



# 2021

## SUSTAINABILITY

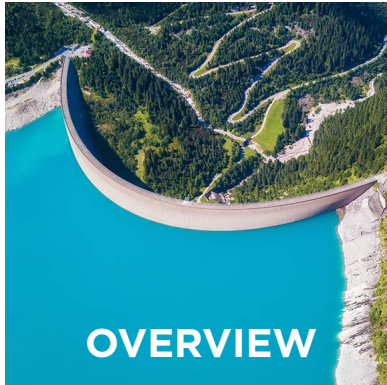
REPORT



**evoqua**  
WATER TECHNOLOGIES



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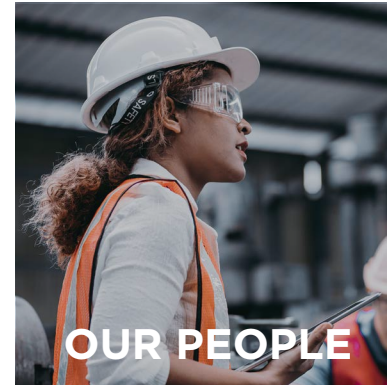
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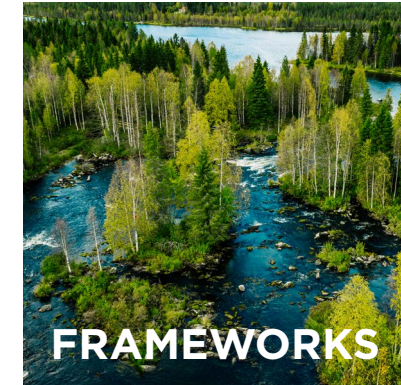


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# About This Report

The reporting period for the metrics included in this report is our fiscal year 2021 (FY21), October 1, 2020 to September 30, 2021, unless otherwise noted. This report was released in April, 2022.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option. Our GRI Content Index can be found on [page 55](#) of this report. We disclosed relevant Sustainability Accounting Standards Board (SASB) disclosures, which can be found in our SASB Index on [page 70](#) of this report.

## FORWARD-LOOKING STATEMENTS

This Sustainability Report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. You can generally identify forward-looking statements by our use of forward-looking terminology such as “aim,” “anticipate,” “assume,” “believe,” “continue,” “could,” “estimate,” “expect,” “goal,” “intend,” “may,” “might,” “plan,” “progress,” “potential,” “predict,” “projection,” “seek,” “should,” “strive,” “target,” “will,” or “would,” or the negative thereof or other variations

thereon or comparable terminology. All these forward-looking statements are based on our current expectations, assumptions, estimates, and projections. While we believe these expectations, assumptions, estimates, and projections are reasonable, such forward-looking statements are only predictions and involve known and unknown risks and uncertainties, many of which are beyond our control. These and other important factors may cause our actual results, performance, or achievements to differ materially from any future results, performance or achievements expressed or implied by these forward-looking statements. Some of the factors that could cause actual results to differ materially from those expressed or implied by the forward-looking statements include, among other things, general global economic and business conditions, the development or lack of development of certain technologies, changes in the nature of our operations, acquisitions or divestitures of businesses and/or facilities, changes in laws, rules, and regulations, and other risks and uncertainties, including those listed under Part I, Item 1A, “Risk Factors” in our Annual Report on Form

10-K for the fiscal year ended September 30, 2021, as filed with the U.S. Securities and Exchange Commission (SEC) on November 17, 2021, and in other filings we may make from time to time with the SEC.

All statements other than statements of historical fact included in this Sustainability Report are forward-looking statements. Any forward-looking statements made in this Sustainability Report speak only as of the date of this Sustainability Report. Except as required by law, we do not undertake any obligation to update or revise, or to publicly announce any update or revision to, any of the forward-looking statements made herein, whether as a result of new information, future events or otherwise after the date of this Sustainability Report. These forward-looking statements should not be relied upon as representing the company’s views as of any date of this Sustainability Report.

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# A Message From Our CEO



Sustainability is core to what we do every day – providing solutions to protect and preserve one of our planet’s most valuable resources, water. Our opportunity to make our customers’ water systems more sustainable is known as our Handprint. We are proud of and energized by the impact our Handprint has on water resiliency every day.

We are also driven to become more sustainable through our own actions, known as our Footprint. We believe our newly released sustainability goals relating to water reuse and reducing emissions, along with the implementation of water reuse and safety metrics in our annual incentive plan, will motivate our employees toward achieving our long-term strategy.

Beyond our environmental goals, we are working to build a more inclusive and diverse culture, as will be evidenced in this report. We believe inclusion enables diversity to thrive and unites our employees around our purpose: Transforming Water. Enriching Life.®

Evoqua recognizes the importance of communicating with our stakeholders, and we have received positive recognition for our ESG reporting.\* This report includes disclosure of our emissions and water data, including utilization of the standards set forth by the



Sustainability is core to what we do every day – providing solutions to protect and preserve one of our planet’s most valuable resources, water.

Global Reporting Initiative (GRI) Core Option and utilizing the recommendations provided by the Sustainability Accounting Standards Board (SASB).

As a water technology company, we play a crucial role in helping our customers build more sustainable water systems. We are committed to maintaining a technology-driven, customer-centric culture while offering a broad portfolio of water treatment products, services, and solutions that help solve global water challenges.

Finally, and through this report, we affirm our commitment to continue investing in innovation, creating an inclusive and diverse culture, and communicating the impact of our Footprint and our Handprint in working towards our purpose: **Transforming Water. Enriching Life.®**

Sincerely,

**RON C. KEATING**  
 PRESIDENT, CHIEF EXECUTIVE OFFICER,  
 MEMBER OF THE BOARD OF DIRECTORS

\* 2021 and 2022 institutional investor all - America executive team rankings in electrical equipment & multi industry sector for midcap/small cap, top in ESG Reporting.





# Overview



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# At a Glance

Evoqua Water Technologies is a leading provider of mission-critical water and wastewater treatment solutions, offering a broad portfolio of products, services, and expertise to support industrial, municipal, and recreational customers who value water. Evoqua has worked to protect water, the environment, and its employees for more than 100 years, earning a reputation for quality, safety, and reliability around the world. We are headquartered in Pittsburgh, Pennsylvania. As of September 30, 2021, we operated in 156 locations across the United States, Canada, the United Kingdom, the Netherlands, Germany, Australia, the People’s Republic of China, Singapore, India,

and the Republic of Korea, including 11 manufacturing facilities, 7 research and development facilities, and 91 service branches. Serving more than 38,000 customers and 200,000 installations worldwide, our employees are united by a common purpose:

**Transforming Water. Enriching Life.®**

We are a small-mid cap company with \$1.46 billion in revenue in FY21. For more information on our financials, reference our [2021 Annual Report](#) or Form 10-K for the year ended September 30, 2021, filed with the Securities and Exchange Commission (SEC) on November 17, 2021, available on our company website along with our other periodic reports.

~4,000  
Team  
Members<sup>1</sup>

10  
Countries<sup>2</sup>

156  
Locations<sup>1</sup>

+200k  
Installations<sup>1</sup>

~\$1.46B  
FY21  
Revenue<sup>1</sup>

<sup>1</sup> Data reflects as of September 30, 2021.  
<sup>2</sup> Where we have locations.



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# Our Commitment

### OUR PURPOSE

Transforming Water. Enriching Life.®

### OUR VISION

The world's first choice for water solutions.

### OUR VALUES:

#### Integrity

Do what's right

#### Customers

The foundation of our success

#### Performance

Deliver on promises

#### Sustainable

Our commitment to today and tomorrow

We transform water for our customers, communities, and planet.

We embrace inclusion and diversity as a primary catalyst for innovation.

We are stewards of environmental health through our actions and conduct.



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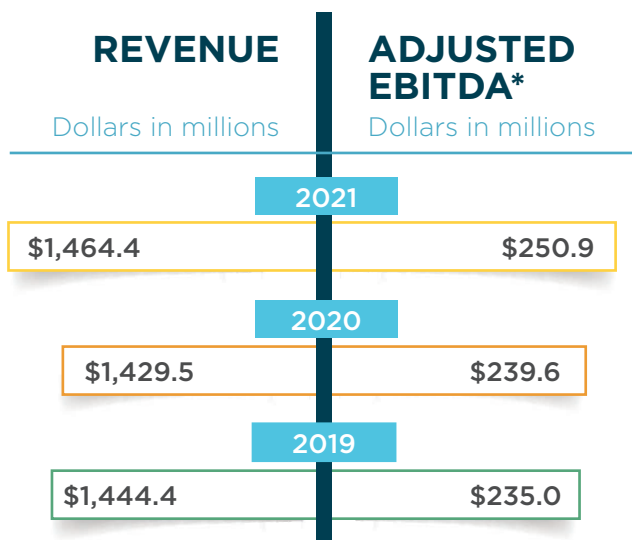
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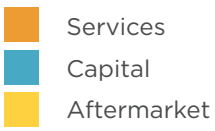
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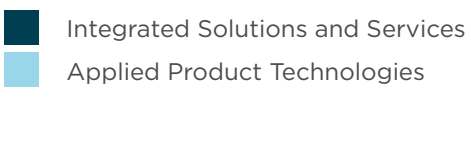
# Creating Value for Our Stakeholders



## FY21 REVENUE BY TYPE



## FY21 REVENUE BY SEGMENT



\* Adjusted EBITDA is a non-GAAP financial measure. For a reconciliation of Adjusted EBITDA to net income, the most directly comparable GAAP financial measure, please see the Appendix attached to this report.

