Charters for each Committee, which are available at [muellerwaterproducts.com/corporate-governance/governance-documents](https://muellerwaterproducts.com/corporate-governance/governance-documents).

### Audit Committee

- Oversees the integrity of our financial reporting statements, financial reporting activities and accounting policies and procedures.
- Selects and oversees the independent registered public accounting firm, approves its services (including both audit and non-audit services) and fees and evaluates its performance. In its evaluation, the Audit Committee considers the firm's reputation for independence and integrity, the qualifications and performance of the firm's personnel, the effectiveness of the firm's communications, the appropriateness of fees and Public Company Accounting Oversight Board reports on the firm and its peers.
- Selects, reviews and evaluates the lead partner of the audit engagement team.
- Reviews the scope and results of the independent registered public accounting firm's audits.
- Reviews the scope of the internal audit function, internal audit plans, internal audit reports and corrective actions taken in response to internal audit findings. Evaluates the performance of the internal audit function.
- Oversees our internal accounting systems and related internal controls over financial reporting, as well as our financial risk management profile.
- Oversees our legal compliance programs and the Code of Conduct.
- Reviews cyber and data security matters, including our risk mitigation initiatives.
- Oversees the appropriateness and reasonableness of the Company's applicable ESG standards, measurement mechanisms and key performance indicators.

## BOARD COMMITTEE RESPONSIBILITIES (Cont.)

GRI 102-24, 102-26, 102-28

### **Compensation & Human Resources Committee**

- Reviews, approves and administers our executive compensation and equity-based plans.
- Reviews and approves goals and objectives for compensation of our CEO, evaluates performance in relation to these goals and objectives and determines and approves the compensation of our CEO.
- Reviews and approves the compensation of all executive officers.
- Reviews and recommends the compensation of non-employee directors.
- Reviews and approves stock ownership guidelines for officers and directors.
- Oversees an annual risk assessment process related to compensation programs.
- Reviews succession planning across senior positions.
- Oversees matters related to human capital management, including matters relating to employee compensation, benefits, engagement, training, diversity, inclusion and other social matters, including such matters related to the Company's ESG program.

### **Environment, Health & Safety Committee**

- Reviews policies and procedures related to compliance with laws, regulations and rules pertaining to the environment, health and safety.
- Monitors compliance with health, safety and environmental policies, programs, and practices.
- Encourages activities and initiatives that demonstrate sound environmental stewardship.
- Reviews the scope of internal and independent environmental, health and safety audits and assessments.
- Reviews results of internal compliance reviews and remediation projects.



## BOARD COMMITTEE RESPONSIBILITIES (Cont.)

### **Environment, Health & Safety Committee** (Cont.)

- Supports the Board's responsibilities relating to sustainability and corporate social responsibility.
- Reviews the Company's environmental, health and safety performance and related initiatives.
- Oversees matters related to the environmental, materials sustainability and employee health and safety programs.

### **Nominating & Corporate Governance**

- Establishes criteria for and qualifications of persons suitable for nomination as directors and reports recommendations to Board.
- Selects and recommends director candidates to be considered for election.
- Develops and annually reviews the Governance Guidelines.
- Oversees the annual Board, director (including peer reviews) and committee review process, including the applicable assessment and evaluation forms.
- Makes recommendations to the Board related to committee structure and membership.
- Advises the Board director (including peer reviews) and committee review process, including the applicable assessment and evaluation forms.
- Monitors the orientation and continuing education programs for directors.
- Oversees the development, updating and production of the Company's annual ESG Report, reviews and makes recommendations to the Board regarding our ESG practices and reviews applicable Committee ESG metrics.

## DIRECT COMMUNICATION WITH THE BOARD AVAILABLE FOR STAKEHOLDERS

The Company has established several means for stockholders or others to communicate their concerns to the Board and its committees, individually or collectively. Communication may be made anonymously through the Mueller Helpline (1-800-569-9358 or [muellerwaterproducts.ethicspoint.com](https://muellerwaterproducts.ethicspoint.com)), via facsimile at 770-206-4260, 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.

## CODE OF BUSINESS CONDUCT AND ETHICS

Mueller Water Products maintains a robust [Code of Business Conduct and Ethics](#). All directors, employees, customers and suppliers of Mueller and its subsidiaries are expected to understand and adhere to the principles in our Code of Business Conduct and Ethics. We also expect all contractors, consultants, representatives, agents and others working temporarily for or providing services to us to comply with our Supplier Code of Conduct and Ethics in connection with any work or services performed on our behalf.

Refreshed in 2019, our Code of Business Conduct and Ethics conveys our commitment to a culture of integrity and ethical business practices. Topics addressed in the Code of Business Conduct and Ethics include, among others:

- Preventing corruption and trust issues.
- Providing a safe working environment.
- Requiring fair dealing and fair trade.
- Promoting environmental protection.
- Implementing fair treatment, anti-discrimination and human rights and labor practices.
- Restricting gifts and entertainment.
- Protecting data, intellectual property and confidential information.



## OUR COMMITMENT TO SUPPLIERS

Likewise, we are committed to following the highest ethical standards and complying with all applicable laws in our relationships with our suppliers and potential suppliers. To that end, we ask that our suppliers conduct business with Mueller Water Products according to the standards and procedures outlined in our Supplier Code of Conduct, including:

- Advancing the health and safety of employees.
- Respecting the personal dignity, privacy and rights of each employee.
- Providing fair remuneration and prohibiting the use of child, forced or imprisoned labor.
- Acting in accordance with applicable local and international legal standards governing environmental protection and minimizing environmental impacts.
- Complying with all applicable anti-corruption laws, including the United States Foreign Corrupt Practices Act and/or the U.K. Bribery Act, and/or any country which is or will become a signatory to the Organization for Economic Cooperation and Development (OECD) Convention on Combating Bribery of Foreign Public Officials.
- Adhering to the export/import requirements of U.S. Customs and Border Protection and other U.S. governmental and/or regulatory agencies, including the Customs-Trade Partnership Against Terrorism.
- Ensuring that the goods they supply to us do not (i) contain or utilize any conflict minerals (tantalum, tin, tungsten and gold), (ii) contain conflict minerals that originate other than from a covered country (Democratic Republic of Congo and adjoining countries) or (iii) contain conflict minerals that are from recycled or scrap sources. We maintain a copy of the Code of Business Conduct and Ethics and the Supplier Code of Conduct on the Compliance site of our intranet and also make it available to the public on the [Corporate Governance](#) page of our website.