# Markets We Serve

- GENERAL MANUFACTURING
- POWER
- LIFE SCIENCES
- MICRO-ELECTRONICS
- CHEMICAL PROCESSING
- MUNICIPAL DRINKING WATER
- FOOD & BEVERAGE
- MUNICIPAL WASTEWATER
- AQUATICS
- REFINING & MARINE



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# Fiscal Year 2021 in Review



Reduced our electricity usage by over 7% from FY19-FY21<sup>1</sup>



This is the equivalent of the estimated average annual electricity usage of approximately 267 American homes.<sup>2</sup>



Launched the Evoqua Inclusion Network (EIN)



The EIN is tasked with identifying opportunities that promote inclusion and minimize unconscious bias. For more information, please see [page 40](#).



Our total company-wide water reuse exceeded 55%<sup>1</sup>



Received recognition as the **2021 Global Sustainability in Water Technology Company of the Year** - Designated by Frost & Sullivan for our leadership in sustainability in the water technology market.

## Recognition



### 2021 CLEAN200™ AWARD<sup>3</sup>

Recognized by As You Sow and Corporate Knights as one of the 200 largest public companies, ranked by clean energy revenues.

In FY21, Evoqua improved its rating on the Corporate Knights Clean200 list. As defined by the list, 100% of our revenues are considered green.



Recognized on Forbes list of **AMERICA'S BEST MIDSIZE EMPLOYERS FOR 2021** - Selected through an independent survey of more than 50,000 U.S. employees working across 25 industry sectors.

<sup>1</sup> Calculated using data from Evoqua's key facilities, which encompass over 90% of our internal environmental impact based on management estimates.

<sup>2</sup> As per the [U.S. Energy Information Administration](#).

<sup>3</sup> Clean200™ is a trademark of As You Sow. Learn more about the Clean200 [here](#).

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# Our Sustainability Goals

Helping our customers to be more sustainable through our solutions, known as our Handprint, is our opportunity. In November 2021, we announced two purposeful environmental goals to become more sustainable in our own operations. As an organization, we are also working to improve our safety performance. Aligning around common goals and impact areas is crucial to gain internal momentum towards our purpose: **Transforming Water. Enriching Life.**<sup>®</sup>



By 2035, Evoqua's facilities will seek to **recycle and reuse more water than withdrawn.**

To read more, please visit [page 29](#) of this report.



Evoqua plans to **set science-based targets** by 2023, that will assist the company with its goal of reaching **net-zero greenhouse gas emissions by 2050.**

To read more, please visit [page 29](#) of this report.



For FY22, we aim to have our Total Recordable Incident Rate (**TRIR**) **at less than or equal to 1.0.**

To read more, please visit [page 36](#) of this report.



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# Building a Sustainable Future

WE DEFINE OUR IMPACT THROUGH:



## HANDPRINT

Sustainably supporting customers, communities, and the environment to deliver a positive impact through our solutions.



## FOOTPRINT

Pursuing sustainability throughout our internal operations.



While we withdraw approximately **1.5 million gallons** of water every day within our facilities, we also transform approximately **100 billion gallons** of water for our customers daily.



Water scarcity, due to climate change and other factors, along with emerging contaminants in water, are growing concerns worldwide, impacting individuals, enterprises, communities, and governments. Safe and available water is critical to overall human health and well-being; however, certain sources estimate that as of early 2022, approximately 2.4 billion people live in water-scarce areas<sup>1</sup>, and that by 2030, water scarcity could displace 700 million people.<sup>2</sup> When considering the global economic landscape, few industries can thrive without a stable water supply, whether it is used to power the enterprise, required to feed its supply chain, or instrumental in creating a product itself.

At Evoqua, we work daily to build a more sustainable, healthy, and safe water system by providing water treatment solutions to communities, companies, and organizations worldwide. Evoqua is dedicated to developing and delivering solutions that help customers and communities protect the world's most valuable resource — water.



### CLEAN WATER AND SANITATION<sup>3</sup>

According to the United Nations, water is the core element through which people will feel the impacts of climate change.<sup>2</sup> We are proud to help solve for a broad range of water treatment challenges through our technologies that enable water reuse such as, our mobile response units that enable customers to build resilient water systems. For more information on the SDGs, please see [page 16](#) of this report.

<sup>1</sup> World Data Lab

<sup>2</sup> UN Water Facts

<sup>3</sup> The use of the SDG logos or icons does not imply the endorsement of the United Nations. <https://www.un.org/sustainabledevelopment/>

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# A Message From Our CGO and CSO



Water is one of the world’s most valuable resources. With water being identified by the United Nations as the primary medium through which we feel climate change\*, it is inspiring to work for a company that is positioned to help mitigate water risk while improving health and safety. As Chief Growth and Sustainability Officer, I see first-hand how we address these challenges in communities and across industries.

At Evoqua, we view sustainability as an opportunity, whether sharing our sustainability values with employees, helping our customers to understand how their water system can help meet their own sustainability goals, or developing new, efficient solutions that can solve water challenges related to Sustainable Development Goal 6 (SDG 6), Clean Water and Sanitation. By transforming approximately 100 billion gallons of water a day for a variety of end markets, we have the opportunity to help our customers build more environmentally and socially responsible water systems. To help combat the effects of climate change on global water systems, we will continue to seek partnerships and innovative solutions to expand our positive Handprint.

\* [Read more](#) about water and climate change from the United Nations



At Evoqua, we view sustainability as an opportunity, whether sharing our sustainability values with employees, helping our customers to understand how their water system can help meet their own sustainability goals, or developing new, efficient solutions that can solve water challenges related to SDG 6, Clean Water and Sanitation.

As a company, we continue to identify new ways to reduce our operational Footprint. Over the next one and a half years, we plan to use the science-based target setting methodology to guide our mid-term emission reduction targets, in line with the Paris Agreement’s 1.5°C pathway. We will continue working to further integrate a culture of sustainability within our organization through company-wide training on our Handprint and Footprint and other initiatives. We are committed to working with our customers, suppliers, peers, educational institutions, and other organizations to share best practices and strive to do better as we continue on our sustainability journey.

Sincerely,

**SNEHAL A. DESAI**  
EXECUTIVE VICE PRESIDENT,  
CHIEF GROWTH AND SUSTAINABILITY OFFICER



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# Driving Innovation to Build Sustainable Water Solutions

Sustainability is a consideration in our innovation process. Whether related to product life, customer impact, or manufacturing processes, we make decisions with potential environmental and social impacts in mind. One example of how we affect this is through our Sustainable Innovation Checklist. Implemented in FY21, this checklist enables us to systematically assess the multiple dimensions of sustainability when designing new products or solutions, including efficiencies, materials, end of life, and more. Innovation of digitally enabled solutions is another tool to improve sustainability within our business and our customers' operations. Our [Water One® service](#) enables us to increase customer uptime while reducing fleet mileage and ion exchange resin waste, among other things. For more information on our Water One Service, see [page 16](#).



## DESIGNING MORE SUSTAINABLE PRODUCTS

The new Vortisand® C-Series system provides a range of filters ideal for commercial cooling applications such as HVAC, data centers, central utility plants, hospitals, and district energy facilities. The Vortisand filter is a high-capacity media filter that allows the unit to operate at filtration rates of up to five times greater than traditional media filters while filtering 10-50 times finer. [Learn more](#) about the Vortisand Commercial C-Series filtration system.

In designing this new product, we were able to develop a more efficient design that resulted in a reduction of steel usage.

### PRODUCT:

Vortisand® cross-flow microsand filter

### WATER

**50%** Less water consumption due to low backwash flux rates

### ENERGY

Significant energy savings achieved in heat transfer applications

### REDUCE RISK

Decreased nutrient sources and habitat for potential bacteria such as legionella

### EFFICIENCY

Minimized maintenance and downtime

In comparison to other media filters.

\* Evoqua makes no claim that use of its Vortisand® filter effects bacteria reduction or acts to disinfect.

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# Investing in a New Sustainability and Innovation Hub

To support our efforts in developing cutting-edge and sustainable water treatment technologies that address critical water challenges, we opened our Sustainability and Innovation Hub in October 2021. The new facility serves as our center of excellence for research and innovation, addressing emerging water trends, including connectivity, health and safety, and the impacts of climate change on water.

The Sustainability and Innovation Hub is located in the Lawrenceville Tech Forge facility, part of Pittsburgh’s urban technology park. This is an ideal location, as the area is home to a number of innovative companies in the region and conveniently located close to our world headquarters in downtown Pittsburgh. The 18,000 square-foot facility houses a hands-on demonstration and training area, pilot testing environment, and a state-of-the-art laboratory to grow our analytical and feasibility study capacity.

The Hub focuses on elevating our connected and digital technologies, enhancing our waste-to-value treatment systems, and furthering the development of solutions to address emerging contaminants. The collaborative workspace is designed to efficiently analyze our customers’ water quality to provide optimal, sustainable treatment solutions, illustrating our commitment to delivering excellence to our customers.

The establishment of the Sustainability and Innovation Hub aligns with our strategy for success through investment in research and development to help solve some of the world’s most challenging water issues. Our vision for the Hub is to bring together technologies and innovative thinking to develop solutions that will empower our customers and help them respond to today’s critical water challenges.



Our state-of-the-art Sustainability and Innovation Hub is dedicated to training and the development of next-generation treatment solutions.





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# Product Safety and Quality

We aim to provide our customers with proven, reliable, and safe water and wastewater treatment solutions. Managerial responsibility for product safety and quality is owned within each division. Each division is led by a Vice President or General Manager who reports to one of our Segment Presidents. We take many steps to ensure our products are safe for our stakeholders, including:

### RISK ASSESSMENTS

Product safety risk assessments are incorporated into the launch requirements for all products.

### INCIDENT INVESTIGATION

Both divisional and corporate Environment, Health, and Safety (EHS) resources investigate every product or service safety incident that occurs. We regularly test emergency response procedures as part of our EHS program, and part of our formal product recall procedures is to notify impacted customers. The Segment President for the product under investigation and our entire executive leadership team are engaged in the review. Corrective action may involve cross-functional engagement from product management, corporate engineering, segment quality, strategic sourcing, and technology and innovation to address the issue.

### PRODUCT AND SAFETY TRAINING

Our employees are at the heart of every product and service we provide our customers. Employee product and safety training begins during our onboarding process, where each employee receives a mandatory overview of Evoqua’s safety and quality programs. Training is tailored by location and job function to ensure employees are familiar with the safety and quality processes and programs specific to their role and responsibility. We train our employees and customers in product safety during installation and startup.

### OUR APPROACH TO QUALITY MANAGEMENT

We maintain an Integrated Management System Manual designed to help customers and employees understand management’s commitment to establishing, implementing, and maintaining a management system aligned with ISO 9001, ISO 14001, and OHSAS 18001 requirements. It details our commitment to enhancing product quality, and in turn, safety. The manual, which includes our Management System Policy Statement, is available to all customers, employees, and personnel working on behalf of Evoqua.

### CERTIFICATIONS

Eight of our 11 global manufacturing sites are ISO 9001 certified (72%).\* All 10 of our U.S. resin regeneration plants are ISO 9001 certified.\* For these certifications, we maintain internal quantitative targets and receive external audits of our management systems. An additional four facilities have quality certifications specific to work performed at the facility, such as the American Society of Mechanical Engineers (ASME), American Welding Society (AWS), German Association for Welding and Allied Processes DVS, Atmospheres Explosives (ATEX), International Electrotechnical Commission System – Explosive Atmospheres (ICEEx), Underwriter Laboratories (UL) and NSF International (NSF).

\* Data reflects as of September 30, 2021

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# Sustainable Development Goals

As the world moves toward a more circular and sustainable economy, we believe that we are well-positioned to help our customers achieve their sustainability goals. Our broad portfolio of innovative products and services are aligned with the United Nations' Sustainable Development Goals (SDGs)<sup>3</sup> and help our customers solve their most complex water and wastewater treatment challenges, examples of which are outlined below. Aligning to the SDGs allows us to help our customers address the global challenges they may face, creating a more sustainable future.



## CLEAN WATER AND SANITATION

While SDG 6 is where we believe we have the most significant impact, we also help our customers meet other SDGs, including SDG 3, 7, 9, 12, and 13.



**HEALTH & WELLNESS** We provide products and services to support disinfection and sanitization, which are critical to maintaining safe operations in hospitals, laboratories, food processing, and aquatic facilities by removing common and emerging contaminants.



## RENEWABLE ENERGY FROM WASTEWATER

Our anaerobic digestion technology installations produce enough renewable energy to meet the electricity needs for the equivalent of **~5,000 American homes** per day.<sup>1</sup>



**SMART WATER** Our award-winning Water One® service provides customers with reliable water quality and quantity when they need it through a digitally enabled, proactive service model. Based on our estimates, this service, which includes remote monitoring of systems, has enabled us to reduce the distance driven by our service technicians to customer sites by over **150,000 miles**, which equates to a reduction of **~122 metric tons of CO<sub>2</sub> emissions**.<sup>2</sup> Our Water One service has also reduced the volume of chemicals used in our resin regeneration process in FY21 by **~86,000 pounds**, as compared to FY17 due to more efficient tank exchanges.<sup>2</sup>



**CIRCULAR ECONOMY** Evoqua reactivated **~13,000 tons** of granular activated carbon and regenerated **~97,000 tons** of resin in FY21. We reuse these materials through our carbon reactivation and resin regeneration services and **~110,000 tons** of waste from going to landfills. Learn more on [page 34](#).



**CLIMATE MITIGATION** With one of the largest fleets of temporary and rapid response mobile units in North America, Evoqua can provide clean water when and where it is needed most, aiding our customers through our Handprint. Internally, we are also working to manage our impact, known as our Footprint. In FY22, we set a goal to increase recycling and reuse of water in our facilities by 2035 and reach net-zero greenhouse gas emissions by 2050. Learn more on [page 29](#).

<sup>1</sup> Evoqua Water Technologies anaerobic wastewater treatment systems produce approximately 540,000 m<sup>3</sup> per day of biogas at installations around the world. This is utilized to produce an estimated 2,000,000 kWh of heat and 170,000 kWh of electricity every day. This estimate is based on average home electricity usage provided by the [U.S. Energy Information Administration](#).

<sup>2</sup> Based on our review of data relating to just over 1,000 customers for the period from 2017 to 2021, we estimate that the digitally enabled remote monitoring service Water One® SD has allowed us to reduce the number of service trips to these customers during this period by 11%. This means less downtime and fewer disruptions for our customers. Based on the average time spent on a service trip and the average distance from our branches to these customer sites, we estimate that the reduction in service trips has resulted in approximately 9,400 fewer hours of time spent by our service technicians on service trips, fewer miles driven by our fleet, which in turn has reduced our CO<sub>2</sub>e emissions and chemicals consumed in our resin regeneration process.

<sup>3</sup> The use of the SDG logos or icons does not imply the endorsement of the United Nations. <https://www.un.org/sustainabledevelopment/>

In FY20, Evoqua was first recognized on the SDG2000 list by the World Benchmarking Alliance. This list contains the 2,000 companies with the greatest potential to influence a more sustainable future as envisioned in the SDGs. We are proud to remain one of the companies on this list working towards a better future.



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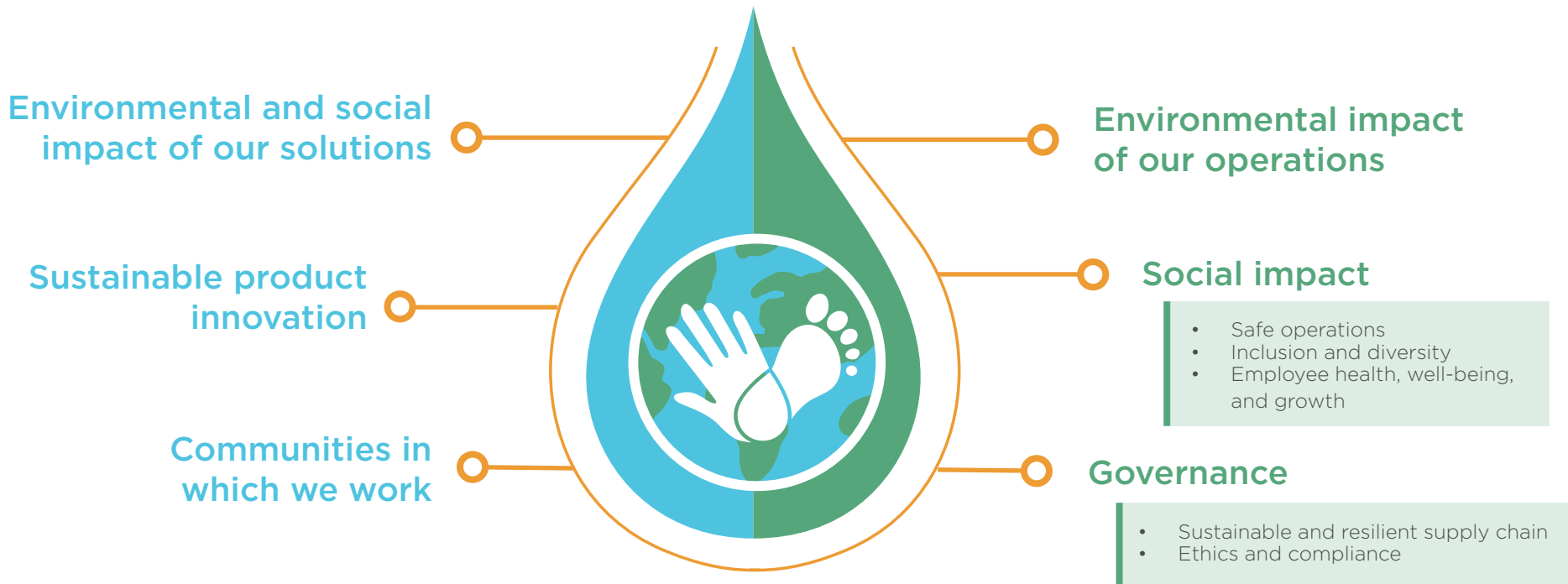
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# Materiality Assessment