## OUR COMMITMENT TO EMPLOYEES

Mueller Water Products strives to provide employees the opportunity to reach their fullest potential. Therefore, Mueller expects personal conduct and treatment of others in a manner intended to promote an inclusive and supportive work environment.

### Code of Business Conduct and Ethics

Employees are required to acknowledge that they have read and understand the Code of Business Conduct and Ethics and commit to acting in accordance with its principles. Violations of our Code of Conduct could result in disciplinary action, up to and including termination of employment, criminal prosecution or both.

GRI 103-1, 103-2, 103-3, 205-2

### Global Compliance Framework

We have operations in countries around the world, and our employees are citizens of these various countries. As a result, our operations are subject to a diverse set of local laws and cultures as well as a variety of international regulations and laws such as those prescribed by the U.S. Foreign Corrupt Practices Act, the Canadian Corruption Act and the U.K. Bribery Act.

To mitigate the risks associated with such a broad-ranging footprint, we implemented a global compliance program consisting of policies and procedure training related to:

- Anti-corruption/anti-bribery/gifts and entertainment
- Antitrust
- Insider Training
- International Trade
- Intellectual Property
- SEC Reporting and Disclosures
- Related Party Transactions

To assist employees in complying with our Code of Business Conduct and Ethics, applicable laws and regulations, we provide training regularly in person and online on a variety of compliance topics tailored to specific roles and responsibilities and/or risk profiles.

Compliance policies and procedures are communicated on the Compliance site of our Company intranet and through targeted messaging via email.

## OUR COMMITMENT TO EMPLOYEES (Cont.)

### Third-Party Due Diligence

To minimize our exposure to potential anti-corruption law violations when dealing with third-party representatives, we adopted the following process framework for use prior to engaging a representative located outside the United States:

The third-party completes a background questionnaire and signs our Commitment to Ethical Business Practices.

#### The Compliance Department:

- Performs an open-Internet search and uses a third-party screening tool to vet relevant parties;
- Researches the likelihood of corruption in the country in which the third party is based and any countries in which it intends to do business; and
- Evaluates the results of the vetting and either approves or denies moving forward with the third-party relationship.

The Compliance Department maintains a central database and is responsible for ongoing monitoring and screening of our third-party relationships. Internal Audit conducts periodic risk reviews and shares the results with the Audit Committee.

### Reporting a Concern – No Retaliation Policy

Mueller Water Products employees are encouraged to model our core values by listening, looking and sharing concerns regarding possible unethical or unlawful behavior, safety matters, harassment/discrimination or similar issues. Our strict “no retaliation” policy supports our commitment to our employees. Without exception, we prohibit retaliation against anyone who in good faith reports a violation or suspected violation of our Code of Conduct or any of our policies.

Mueller provides several reporting options for employees, including:

- Reaching out to a supervisor or local human resources representative.
- Reaching out to an attorney in our legal department.
- Contacting our Chief Compliance Officer by phone, mail or email.
- Calling, anonymously if desired, the toll-free Mueller Helpline (1-800-569-9358)
- Filling out an online report through the web at [muellerwaterproducts.ethicspoint.com](https://muellerwaterproducts.ethicspoint.com)

The Mueller Helpline is monitored and managed by an independent third party and is available 24 hours a day, 7 days a week in a variety of languages.

Matters submitted via the Helpline or other methods outlined above are promptly and confidentially considered and, if applicable, investigated and the results are routinely reported to the Audit Committee at its regular standing meetings.



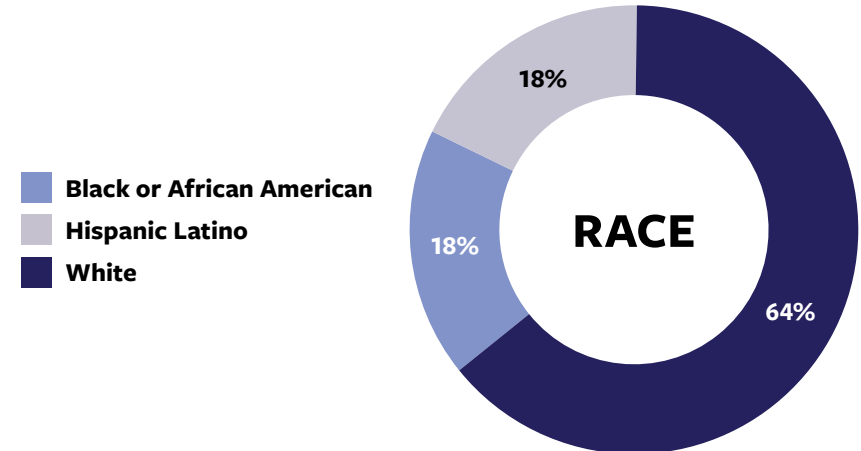
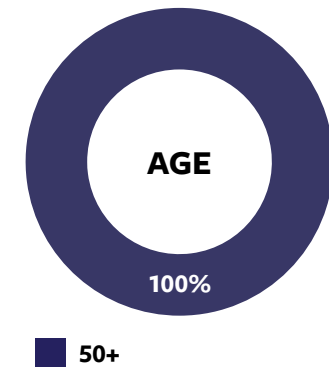
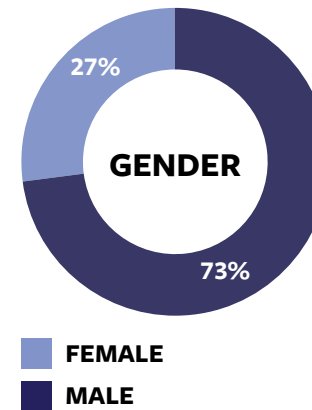
## BOARD COMMITMENT TO DIVERSITY

The Board strives to maintain a diverse Board whose collective body of skills and experience supports achievement of our strategy.

### Tenure Diversity

- The Board believes that an appropriate mix of tenured directors and newer directors with fresh perspectives is necessary to ensure a vital and effective Board.
- Since January 2017, the Board has appointed four new directors, advancing both the skill set and experience profile of the Board while simultaneously increasing its diversity.
- Complementing this strategy of refreshment and enhancement is a commitment to making the most of our longer-tenured directors' experience and intricate knowledge of the Company's operations.

### BOARD OF DIRECTORS



## BOARD COMMITTEES AND RISK OVERSIGHT

### Board Role in Risk Oversight

- The Board maintains oversight responsibility for how we manage risk and charges management with assessing and mitigating that risk through the development, implementation and maintenance of the Company's risk management processes and cyber security program.
- Our internal control environment has been specifically designed to identify and manage risks and to facilitate communication with the Board.
- Our internal audit department, which reports to the Audit Committee, administers our enterprise risk assessment and is responsible for ongoing enterprise risk management processes.
- Our internal audit department also regularly reports to the Board and its committees on risk-related issues as a complement to our strategic planning process.
- The Board also considers specific risk topics and receives regular reports from the heads of our principal businesses and corporate functions that include discussion of the risks and exposures inherent in their respective areas of responsibility.

View our [2021 Annual Proxy Statement](#).

# COMMITTEES

## **Audit Committee**

**Van Arsdell (Chair) | Kolb, O'Brien, Rethore, Sharritts**

- Oversees risk management related to accounting and financial reporting, the audit process, internal control over financial reporting, cyber and data security matters and disclosure controls and procedures.

## **Compensation & Human Resources Committee**

**Tokarz (Chair) | Franklin, Hansen, Kolb, O'Brien, Ortiz, Sharritts**

- Oversees Mueller's employee focused (i.e., social) strategies, such as diversity and inclusion, race, gender, pay equity, fairness and other social issues.

## **Nominating & Corporate Governance Committee**

**Rethore (Chair) | Kolb, O'Brien, Thomas, Tokarz, Van Arsdell**

- Oversees risk management related to governance structure and processes and risks arising from related person transactions.

## **Environment, Health & Safety Committee**

**Thomas (Chair) | Franklin, Hansen, O'Brien, Ortiz**

- Oversees risk management related to risks directly related to environment, health and safety areas.



## ETHICS AND COMPLIANCE

Mueller Water Products' Code of Business Conduct and Ethics is built on the foundation of our Core Values and outlines the standard of conduct that applies to everyone who works for or represents the Company.

[View our Code of Conduct](#)

GRI 103-1, 103-2, 103-3, 205-2

### Anti-Corruption

As a part of our day-to-day business throughout the world, Mueller must abide by various anti-corruption laws. These anti-corruption laws generally prohibit us from offering, authorizing or receiving improper payments of value (i.e., bribes, kickbacks or facilitation payments) for the purpose of obtaining or retaining business.

### Whistleblower Program and Policy

All employees and others who support our business are encouraged to ask questions, seek guidance, express concerns and report any suspected violations of our Code of Conduct, our policies or applicable laws and regulations.

Mueller's compliance Helpline is monitored and managed by an independent third party and is available 24 hours a day, 7 days a week in a variety of languages.

Matters submitted via the Helpline or other methods are promptly and confidentially investigated and the results are routinely reported to the Audit Committee at its regular standing meetings.

### Conflict Minerals

In 2010, Congress passed the Dodd-Frank Act, which directs the Commission to issue rules requiring certain companies to disclose their use of conflict minerals if those minerals are "necessary to the functionality or production of a product" manufactured by those companies. Under the Act, those minerals include tantalum, tin, gold or tungsten.

Congress enacted Section 1502 of the Act because of concerns that the exploitation and trade of conflict minerals by armed groups is helping to finance conflict in the DRC region and is contributing to an emergency humanitarian crisis. Section 1502 of the Act amends the Securities and Exchange Act of 1934 to add Section 13(p).

Please review our [Conflict Mineral Disclosure for additional information](#).

# EXECUTIVE COMPENSATION PRINCIPLES AND DESIGN

## **Executive Compensation Guiding Principles**

### **Pay for Performance**

- Where compensation for an executive is tied to the achievement of financial and strategic goals, actual results that exceed target levels should provide above-target payouts.
- Results that do not exceed threshold levels should not provide payouts.

### **Stockholder Alignment**

- Emphasize both short- and long-term financial performance.
- Include rewards that are significantly impacted by the value of Common Stock.
- Require meaningful Common Stock ownership.

### **EHS-Related Performance Metrics**

- Annual incentive compensation includes EHS-related performance metrics, including a reduction in total recordable incidence rates and key performance indicators for safety.

## GOVERNANCE (Cont.)

### Our Board of Directors



**Mark O'Brien**  
Non-Executive Chairman,  
Mueller Water Products  
Prior Chairman & CEO,  
Walter Investment Management

Capital markets, municipal  
finance, homebuilding and  
real-estate expertise

President & CEO of Brier  
Patch Capital and Management



**Scott Hall**  
President & CEO  
Mueller Water Products

Commercial, business  
leadership and industry  
expertise

Prior President & CEO of  
Textron's Industrial segment



**Shirley Franklin**  
President  
Clarke-Franklin & Associates, Inc.

Civic and executive management  
expertise including rebuilding  
Atlanta's water infrastructure

Former Mayor of Atlanta



**Thomas Hansen**  
Prior Vice Chairman  
Illinois Tool Works

Economic, social, governance  
and industry expertise

Held a number of various  
managerial and executive roles at  
ITW, including Executive  
Vice President



**Jerry Kolb**  
Prior Vice Chairman  
Deloitte

Accounting, financial reporting,  
audit, finance and compensation  
and executive management  
expertise

Certified Public Accountant



**Christine Ortiz**  
Morris Cohen Professor of  
Materials Science & Engineering  
Massachusetts Institute  
of Technology

Social entrepreneurship, materials  
science, nanotechnology, additive  
manufacturing and  
engineering expertise

Prior Dean of Graduate  
Education at MIT



**Bernard Rethore**  
Chairman Emeritus of  
Flowserve Corporation

Manufacturing, strategy,  
capital allocation, M&A and  
corporate governance  
expertise

Prior President & CEO  
of Flowserve Corporation



**Lydia Thomas**  
Prior President & CEO  
Noblis

Information technology,  
environment, health and  
safety expertise

Prior VP & General Manager  
of MITRE Corporation,  
Center for Environment,  
Resources and Space



**Jeffrey S. Sharritts**  
Senior Vice President of the  
Americas Cisco Systems, Inc.

Financial/capital allocation,  
international business, mergers  
and acquisitions, human capital  
management and branding  
expertise

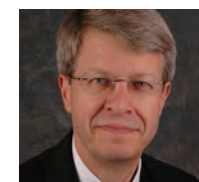
Held a number of executive  
roles at Cisco, including SVP,  
U.S. Commercial Sales