Since completing our first materiality assessment in FY19, we have built a sustainability strategy and governance structure to address the most critical areas facing our stakeholders where Evoqua can have meaningful impact. Those areas include:

We regularly gather feedback from our stakeholders through employee town halls and surveys, investor engagements, customer conversations, peer exchanges, supplier meetings, industry groups and more, so that we can remain up-to-date on the most pressing issues. In FY22, we plan to update our materiality assessment.



## HANDPRINT

Sustainably supporting customers, communities, and the environment to deliver a positive impact through our solutions.



## FOOTPRINT

Pursuing sustainability throughout our internal operations.

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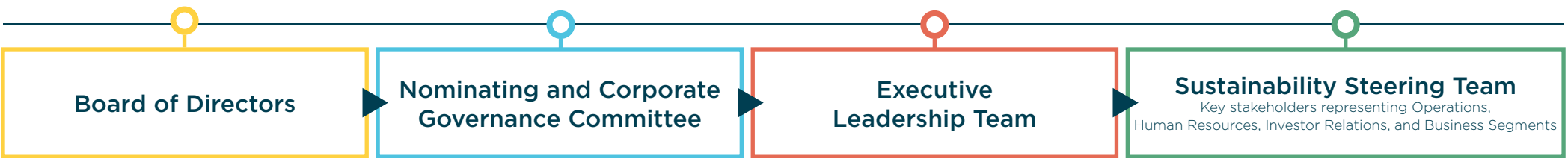
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# Sustainability Governance



### HANDPRINT WORKGROUPS:

#### Customers

Responsible for quantifying our sustainability impact through case studies, strategic marketing and expanding our positive contributions to our customers, known as our Handprint. Moving forward, this team will identify opportunities to quantify our Handprint and ensure our sustainability value proposition is shared with our key end markets.

#### Innovation

Responsible for advancing environmentally sustainable solutions as a core strategic element of our technology acquisition and development strategy.

#### Awareness and Community Engagement

Responsible for overseeing our corporate social responsibility (CSR) initiatives and communicating our sustainability story to our stakeholders. In FY22, this team will communicate our Handprint story and centralize our corporate volunteering.

#### Government Affairs

Responsible for keeping our purpose top of mind with legislative bodies and providing guidance to employees and end users on regulatory requirements.



### FOOTPRINT WORKGROUPS:

#### Operations

Responsible for driving our internal Footprint management across emissions, water, and waste. This team is also key to building our science-based targets (SBTs) and strategic roadmap for our greenhouse gas (GHG) emissions reduction and water reuse goals.

#### Governance

Responsible for developing our internal processes and structures for information flow, decision making, and management.

#### Social

Responsible for leading social impact improvements across health and safety, ethics and compliance, inclusion and diversity, and supply chain. In FY22, we are working towards our Total Recordable Injury Rate (TRIR) goal, focusing on supplier diversity, providing company-wide training on unconscious bias, and more.





# Our Environmental Impact





# HANDPRINT

Sustainably supporting customers, communities, and the environment to deliver a positive impact through our solutions.

One lens through which we look at our environmental impact is through the products and services we provide to our customers. Learn more in the following pages.





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# Sustainability Impacts

## ADDRESSING WATER AND RESOURCE SCARCITY, CLIMATE RISK, AND HEALTH & SAFETY CONCERNS WITH CIRCULAR AND DIGITALLY CONNECTED SOLUTIONS FOR OUR CLIENTS

Read more about how we help our customers on their sustainability journeys in our Sustainability Impact Map below.



**HANDPRINT**

- Mitigate Water Scarcity
- Health and Safety
- Climate Action
- Resource Recovery



- INDUSTRIAL**
- Reduce, reuse, and recycle water
  - Air and water pollution reduction and groundwater remediation
  - Reduce chemical use
  - Increase energy and operational efficiencies
  - Renewable energy production
  - Resource recovery

- MUNICIPAL**
- Reduce, reuse, and recycle water
  - Stormwater management
  - Contaminant removal from water, wastewater, and groundwater
  - Reduce chemical use
  - Improve energy efficiency
  - Renewable energy production
  - Resource recovery

- COMMERCIAL/ INSTITUTIONAL**
- Reduce, reuse, and recycle water
  - Reduce chemical use
  - Water pollution reduction
  - Increase energy and operational efficiencies

Learn how Evoqua's solutions can help.  
**CLICK ON THE IMPACTS LISTED.**



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Evoqua transforms approximately **100 billion gallons** of water every day with our products and services.

This is over 4.5 times the amount of water flowing over Niagara Falls every single day.

**TRANSFORMING WATER.  
ENRICHING LIFE.®**





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# Evoqua Water Sustainability Award

## Our fourth annual Evoqua Water Sustainability Award Winner for 2021 was Kimberly-Clark Corp.

Kimberly-Clark’s sustainability strategy recognizes the need for strong water stewardship in its operations. The team continually looks for opportunities to make meaningful improvements in their processes for sustainable water use. Such was the case at their Maumelle, Arkansas manufacturing facility, where Kimberly-Clark was looking to be more water conscious. We worked with the facility to design a treatment solution to provide consistent, high-quality water output to meet their current and future water demands while taking advantage of water reuse opportunities.

To reduce water withdrawal, instead of conventional reverse osmosis (RO), the Maumelle manufacturing facility was equipped with high recovery RO systems to treat the freshwater for their manufacturing processes. During the design phase, the Evoqua team integrated the new systems with existing pre-treatment solutions to minimize the footprint. The system’s design includes Evoqua’s Water One® service, which remotely monitors the deionized (DI) water system to ensure consistent, high-quality water output. Overall, the new treatment system has resulted in significant water and chemical savings for the facility.

[Read more](#) on how Kimberly-Clark leveraged Evoqua’s Water One® service to ensure consistent, high-quality water output and minimize their footprint.

The Evoqua Water Sustainability Award recognizes excellence in water stewardship. Winners include organizations using new or existing technologies in innovative and sustainable ways and have made significant strides in water efficiency. Each year, this recognition is awarded on World Water Day.



At Evoqua, we are dedicated to developing and delivering sustainable solutions that help our customers and communities protect the world’s most valuable resource — water. Kimberly-Clark’s achievements in reducing and reusing water in their operations make it an exemplary company, and we are honored to be part of their sustainability journey.

**RON C. KEATING**  
PRESIDENT, CHIEF EXECUTIVE OFFICER,  
MEMBER OF THE BOARD OF DIRECTORS

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# Evoqua Water Sustainability Award Finalists

## 2021 Award Finalist Seaboard Energy

### Efficiently treating wastewater in renewable energy production

Seaboard Energy required an effective treatment solution to consistently comply with their municipal discharge permit at their biodiesel plant in St. Joseph, Missouri. Seaboard Energy engaged Evoqua to design and build an innovative treatment solution combining an anaerobic membrane bioreactor (AnMBR) and a hydrogen sulfide bioscrubber to overcome sulfur toxicity. The system was designed to cost-effectively treat wastewater to meet all effluent and emission discharge permit levels while minimizing energy use and sludge production.