**Michael Tokarz**  
Chairman  
Tokarz Group

Banking, finance,  
entrepreneurship and  
business leadership expertise

Chairman of MVC Capital



**Stephen Van Arsdell**  
Prior Chairman & CEO  
Deloitte & Touche

Audit, finance, accounting, risk  
management and corporate  
governance expertise

Certified Public Accountant



## BOARD COMPOSITION

### Committee Composition

|                                   | Franklin | Hall | Hansen | Kolb | O'Brien | Ortiz | Rethore | Sharritts | Thomas | Tokarz | Van Arsdell |
|-----------------------------------|----------|------|--------|------|---------|-------|---------|-----------|--------|--------|-------------|
| Executive Leadership/CEO          | •        | •    | •      | •    | •       | •     | •       | •         | •      | •      | •           |
| Corporate Governance              | •        |      | •      | •    | •       |       | •       |           | •      | •      | •           |
| Financial/Capital Allocation      | •        | •    | •      | •    | •       | •     | •       | •         | •      | •      | •           |
| Government and Regulatory Affairs | •        | •    |        |      | •       | •     | •       | •         | •      | •      | •           |
| International Business            |          | •    | •      | •    | •       | •     | •       | •         | •      | •      | •           |
| Mergers and Acquisitions          |          | •    | •      | •    | •       |       | •       | •         | •      | •      | •           |
| Multiple-Part Manufacturing       |          | •    | •      |      |         | •     | •       |           |        | •      |             |
| Strategic Planning                | •        | •    | •      | •    | •       | •     | •       | •         | •      | •      | •           |
| Enterprise Risk Management        | •        | •    | •      | •    | •       | •     | •       |           | •      | •      | •           |
| Human Capital Management          | •        | •    | •      |      | •       | •     | •       | •         | •      | •      |             |
| Environment, Health and Safety    | •        | •    | •      |      |         | •     | •       |           | •      |        |             |
| Technology/Systems                |          | •    |        | •    |         | •     |         | •         | •      |        |             |
| Materials Science and Engineering |          |      |        |      |         | •     |         |           |        |        |             |
| Branding                          | •        | •    | •      |      | •       | •     | •       | •         | •      |        |             |

## APPENDIX

| GENERAL STANDARD DISCLOSURES      |   | INFORMATION / LOCATION IN REPORT   |
|-----------------------------------|---|--|
| GRI 101: Foundation 2016          |   |  |
| GRI 102: General Disclosures 2016 |   |  |
| ORGANIZATIONAL PROFILE            |   |  |
| 102-1                             | Name of the organization                  | Mueller Water Products, Inc.   |
| 102-2                             | Activities, brands, products and services | 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. From life-saving fire protection to data intelligence, we are committed to developing products and solutions that help cities and water utilities deliver clean, safe drinking water. Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment and pressure management products. Our important mission to deliver clean, safe drinking water guides our corporate commitment and the daily work of each of our employees. This purpose has become even more critical as infrastructures around the world continue to age and the consequence of water contamination and water loss grows. Mueller is uniquely positioned with our products and technology solutions to help cities and water utilities address their aging infrastructures as well as water quality and scarcity. |
| 102-3                             | Location of the headquarters              | 1200 Abernathy Rd. N.E., Suite 1200<br>Atlanta, GA 30328 USA   |
| 102-4                             | Location of operations                    | <b>Mueller Locations Worldwide</b><br>See Form 10-K for Fiscal Year Ended September 30, 2021 for a full list of Mueller locations worldwide.<br>We have identified 12 locations as major facilities for the purpose of this report. We define major facilities as those with manufacturing activities on the top contributors' list for Mueller's energy, water, waste and GHGs. These locations include Albertville, AL (Foundry/Plant), Aurora, IL (Plant), Brownsville, TX (Plant), Chattanooga, TN (Foundry/Plant), Cleveland, NC (Plant), Cleveland, TN (Plant), Decatur, IL (Foundry/Plant), Jingmen, China (Plant), Kimball, TN (Plant), Barrie, Canada (Plant) and Ariel, Israel (Plant). Note that the Decatur location includes a Plant and Foundry located on separate properties, which is counted as two facilities.  |
| 102-5                             | Ownership and legal form                  | Publicly traded company listed on the New York Stock Exchange as MWA   |

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## APPENDIX (Cont.)

| ORGANIZATIONAL PROFILE |  |   |
|------------------------|--|---|
| 102-6                  | Markets served*  | <b>Revenue by End Market:</b> Repair and replacement of municipal water systems 60-65%, Residential construction 25-30%, Natural gas utilities <10%<br><b>Revenues by Geography:</b> United States 90%, Canada 7%, Other 3%   |
| 102-7                  | Scale of the organization*                                   | Revenue: \$1,111 million<br>Capital Expenditures: \$62.7 million<br>Capitalization:<br>Shareholders Equity: \$694.9 million<br>Net Debt: \$219.4 million<br>Net Debt to Capital: 19.2%  |
| 102-9                  | Supply chain   | See Responsible Sourcing and Supply Chain Risk Management, 2021 ESG Report, page 45, and Our Commitment to Suppliers, 2021 ESG Report, page 70.   |
| 102-10                 | Significant changes to the organization and its supply chain | On June 14, 2021, we acquired izo Water Ltd., a provider of pressure management solutions, which has operations in Southampton, United Kingdom. On October 3, 2019, we acquired the noncontrolling interest of our Pratt Industrial joint venture, which has operations in Emporia, Kansas. On December 3, 2018, we acquired Krausz Industries Development Ltd. and subsidiaries, a manufacturer of pipe couplings, grips and clamps with operations in the United States and Israel. |
| 102-11                 | Precautionary Principle approach                             | See Innovation, Research & Development, 2021 ESG Report, pages 25-26, Environmental Management Approach, 2021 ESG Report, page 28 and Capital Projects and Associated Environmental Benefits, 2021 ESG Report, page 38.   |
| 102-13                 | Membership of Associations                                   | Mueller holds positions in, participates with or provides funding beyond routine membership dues or views membership as strategic to the industry associations and advocacy organizations. See 2021 ESG Report, page 27.  |

\* As of fiscal year 2021

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## APPENDIX (Cont.)