**SOLUTION:**

Anaerobic membrane bioreactor (AnMBR)

**MULTI-FUNCTION**

Floating membrane cover controls odors and captures biogas

**ENERGY**

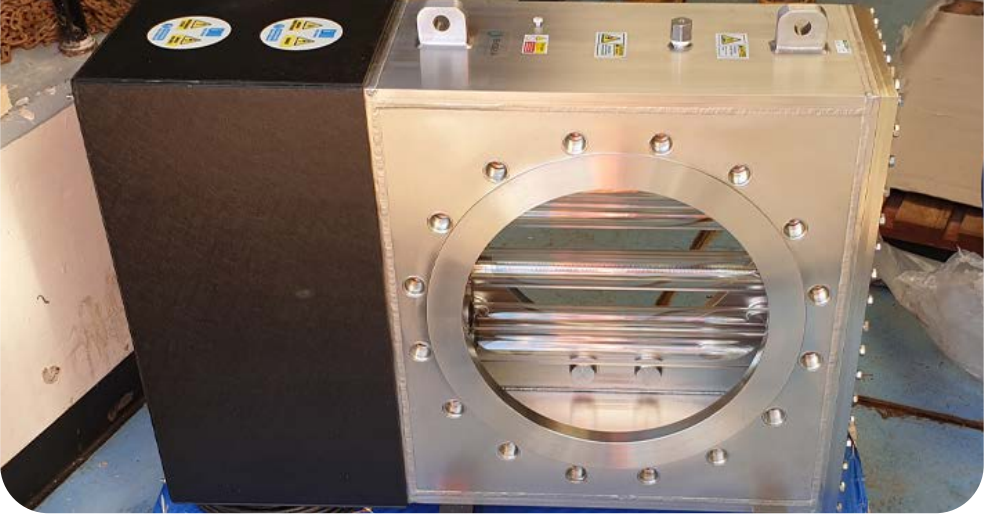
System designed to meet regulatory requirements while minimizing energy use

**RENEWABLE ENERGY**

353,000/CuFt/day biogas (65% methane) generated and captured

**SAVINGS**

Minimized maintenance and downtime



2021 Award Finalist

## Northumbrian Water Group's Mosswood Water Treatment Plant

### Innovative and safe drinking water disinfection

Northumbrian Water Group's (NWG) Mosswood Water Treatment Plant, located in the United Kingdom, is responsible for meeting the water needs of over 660,000 people in the Durham and Sunderland region. To improve the treatment plant's reliability and future resilience, NWG installed a multi-barrier process to treat chlorine-resistant cryptosporidium and other organisms. Evoqua's Wafer® UV generator helps NWG to meet regulatory requirements for treating cryptosporidium. The Wafer's innovative, compact system design minimized NWG's footprint, eliminating the need for a new treatment facility, reducing capital costs, and avoiding harmful greenhouse gas emissions.

**SOLUTION:**

Wafer® UV generator

**SAVINGS**

Reduced NWG's physical footprint, capital cost, and avoided harmful greenhouse gas emissions

**ENERGY**

Optimized power design reduces consumption by as much as 70%

**EFFICIENCY**

9,000-hour lamp life minimizes maintenance

**PERFORMANCE**

Chemical-free wiping system promotes high efficiency

\* Performance limitations depend on feed conditions, overall installed system design, and operation and maintenance processes; please refer to Operations Manuals. For specific information on disinfection claims, please [click here](#).



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Case Study

# Protecting Fragile Ecosystems

## SOLVING FOR INCREASED DEMAND WITH WASTEWATER REUSE

KW Resort Utilities Corp. (KWRU) provides wastewater management recovery in the Florida Keys and surrounding National Marine Sanctuary. KWRU is committed to being an environmental steward of this fragile ecosystem. As wastewater demands began exceeding the plant’s capacity and effluent limits tightened, the utility needed a unique solution that could also provide an opportunity to reuse their wastewater.

Evoqua’s solution included a Davco™ field-erected biological treatment system which increased KWRU’s system capacity to 850,000 gallons per day (GPD). The increased capacity allows the firm to reuse water in their production and sell the reused water to local organizations for irrigation.



**SOLUTION:**

DAVCO™ field-erected biological treatment system

**CAPACITY**

Increased plant capacity by 350,000 GPD

**COMPLIANCE**

Met stricter discharge limits

**EFFICIENCY**

Reduced annual potable water burden by 43.8 million gallons

**SAVINGS**

Revenue from reused water effectively reduces utility rates for customers



Case Study

# Support for Vaccine Production

## PROVIDING A SAFE AND EFFICIENT DISINFECTION SOLUTION

A global COVID-19 vaccine producer required an upgrade to the water disinfection program at their facility in Singapore. The existing system had been operating for over 15 years and no longer met its performance needs. After reviewing all options, the client chose Evoqua’s ATG™ VX Series UV solution. The UV system easily met their disinfection performance needs, fit within the existing limited footprint, and most importantly, Evoqua was able to deliver the solution within a very tight timeline. The system also reduced maintenance needs, lowered power consumption, and provided simple installation.

**SOLUTION:**

ATG™ VX series UV system

**ENERGY**

40-50% less power consumption versus the existing UV system, reducing operating expense

**PROFICIENCY**

Standardized spare parts support low inventory requirements

**EFFICIENCY**

Automatic wiping of UV cells ensures high efficiency and low maintenance

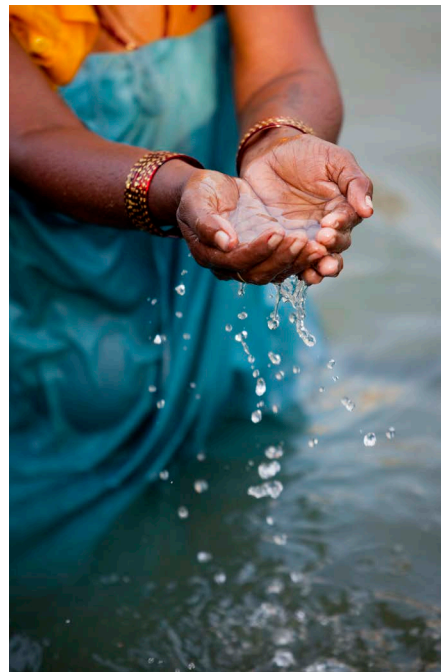
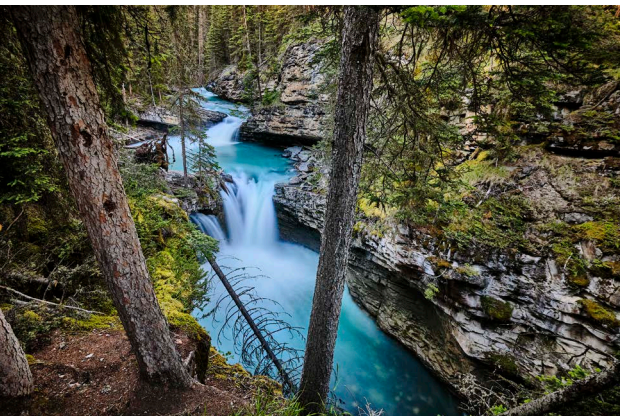
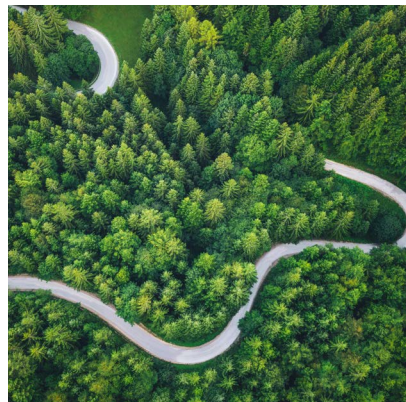




# FOOTPRINT

Pursuing sustainability throughout our internal operations.

We strive to help our customers reduce their environmental impact with our products and services. We also work internally to ensure we operate responsibly to lessen our environmental impact every day. Learn more in the following pages.





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# Our Internal Environmental Impact

Our CEO-endorsed [Environmental Health and Safety and Sustainability Policy](#) (EHS&S) highlights our corporate commitment to sustainability by providing our solutions, products, and services in a safe, environmentally sound, and socially responsible manner. We work to protect our operating environment through our company-wide Environmental Management System (EMS) and are committed to monitoring and reporting our performance against the goals and KPIs outlined in our EMS. Our goal is to continue to consult with our stakeholders and expand our disclosure relating to our environmental performance in our sustainability reports. All of our locations are governed by an EMS, and our more extensive facilities, including Tewksbury, Massachusetts, Holland, Michigan, Caldicot, United Kingdom, and Singapore, are ISO 14001 certified. Our EMS has internal

objectives, targets, and deadlines with a monitoring program and assigned roles for various employees. We track our EMS performance records and conduct internal and external audits periodically. We provide employee training on our EMS at the corporate level, with more robust training at certified sites. We have an EMS awareness program for contractors and visitors communicated through site literature. As outlined in our company EHS&S policy, we aim for 100% compliance with all environmental regulations and permits. If environmental concerns from our operations arise, we take prompt corrective action to work with our stakeholders to resolve them. We have an internal and external communications process for environmental management issues.



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# Environmental Impact Highlights

In line with Evoqua’s core values and sustainability goals, we aim to increase water reuse, reduce greenhouse gas (GHG) emissions, and address waste generation.