| STRATEGY             |  |  |
|----------------------|--|--|
| 102-14               | Statement from senior decision-maker   | See Letter from our CEO, Scott Hall, President & CEO, 2021 ESG Report, page 3, and Letter from the Chairman, Mark O'Brien, Chairman of the Board, 2021 ESG Report, page 4.   |
| 102-15               | Key impacts, risks and opportunities   | See Enabling Cities and Water Utilities for Sustainability, 2021 ESG Report, page 16, Water Loss Management Solutions, Pipe Repair Solutions, Solutions for Sustainability, Life Saving Fire Protection, Innovation, Research and Development, 2021 ESG Report, pages 17-26 and ESG Targets & Goals, 2021 ESG Report, page 10.   |
| ETHICS AND INTEGRITY |  |  |
| 102-16               | Values, principles, standards and norms of behavior                          | See Mueller's Core Values, 2021 ESG Report, page 14 and Code of Business Conduct and Ethics, 2021 ESG Report, page 69.   |
| 102-17               | Mechanisms for advice and concerns about ethics                              | See Code of Business Conduct and Ethics, 2021 ESG Report, page 69.   |
| GOVERNANCE           |  |  |
| 102-18               | Governance structure   | See Corporate Governance, 2021 ESG Report, pages 8, 62.  |
| 102-19               | Delegating authority   | The Mueller Board of Directors has primary responsibility for oversight of risk and strategy for the company, which includes areas that impact Mueller's sustainability efforts. The Board has delegated responsibility for direct oversight of the Company's sustainability and corporate social responsibility programs to the Board's EHS Committee. The EHS Committee regularly receives updates on sustainability from management and provides updates to the full Board of Directors. There are many aspects of sustainability that are reviewed by the Board and its committees, including strategy and risk, diversity and inclusion, talent and leadership development, social value creation, ethics and compliance, cybersecurity and data privacy. |
| 102-20               | Executive-level responsibility for economic, environmental and social topics | See Board Oversight, 2021 ESG Report, page 8, and ESG Management Committee, 2021 ESG Report, page 9.   |

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## APPENDIX (Cont.)

| GOVERNANCE |  |  |
|------------|--|--|
| 102-21     | <b>Consulting stakeholders on economic, environmental and social topics</b>    | 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. Our Global Employee Pulse Survey is conducted at least once a year, providing employee feedback to the Board of Directors and Executive Leadership Team. Additionally, our quarterly all-employee town hall meetings and monthly town halls at our manufacturing facilities provide an ongoing, consistent channel to hear directly from leadership, helping to develop improvements throughout the organization. Employee feedback provides direction for action plans on communication, process improvement and culture change opportunities. See Materiality Assessment, 2021 ESG Report, page 15, Employee Engagement, 2021 ESG Report, page 57 and Our Commitment to Stockholders, 2021 ESG Report, page 64. |
| 102-22     | <b>Composition of highest governance body and its committees</b>               | See 2021 Proxy Statement, pages 12-18.   |
| 102-23     | <b>Chair of the highest governance body</b>                                    | Our Board of Directors is led by our independent Chairman, Mark O'Brien. See 2021 Proxy Statement, page 2, and 2021 ESG Report, page 4.  |
| 102-24     | <b>Nominating and selecting the highest governance body</b>                    | See 2021 Proxy Statement, pages 19-22, and 2021 ESG Report, pages 64-67.   |
| 102-25     | <b>Conflicts of interest</b>   | See Code of Business Conduct and Ethics, 2021 ESG Report, page 69.   |
| 102-26     | <b>Roll of highest governance body in setting purpose, values and strategy</b> | See 2021 Proxy Statement, page 22-23, and 2021 ESG Report, pages 65-67, 74.  |
| 102-27     | <b>Collective knowledge of highest governance body</b>                         | See 2021 Proxy Statement, pages 13, 27-28.   |
| 102-28     | <b>Evaluating the highest governance body's performance</b>                    | See 2021 Proxy Statement, page 27, and 2021 ESG Report, pages 65-68.   |
| 102-29     | <b>Identifying and managing economic, environmental and social impacts</b>     | See ESG Oversight and Structure, 2021 ESG Report, page 8, and Board Committees and Risk Oversight, 2021 ESG Report, pages 74-75.   |

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 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.

## APPENDIX (Cont.)

| GOVERNANCE |  |   |
|------------|--|---|
| 102-30     | Effectiveness of risk management processes                 | See ESG Oversight and Structure, 2021 ESG Report, page 8, and Board Committees and Risk Oversight, 2021 ESG Report, pages 74-75.  |
| 102-31     | Review of economic, environmental and social topics        | See Our Commitment to Stockholders, 2021 ESG Report, page 64.   |
| 102-32     | Highest governance body's role in sustainability reporting | The Board, primarily through its EHS Committee, provides oversight of our overall approach to sustainability and corporate social responsibility, including our approach to sustainability reporting.   |
| 102-33     | Communicating critical concerns                            | Stockholders and other interested parties may communicate with any of our directors, including our Non-Executive Chairman and the Chairs of our committees, or our independent directors as a group, on Board-related issues by writing in care of our Corporate Secretary at our principal executive office address: 1200 Abernathy Road, N.E., Suite 1200, Atlanta, Georgia 30328. Stockholders and other interested persons may also communicate with directors by sending an email message to <a href="mailto:boardofdirectors@muellerwp.com">boardofdirectors@muellerwp.com</a> , or with the Audit Committee by sending an email message to <a href="mailto:auditcommittee@muellerwp.com">auditcommittee@muellerwp.com</a> . These procedures may change from time to time. Please visit our website at <a href="http://www.muellerwaterproducts.com">www.muellerwaterproducts.com</a> for the most current means of contacting our directors. See 2021 Proxy Statement, page 28, and 2021 ESG Report, page 68. |
| 102-34     | Nature and total number of critical concerns               | See Board Oversight of ESG, 2021 ESG Report, page 8, and Materiality Assessment, 2021 ESG Report, page 15.  |
| 102-35     | Remuneration policies                                      | See Executive Compensation Principles and Design, 2021 ESG Report, page 77. A comprehensive discussion of director and executive compensation can be found in our 2021 Proxy Statement.   |
| 102-36     | Process for determining remuneration                       | A comprehensive discussion of director and executive compensation can be found in our 2021 Proxy Statement.   |
| 102-37     | Stakeholders' involvement in remuneration                  | A comprehensive discussion of director and executive compensation can be found in our 2021 Proxy Statement.   |
| 102-38     | Annual Total compensation ratio                            | The ratio between the annual total compensation of the chief executive officer and the annual total compensation for the median employee was 94:1 in 2021. For more information see our 2021 Proxy Statement, page 52.  |
| 102-39     | Percentage increase in annual total compensation ratio     | Between 2020 and 2021, the annual total compensation for the median employee and Chief Executive Officer increased 6.3% and 29.4%, respectively, resulting in a ratio of 4.7:1. For more information see our 2021 Proxy Statement, page 52, and 2020 Proxy Statement, page 52.  |

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## APPENDIX (Cont.)

| STAKEHOLDER ENGAGEMENT |  |  |
|------------------------|--|--|
| 102-40                 | List of stakeholder groups             | Our Commitment to Sustainable Environmental, Social and Governance Practices, 2021 ESG Report, page 5, and Materiality Assessment, 2021 ESG Report, page 15.   |
| 102-41                 | Collective bargaining agreements       | Mueller employs approximately 3,400 people worldwide, of whom 85% work in the United States. At September 30, 2021, 66% of our hourly workforce was represented by collective bargaining agreements.   |
| 102-42                 | Identifying and selecting stakeholders | Being responsible stewards of the communities in which we live and work requires maintaining relationships with our various stakeholder groups. We actively engage with our customers, suppliers, investors, employees and communities, and encourage their feedback to determine our environmental, social and governance priorities. See Commitment to Sustainable Environmental, Social and Governance Practices, 2021 ESG Report, page 5, and Materiality Assessment, 2021 ESG Report, page 15.  |
| 102-43                 | Approach to stakeholder engagement     | 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. Our Global Employee Pulse Survey is conducted at least once a year, providing employee feedback to the Board of Directors and Executive Leadership Team. Additionally, our quarterly all-employee town hall meetings and monthly town halls at our manufacturing facilities provide an ongoing, consistent channel to hear directly from leadership, helping to develop improvements throughout the organization. Employee feedback provides direction for action plans on communication, process improvement and culture change opportunities. See Materiality Assessment, 2021 ESG Report, page 15, Employee Engagement, 2021 ESG Report, page 57 and Our Commitment to Stockholders, 2021 ESG Report, page 64. |
| 102-44                 | Key topics and concerns raised         | This year, we conducted our first formal materiality assessment, engaging our key stakeholders on a variety of topics and embracing their feedback on what environmental, social and governance factors matter most to them. Mueller is committed to transparent reporting on our risks, opportunities and performance, as we continue improving our ESG strategy and programming with our stakeholders' priorities in mind. See Materiality Assessment, 2021 ESG Report, page 15.   |

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## APPENDIX (Cont.)

| REPORTING PRACTICE |   |  |
|--------------------|---|--|
| 102-45             | <b>Entities included in the consolidated financial statements</b> | Mueller Water Products, Inc., a Delaware corporation, together with its consolidated subsidiaries, operates in two business segments: Infrastructure and Technologies. Infrastructure manufactures valves for water and gas systems, including butterfly, iron gate, tapping, check, knife, plug, automatic control and ball valves, as well as dry-barrel and wet-barrel fire hydrants and pipe repair products. Technologies offers metering systems, leak detection, pipe condition assessment and other products and services for the water infrastructure industry. On June 14, 2021, we acquired i20 Water Ltd., a provider of pressure management solutions, which has operations in Southampton, United Kingdom. On October 3, 2019, we acquired the noncontrolling interest of our Pratt Industrial joint venture, which has operations in Emporia, Kansas. On December 3, 2018, we acquired Krausz Industries Development Ltd. and subsidiaries, a manufacturer of pipe couplings, grips and clamps with operations in the United States and Israel. |
| 102-46             | <b>Defining report content and topic Boundaries</b>               | See Commitment to Sustainable Environmental, Social and Governance Practices, 2021 ESG Report, page 5, and Materiality Assessment, 2021 ESG Report, page 15.   |
| 102-47             | <b>List of material topics</b>                                    | See Materiality Assessment, 2021 ESG Report, page 15.  |
| 102-48             | <b>Restatements of information</b>                                | There were no restatements of information during the reporting period.   |
| 102-49             | <b>Changes in reporting</b>                                       | See Notes 1 and 2 on Form 10-K for Fiscal Year Ended September 30, 2021.   |
| 102-50             | <b>Reporting period</b>   | October 1, 2020 - September 30, 2021   |
| 102-51             | <b>Date of most recent report</b>                                 | 2021 Report issued January 12, 2022  |
| 102-52             | <b>Reporting cycle</b>  | Annual   |
| 102-53             | <b>Contact point for questions regarding the report</b>           | Sustainability@muellerwp.com   |
| 102-54             | <b>Claims of reporting in accordance with the GRI Standards</b>   | Guided by the standards set forth by the Global Reporting Initiative (GRI), United Nations Sustainable Development Goals (SDGs) and the Sustainability Accounting Standards Board (SASB), 2021 ESG Report, page 5.   |
| 102-55             | <b>GRI content index</b>  | See GRI Content Index, 2021 ESG Report, pages 80-92.   |
| 102-56             | <b>External assurance</b>   | No data in this report have been externally assured.   |

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## APPENDIX (Cont.)

| TOPIC-SPECIFIC DISCLOSURES               |   | INFORMATION / LOCATION IN REPORT   |
|--|---|--|
| <b>ANTI-CORRUPTION</b>                   |   |  |
| <b>GRI 103: Management Approach 2016</b> |   |  |
| <b>ORGANIZATIONAL PROFILE</b>            |   |  |
| 103-1<br>103-2<br>103-3                  | <b>Management Approach</b>  | See Code of Business Conduct and Ethics, 2021 ESG Report, page 69, Our Commitment to Suppliers, 2021 ESG Report, page 70, Our Commitment to Employees, 2021 ESG Report, pages 71-72 and Ethics and Compliance, 2021 ESG Report, page 76. |
| <b>GRI 205: Anti-corruption 2016</b>     |   |  |
| 205-2                                    | <b>Communication and training about anti-corruption policies and procedures</b> | See Code of Business Conduct and Ethics, 2021 ESG Report, page 69, Our Commitment to Suppliers, 2021 ESG Report, page 70, Our Commitment to Employees, 2021 ESG Report, pages 71-72 and Ethics and Compliance, 2021 ESG Report, page 76. |
| 205-3                                    | <b>Confirmed incidents of corruption and actions taken</b>                      | No material incidents of corruption or anti-competitive behavior were confirmed in 2021.   |
| <b>MATERIALS</b>                         |   |  |
| <b>GRI 103: Management Approach 2016</b> |   |  |
| 103-1<br>103-2<br>103-3                  | <b>Management Approach</b>  | See Commitment to Sustainable Environmental, Social and Governance Practices, 2021 ESG Report, page 5.   |
| <b>GRI 301: Materials 2016</b>           |   |  |
| 301-2                                    | <b>Recycled input materials used</b>  | See Recycled Materials in Our Product, 2021 ESG Report, page 37.   |