**Increased the percentage of waste recycled, repurposed, or reused by 32% from FY19-FY21<sup>1</sup>**



**Total company-wide water reuse exceeded 55% in FY21<sup>1</sup>**

This is the equivalent of the estimated average annual water use of over 2,800 American homes.<sup>3</sup>



**Reduced electricity usage by over 7% from FY19-FY21<sup>1</sup>**

This is the equivalent of the estimated average annual electricity usage of approximately 267 American homes.<sup>2</sup>

<sup>1</sup> Calculated using data from Evoqua’s key facilities and fleet, which encompass over 90% of our internal environmental impact based on management estimates.

<sup>2</sup> As per the [U.S. Energy Information Administration](#).

<sup>3</sup> As per the Environmental Protection Agency’s (EPA) [Watersense Criteria](#).



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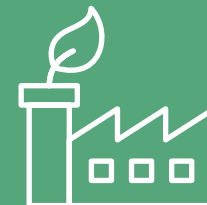
# Our Environmental Sustainability Goals

When we spoke with various stakeholders, during both our materiality assessment ([page 17](#) of this report) and as part of our ongoing stakeholder engagement efforts ([page 63](#) of this report), about the environmental issues related to climate change, water and emissions were identified as the primary areas where Evoqua could have a more significant impact. As a water technology company, water is crucial to our business and our solutions. Reducing emissions will require action across industries to help the earth remain below 1.5°C of warming. We help our customers mitigate water risk and the impacts of climate change on water systems, and we continue to look internally to do the same.



## MITIGATING WATER RISK

To address water risks related to climate change, Evoqua has adopted a goal to reuse more water than we withdraw by 2035. We are in the process of creating water management plans for our facilities to increase efficiency in our water usage and implement additional water recycling and reuse initiatives, using our technology wherever possible.



## REACHING NET-ZERO EMISSIONS

Over the next one and a half years, Evoqua plans to use the Science Based Targets initiative (SBTi) methodology to evaluate our scope 1, 2, and 3 emissions. The SBTi provides a framework for companies to set emission reduction targets that align with leading climate science and sector-relevant impacts. Currently, more than 2,000 businesses worldwide are working with the SBTi. We believe that following the SBTi methodology will guide our incremental greenhouse gas (GHG) emission reduction targets and help us reach our goal of net-zero GHG emissions by 2050.

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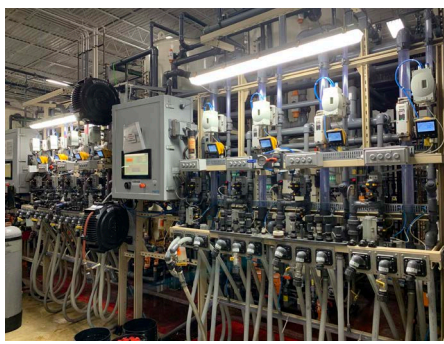
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# Managing Our Environmental Impact

In FY21, we completed our first holistic review of Evoqua’s Footprint, including GHG emissions, water usage, waste generation, and additional environmental inputs from our facilities. On an annual basis, we track our year-over-year progress with review by Evoqua’s Internal Audit department. We facilitate regular best practice sharing among our top facilities to discuss valuable strategies to reduce our environmental impact. This includes topics such as installing LEDs, reusing materials, energy audits, upgrading HVAC systems, utilizing local/state/federal incentives, and more. In FY22, we plan to create an internal dashboard for improved tracking and managing of our progress.





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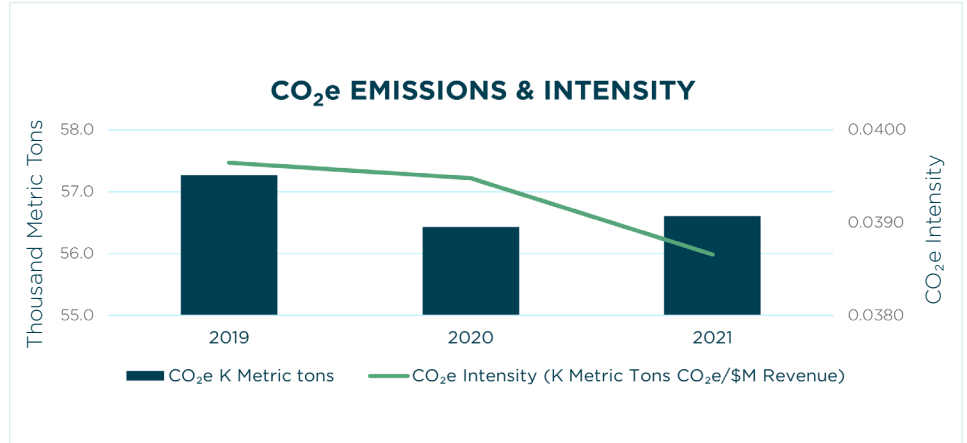
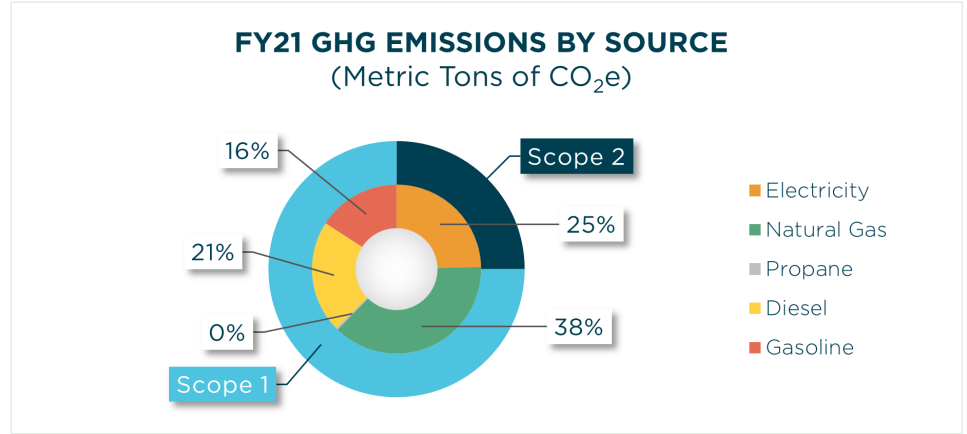
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# Emissions From Our Operations

For the next one and a half years, we plan to focus on setting our science-based targets (SBT). This includes reviewing scope 1 and 2 data to ensure accuracy, which was completed for the data contained in this report. We also plan to evaluate our scope 3 emissions to determine whether a scope 3 target should be part of our SBT. Alongside evaluating our emissions, we are looking for more strategic opportunities at our facilities. As of September 30, 2021, renewable technologies account for roughly 16% of the electricity we utilize from the electric grid.<sup>1</sup> We are currently evaluating opportunities to incorporate additional renewables into our portfolio. With scope 2 comprising about 25% of our emissions, transitioning to more renewable sources will support our net-zero goal.<sup>2</sup> Our scope 1 emissions are nearly evenly distributed between fleet for our service vehicles and natural gas which is primarily used for heat process.

Direct and Indirect CO<sub>2</sub>e Emissions by Type (metric tons)<sup>1,2</sup>

SCOPE 1 DIRECT EMISSIONS IN METRIC TONS CO <sub>2</sub> e			
Emissions by Type	FY19	FY20	FY21
Natural Gas	21,670	21,253	21,340
Propane	242	216	218
Diesel	12,640	12,855	12,150
Gasoline	8,090	7,624	8,978
<b>Scope 1 Totals Emissions (Direct)</b>	<b>42,642</b>	<b>41,948</b>	<b>42,686</b>
SCOPE 2 INDIRECT EMISSIONS IN METRIC TONS CO <sub>2</sub> e			
Electricity	14,662	14,487	13,925
<b>Scope 2 Totals Emissions (Indirect)</b>	<b>14,622</b>	<b>14,487</b>	<b>13,925</b>



DIRECT ENERGY CONSUMPTION FROM OPERATIONS BY TYPE (MWh) <sup>1,2</sup>			
	FY19	FY20	FY21
Electricity	37,868	37,074	35,007
Natural Gas	115,560	113,337	113,799
Propane	1,215	1,083	1,093
Diesel	49,800	50,646	47,869
Gasoline	33,747	31,802	37,450
<b>Total Energy Consumption</b>	<b>238,190</b>	<b>233,942</b>	<b>235,218</b>

<sup>1</sup> Calculations employ standard conversions and calculation methodologies. Emission factors are per EPA's Greenhouse Gas Inventory, EPA's and 2020 eGrid, and similar international factors.  
<sup>2</sup> Calculated using data from Evoqua's key facilities and fleet, which encompass over 90% of our internal environmental impact based on management estimates.

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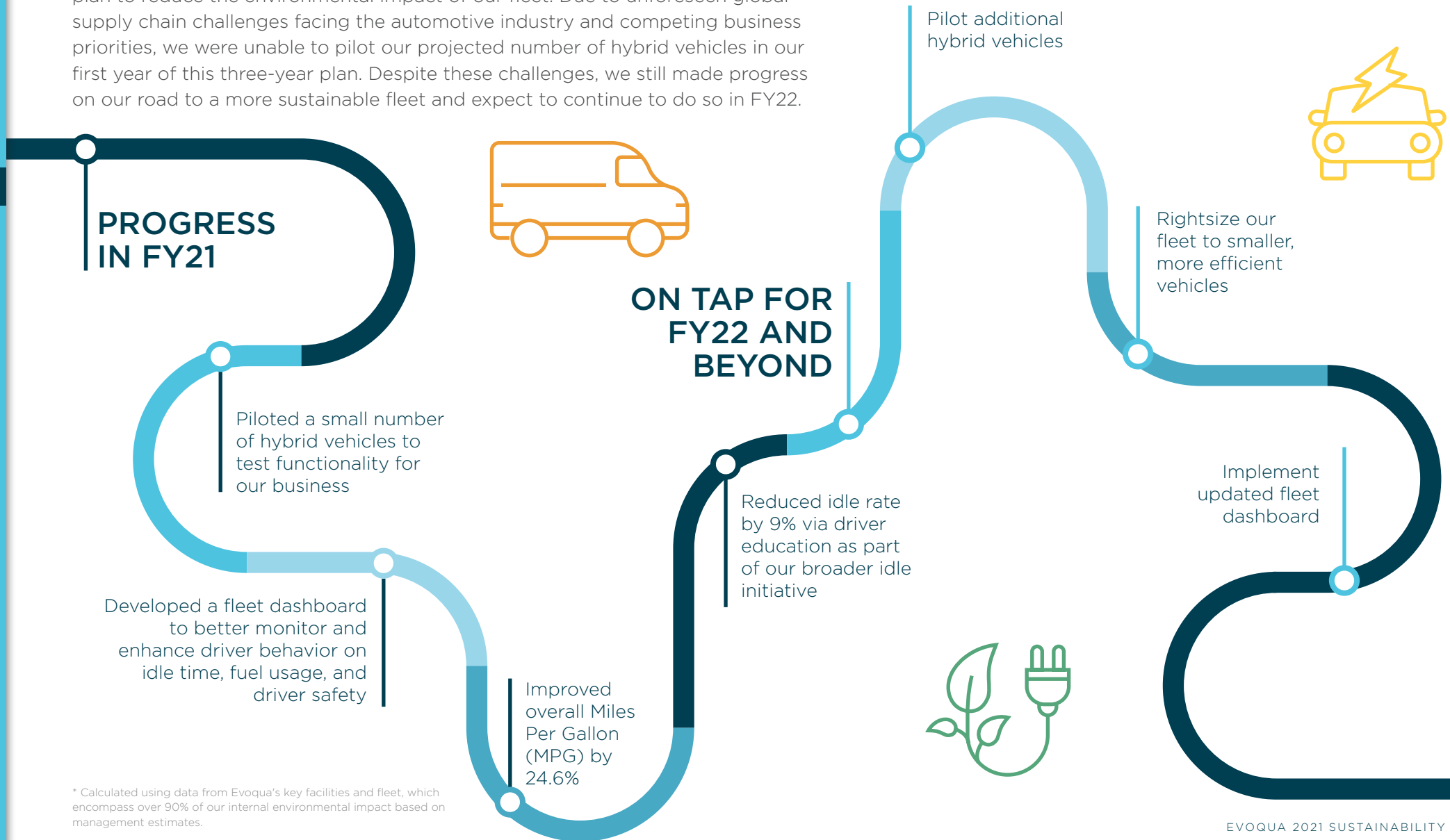
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# A Roadmap For Our Fleet

Evoqua’s fleet, fueled from diesel and gasoline, accounts for **approximately 37% of our FY21 scope 1 and 2 emissions**.\* In FY21, we developed a three-year plan to reduce the environmental impact of our fleet. Due to unforeseen global supply chain challenges facing the automotive industry and competing business priorities, we were unable to pilot our projected number of hybrid vehicles in our first year of this three-year plan. Despite these challenges, we still made progress on our road to a more sustainable fleet and expect to continue to do so in FY22.



## FOOTPRINT



\* Calculated using data from Evoqua’s key facilities and fleet, which encompass over 90% of our internal environmental impact based on management estimates.



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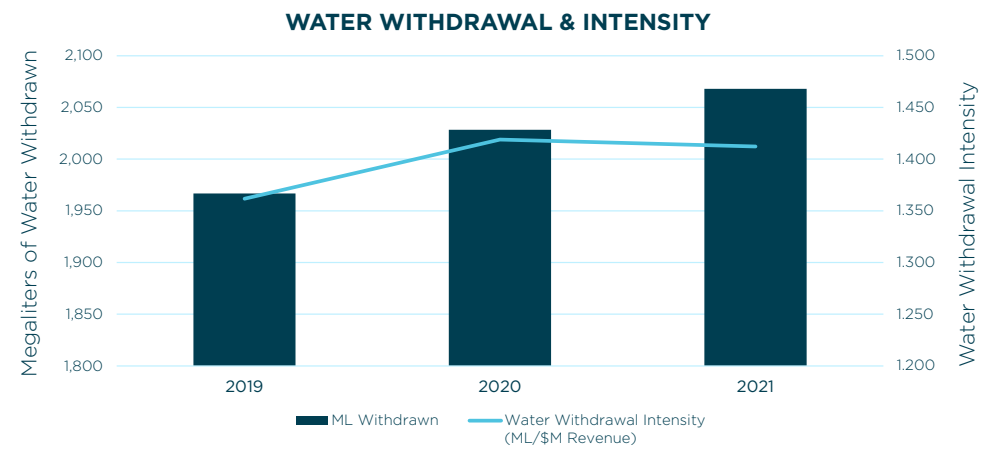
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# Managing Our Water Withdrawal



Our products help our customers and communities with their water challenges every day. As a water technology company, water is just as critical to our operations, particularly at our resin regeneration sites. As of September 30, 2021, our top resin regeneration facilities comprise over 80% of Evoqua's overall water withdrawal. We are currently focusing on creating water management plans at these facilities to meet our water reuse goal.

WATER WITHDRAWAL AND REUSE IN MEGALITERS <sup>1</sup>			
	FY19	FY20	FY21
Total Water Withdrawal	1,967	2,028	2,068
Water Withdrawal Intensity <sup>2</sup>	1.326	1.419	1.412
Total Water Reused	1,218 (61.9%)	1,272 (62.7%)	1,171 (56.6%)



<sup>1</sup> Calculated using data from Evoqua's key facilities and fleet, which encompass over 90% of our internal environmental impact based on management estimates.  
<sup>2</sup> Water Withdrawal Intensity = Megaliters/\$M Revenue.



An Evoqua resin refill station, located in Indianapolis, Indiana.

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# Circular Materials



## METALS REMOVED

Evoqua continues to remove metals from customer aqueous solutions, averaging a **17%** year-over-year increase in metal removal since 2019. From 2020 to 2021, we saw a **22%** increase in metal removal.

Our Roseville, Minnesota location removes dissolved heavy metals from a variety of rinse water and wastewater streams for our Wastewater Ion Exchange ([WWIX customers](#)), so they are safely managed and recycled. Removing these heavy metals makes the water safe for our customer processes. Our team enables the media and metals to be reused whenever possible, avoiding landfills.

TOTAL METALS REMOVED										
Fiscal Year	Cadmium	Cobalt	Chrome	Copper	Lead	Magnesium	Nickel	Tin	Zinc	Total Lbs
2019	341	11,341	38,010	84,670	1,074	1,382	26,068	6,124	100,952	269,962
2020	714	17,291	27,136	94,666	1,412	9,817	33,749	5,501	108,572	298,858
2021	809	18,980	40,630	117,694	1,666	13,014	37,260	4,460	132,110	366,623

\* Calculated using data from Evoqua's key facilities which encompass over 90% of our internal environmental impact based on management estimates.

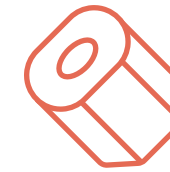


## FOOTPRINT



## RESIN REGENERATED

We regenerated **96,842** tons of resin for reuse in FY21 avoiding the purchase of virgin resin and associated disposal. [Learn more](#) about our resin regeneration here.



## CARBON REACTIVATED

We avoided **12,924** tons of reactivated carbon from entering landfills. [Learn more](#) about our carbon reactivation here.

Our Sustainable Product Innovation Checklist is an approach we are utilizing to systematically review the materials used in our products and to identify opportunities to analyze product end of life.

WASTE PERCENT OF TOTAL*			
	FY19	FY20	FY21
Landfilled	18.1%	18.2%	17.3%
Incinerated	1.1%	0.9%	0.8%
Treatment	69.3%	68.3%	66.7%
Waste to Energy Conversion	0.5%	0.7%	0.5%
Recycled, Repurposed, or Reused	11%	11.8%	14.6%



# Our People





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# Safety at Our Core

Evoqua values Environmental Health and Safety (EHS) as an organizational responsibility that is integral to our success. The safety of our employees, and anyone who visits our facilities, is our top priority. Each year, Evoqua renews our commitment to safety with our [EHS and Sustainability Policy](#), signed by our CEO. It states, "We (Evoqua) will provide our solutions, products, and services in a safe, environmentally sound, and socially responsible manner."