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## APPENDIX (Cont.)

| ENERGY                            |   |   |
|-----------------------------------|---|---|
| GRI 103: Management Approach 2016 |   |   |
| 103-1<br>103-2<br>103-3           | Management Approach                           | See Environmental Management, 2021 ESG Report, pages 28-29. |
| GRI 302: Energy 2016              |   |   |
| 302-1                             | Energy Consumption Within the Organization    | See Energy, 2021 ESG Report, page 31.                       |
| 302-3                             | Energy Intensity                              | See Energy, 2021 ESG Report, page 31.                       |
| 302-4                             | Reduction of Energy Consumption               | See Energy, 2021 ESG Report, page 31.                       |
| WATER AND EFFLUENTS               |   |   |
| GRI 103: Management Approach 2016 |   |   |
| 103-1<br>103-2<br>103-3           | Management Approach                           | See Environmental Management, 2021 ESG Report, page 28.     |
| GRI 303: Water and Effluents 2018 |   |   |
| 303-2                             | Management of water discharge-related impacts | See Water Withdrawal, 2021 ESG Report, page 35.             |
| 303-3                             | Water withdrawal                              | See Water Withdrawal, 2021 ESG Report, page 35.             |

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## APPENDIX (Cont.)

| EMISSIONS                         |  |   |
|-----------------------------------|--|---|
| GRI 103: Management Approach 2016 |  |   |
| 103-1<br>103-2<br>103-3           | Management Approach  | See Environmental Management, 2021 ESG Report, pages 28-29.   |
| GRI 305: Emissions 2016           |  |   |
| 305-1                             | Direct (Scope 1) GHG emissions   | See Emissions, 2021 ESG Report, page 32.  |
| 305-2                             | Energy indirect (Scope 2) GHG emissions  | See Emissions, 2021 ESG Report, page 32.  |
| 305-3                             | Other indirect (Scope 3) GHG emissions   | See Emissions, 2021 ESG Report, page 32.  |
| 305-4                             | GHG emissions intensity  | See Emissions, 2021 ESG Report, page 32.  |
| 305-5                             | Reduction of GHG emissions   | See Emissions, 2021 ESG Report, page 32.  |
| 305-6                             | Emissions of Ozone-Depleting Substances (ODS)  | Mueller does not use significant amounts of ozone-depleting substances and therefore, does not track their use. |
| 305-7                             | Nitrogen Oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions | See Significant Other Air Emissions, 2021 ESG Report, page 34.  |
| WASTE                             |  |   |
| GRI 103: Management Approach 2016 |  |   |
| 103-1<br>103-2<br>103-3           | Management Approach  | See Environmental Management, 2021 ESG Report, pages 28-29.   |

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## APPENDIX (Cont.)

| GRI 306: Waste 2020               |  |   |
|-----------------------------------|--|---|
| 306-3                             | Waste generated  | See Waste, 2021 ESG Report, page 36.  |
| 306-4                             | Waste diverted from disposal                           | See Waste, 2021 ESG Report, page 36.  |
| 306-5                             | Waste directed to disposal                             | See Waste, 2021 ESG Report, page 36.  |
| ENVIRONMENTAL COMPLIANCE          |  |   |
| GRI 103: Management Approach 2016 |  |   |
| 103-1<br>103-2<br>103-3           | Management Approach                                    | See Environmental Management, 2021 ESG Report, pages 28-29.   |
| GRI 307: Environmental Compliance |  |   |
| 307-1                             | Non-compliance with environmental laws and regulations | In 2021, Mueller received two notices of violation (NOVs) resulting in an Administrative Order and a fine of \$22,400. The alleged violations and corrective actions include: (1) Based on observations made during a compliance evaluation inspection (CEI), hazardous waste (i.e., EPA Hazardous Waste No. D001) was stored in the secondary containment system for the Forge Paint Area for more than 90 days without a permit or an extension. Corrective action: Mueller has replaced the permanent process unit containment curbing with portable spill containment. The portable spill containment has been installed to accommodate daily inspection and cleanout within 24-hours of detection of any leaks/spills. (2) Based on observations made during a CEI, F005 hazardous waste was disposed into the onsite industrial landfill. The facility has not been permitted or approved to accept this waste stream. Corrective Actions: The job safety and environmental analysis (JSEA) was revised to clarify procedures to properly manage spent solvents from line flush or gun cleaning activities. Paint line employees were retrained on the revised JSEA requirements and hazardous waste management. In addition, Mueller is in process of removing the contaminated filters from the onsite landfill and will increase groundwater monitoring frequency and the parameters associated with the landfill. |

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## APPENDIX (Cont.)

| EMPLOYMENT  |  |   |
|---|--|---|
| <b>GRI 103: Management Approach 2016</b>            |  |   |
| 103-1<br>103-2<br>103-3                             | Management Approach  | See Section Social Stewardship, 2021 ESG Report, pages 46-48.   |
| <b>GRI 401: Employment 2016</b>                     |  |   |
| 401-1   | New Employee hires and employee turnover   | For Employee Turnover, see Social Stewardship, 2021 ESG Report, page 50. New employee hires will be addressed in the next report. |
| 401-2   | Benefits provided to full-time employees that are not provided to temporary or part-time employees | See Social Stewardship, 2021 ESG Report, pages 46-47.   |
| 401-3   | Parental Leave   | See Social Stewardship, 2021 ESG Report, page 48.   |
| OCCUPATIONAL HEALTH AND SAFETY                      |  |   |
| <b>GRI 103: Management Approach 2016</b>            |  |   |
| 103-1<br>103-2<br>103-3                             | Management Approach  | See Section Safety, Excellence & Leadership, 2021 ESG Report, pages 40-41.  |
| <b>GRI 403: Occupational Health and Safety 2018</b> |  |   |
| 403-1   | Occupational health and safety management system   | See Safety, Excellence & Leadership, 2021 ESG Report, pages 40-41.  |
| 403-2   | Hazard identification, risk assessment and incident investigation                                  | See Safety, Excellence & Leadership, 2021 ESG Report, pages 40-41.  |

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|  |   |  |
|--|---|--|
| 403-5  | Worker training on occupational health and safety                         | See Safety, Excellence & Leadership, 2021 ESG Report, pages 40-41.   |
| 403-6  | Promotion of worker health  | See Health and Wellness, 2021 ESG Report, page 46.   |
| 403-8  | Workers covered by an occupational health and safety management system    | See Safety, Excellence & Leadership, 2021 ESG Report, pages 40-41.   |
| 403-9  | Work-related injuries   | See Safety, Excellence & Leadership, 2021 ESG Report, pages 42.  |
| <b>TRAINING AND EDUCATION</b>                        |   |  |
| <b>GRI 103: Management Approach 2016</b>             |   |  |
| 103-1<br>103-2<br>103-3                              | Management Approach   | See Developing Talent for the Future, 2021 ESG Report, page 51.  |
| <b>GRI 404: Training and Education 2016</b>          |   |  |
| 404-2  | Programs for upgrading employee skills and transition assistance programs | See Developing Talent for the Future, 2021 ESG Report, page 51. Note that transition assistance programs for retiring or terminated employees are not included in this report. |
| <b>DIVERSITY AND EQUAL OPPORTUNITY</b>               |   |  |
| <b>GRI 103: Management Approach 2016</b>             |   |  |
| 103-1<br>103-2<br>103-3                              | Management Approach   | See Section - Diversity, Equity and Inclusion (DE&I), 2021 ESG Report, page 53.  |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b> |   |  |
| 405-1  | Diversity of governance bodies and employees                              | See Diversity, Equity and Inclusion (DE&I), 2021 ESG Report, pages 53-56.  |

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## APPENDIX (Cont.)

| CHILD LABOR                            |   |  |
|--|---|--|
| GRI 103: Management Approach 2016      |   |  |
| 103-1<br>103-2<br>103-3                | Management Approach   | See Responsible Sourcing and Supply Chain Risk Management, 2021 ESG Report, page 45, Human Rights, 2021 ESG Report, page 58 and Our Commitment to Suppliers, 2021 ESG Report, page 70. |
| GRI 408: Child Labor 2016              |   |  |
| 408-1                                  | Operations and suppliers at significant risk for incidents of child labor | See Human Rights, 2021 ESG Report, page 58, and Our Commitment to Suppliers, 2021 ESG Report, page 70.   |
| SOCIOECONOMIC COMPLIANCE               |   |  |
| GRI 103: Management Approach 2016      |   |  |
| 103-1<br>103-2<br>103-3                | Management Approach   | See Section – Human Rights, 2021 ESG Report, page 58.  |
| GRI 419: Socioeconomic Compliance 2016 |   |  |
| 419-1                                  | Non-compliance with laws and regulations in the social and economic area  | See Form 10-K for Fiscal Year Ended September 30, 2021, page 17.   |

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## APPENDIX (Cont.)

As of 2022, our sustainability reporting will begin to align with both the Industrial Machinery & Goods and the Iron & Steel Producers sustainability accounting standards from the Sustainability Accounting Standards Board (SASB). Portions of this current report meet aspects of the standards, and we will work toward reporting on additional disclosures in future reports.

| SASB SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS |   |  |
|--|---|--|
| INDUSTRIAL MACHINERY & GOODS / IRON & STEEL PRODUCERS      |   |  |
| <b>Energy Management</b>                                   |   |  |
| RT-IG-130a.1<br>EM-IS-130a.1                               | (1) Total energy consumed,<br>(2) percentage grid electricity,<br>(3) percentage renewable              | See Energy, 2021 ESG Report, page 31.<br>1) See Energy, 2021 ESG Report, page 31. 2) See Energy, 2021 ESG Report, page 31. 3) Percentage of renewable energy not measured at this time.  |
| <b>Employee Health &amp; Safety</b>                        |   |  |
| EM-IS-320a.1<br>RT-IG-320a.1                               | (1) Total recordable incident rate (TRIR),<br>(2) fatality rate,<br>(3) near miss frequency rate (NMFR) | See Safety Key Performance Indicators, 2021 ESG Report, page 42.<br>1) 1.25 in 2021 for non-fatal injuries related to operations. 0.57 in 2021 for non-fatal injuries not related to operations. 2) Fatal injuries related to operations in 2021 was 0.00 and fatal fatal injuries not related to operations in 2021 was 0.06. 3) Currently do not measure near miss frequency rate (NMFR) at this time. |
| <b>Activity Metric</b>                                     |   |  |
| RT-IG-000.b  | Number of employees   | See Mueller Water Products by the Numbers, 2021 ESG Report, page 12, and Form 10-K for Fiscal Year Ended September 30, 2021.   |
| <b>Greenhouse Gas Emissions</b>                            |   |  |
| EM-IS-110a.1   | Gross global Scope 1 emissions,<br>percentage covered under emission-<br>limiting regulations           | See Emissions, 2021 ESG Report, page 32.<br>1) Scope GHG Emissions - approximately 23,227 metric tons CDE in 2021; The remaining GHG emissions under Kyoto Protocol are not material to our operations. 2) 0% as we currently don't operate in cap-and-trade, carbon tax/fee structure or other system.  |

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| Air Emissions    |  |  |
|------------------|--|--|
| EM-IS-120a.1     | Air emissions of the following pollutants:<br>(1) CO, (2) NOx (excluding N2O),<br>(3) SOx, (4) particulate matter (PM10),<br>(5) manganese (MnO), (6) lead (Pb),<br>(7) volatile organic compounds (VOCs)<br>and (8) polycyclic aromatic hydrocarbons (PAHs) | See Other Significant Air Emissions, 2021 ESG Report, page 34.   |
| Water Management |  |  |
| EM-IS-140a.1     | (1) Total fresh water withdrawn<br>(2) percentage recycled, (3) percentage<br>in regions with High or Extremely High<br>Baseline Water Stress  | 1) See Water Withdrawal, 2021 ESG Report, page 35. 2) Percentage of water recycled not measured at this time. 3) See Water Withdrawal, 2021 ESG Report, page 35. |
| Waste Management |  |  |
| EM-IS-150a.1     | Amount of waste generated, percentage<br>hazardous, percentage recycled  | See Waste, 2021 ESG Report, page 36.   |

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Mueller  
Water  
Products

For more information about our sustainability initiatives, please email [sustainability@muellerwp.com](mailto:sustainability@muellerwp.com).

[www.muellerwaterproducts.com](http://www.muellerwaterproducts.com)