Corporate EHS has governing responsibility of our operations. Most manufacturing locations have dedicated EHS personnel and safety committees responsible for investigating and reviewing accidents and communicating safety issues. All divisions host monthly reviews of both proactive and lagging safety measures. Our operating guidelines and procedures are relevant for our industry.

Our EHS team closely monitors our programs and internal goals through:

- Monthly performance reviews at the executive level
- Reviewing each recordable accident with the CEO and Executive Leadership Team (ELT), focusing on root cause and preventative action
- Quarterly operation reviews and reports to the Board of Directors
- Daily interactions with operation leaders
- Routine checks of key performance indicators
- Scheduled facility audits to ensure regulatory compliance



## SAFETY GOAL

Total Recordable Incident Rate (TRIR) **≤1.0** for FY22



## Our EHS Program

Our EHS program focuses on work environments where each employee is enabled, empowered, and embraces personal accountability for protecting their health and safety, as well as that of their co-workers. Every employee is encouraged to:

- Perform a *Take Two* risk-assessment when they begin work and return from breaks
- Follow standard work instructions for the work task they are performing
- Utilize STOP WORK when they are unsure, come across an unexpected condition, have a concern, or see the potential for injury



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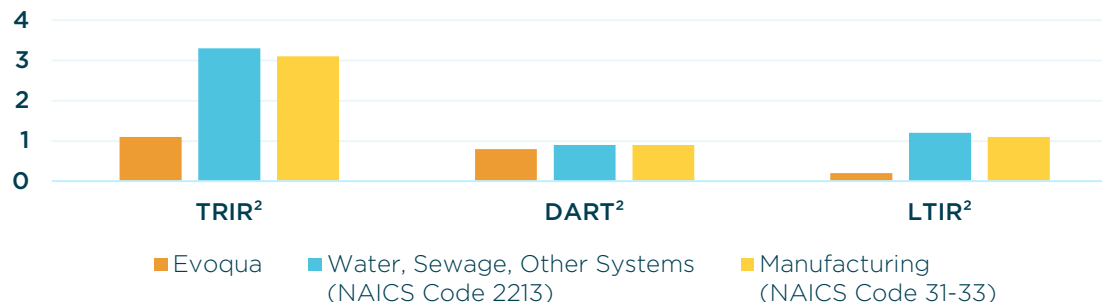
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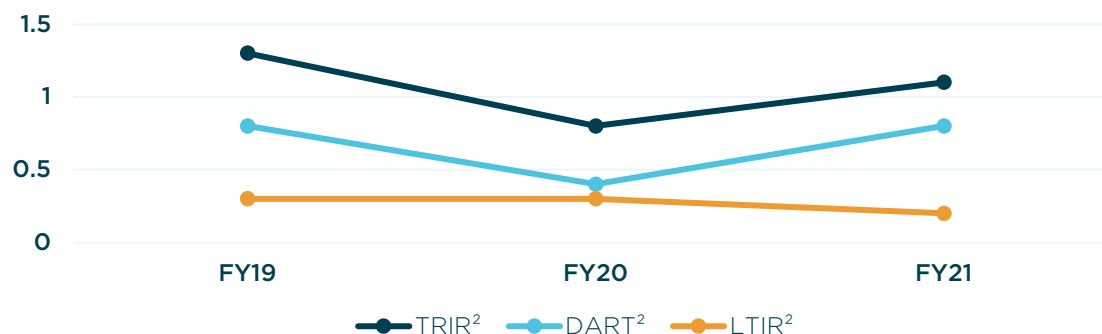
# Safety by the Numbers

WE STRIVE TO ENSURE THAT ALL OF OUR EMPLOYEES LEAVE WORK THE SAME WAY THEY CAME

### 2021 COMPARISON OF EVOQUA INCIDENT RATES WITH INDUSTRY AVERAGES<sup>1</sup>



### YEAR OVER YEAR COMPARISON OF SAFETY KPIS



<sup>1</sup> Incident rate data based on [U.S. Bureau of Labor and Statistics data](#)

<sup>2</sup> Total Recordable Injury Rate (TRIR); Days Away, Restricted or Transferred (DART); and Lost Time Incident Rate (LTIR). Accidents are represented as OSHA defined recordable accidents. Our fatality rate continues to remain at zero.

There was a reduction in total work hours due to facility consolidation, which resulted in a slight increase in our Total Recordable Injury Rate (TRIR) in FY21 as compared to FY20. To further improve our safety performance, we have established standardized EHS initiatives in both segments and are focusing on safety participation across the organization using resources like our EHS scorecards. These scorecards provide a detailed view of the use of our activity-based observation, feedback, challenging safety applications, and near misses and incidents. EHS scorecards are reviewed monthly with executives to ensure that individual leaders are accountable for routinely managing safety. Other methods intended to improve our health and safety performance in FY22 include:

Increasing participation in safety reporting among employees, including observations, near misses, and safety challenges through our mobile applications.

Updating EHS training in our Learning Management System.

Streamlining our incident reporting process.

Embracing the zero-incident safety culture model:

- Creating a zero-incident culture through leadership engagement and employee participation globally.
- Providing coaching through employee feedback on the importance of safety and embedding it into the foundation of our operations.
- Addressing concerns through peer to peer and leader observations with robust feedback loops, supported by internal mobile applications.

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# Supporting Employees Through COVID-19

From the beginning of the pandemic, our decisions and actions have focused on protecting the health, safety, and well-being of our employees, customers, suppliers, and other stakeholders, ensuring that our customers and communities are supported while maintaining business continuity. As an essential provider of services required for the public’s health and well-being, we remain committed to providing safe, clean, reliable water solutions to our customers’ operations, including hospitals, laboratories, pharmaceutical manufacturers, and government agencies, during the pandemic.



We conducted pulse surveys in January, April, and August 2021, to measure employee response to COVID-19 related issues, including safety, well-being, support, and connection with others.

HIGHLIGHTS INCLUDE:

# 83%

or higher responded positively when asked about their safety at work as related to COVID-19 and personal protective equipment (PPE).

# 74%

or higher responded positively for all questions related to teamwork, connection, and communication.



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# Our COVID-19 Management Approach

As we continue to navigate the impacts of the COVID-19 pandemic, we have taken numerous measures to protect our workforce, strengthen employee engagement, and lead employees through the "new normal." Examples of these measures are listed below:

## EMPLOYEES

### Health and Safety:

- A dedicated COVID-19 task force and facility site leaders provided daily management of protocols, cases, reporting, and communications, in accordance with the Centers for Disease Control (CDC) and local regulations
- Actively managed, tracked, and reported employee cases
- Deployed a digital program to track employee vaccination status
- Instituted remote working arrangements where practical and provided additional tools and technology to support remote operations

### Engagement:

- Provided employees with ongoing communication and dedicated resources, including an intranet portal, town halls, and email updates to provide timely access to COVID-19 information and educational materials
- Developed and implemented a flexible return-to-office framework, encouraging employees to work in the office voluntarily when safe
- Enhanced #EvoquaProud campaign to highlight employees and customers going above and beyond during this unprecedented time
- Conducted surveys to measure how employees were dealing with COVID-19 related issues, including safety, well-being, support, and connection with others

### Benefits:

- Provided flexible paid time off (PTO) to help manage the pandemic
- Enhanced wellness programs, including COVID-19 specific support and mental well-being tools and resources



Evoqua's COVID-19 protocols have proven effective in enabling business continuity and promoting employee and customer safety.

### SUPPLY CHAIN:

- Provided enhanced personal protective equipment, sanitizers, and disinfectants to all employees and centralized supply management to ensure reliable access
- Worked with suppliers to mitigate potential supply chain disruptions. Mitigation techniques included advanced supply chain planning, management of supplier capacity and schedules, and broadening our supplier base

### CUSTOMERS AND COMMUNITY:

- Established travel, fieldwork, and meeting safety protocols
- Leveraged virtual tools to connect with colleagues and customers
- Reviewed customer requirements and protocols to mitigate the operational impact
- Adapted corporate social responsibility (CSR) initiatives to engage with communities safely

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# Inclusion and Diversity

Our Inclusion and Diversity (I&D) strategy focuses on creating a sense of belonging to promote inclusion and spark opportunities. We aim to cultivate an inclusive environment that fosters diversity of thought, perspective, and demographic differences to flourish and grow as an organization. We continue to diversify our workforce and ensure our employees are safe, valued, and supported inside and outside the workplace. I&D at Evoqua is overseen by our Vice President of Human Resources and Talent and our Executive Vice President, Chief Human Resources Officer. At the Board level, the Compensation Committee of the Board of Directors oversees our I&D strategy.

We embrace inclusion and demand equal and fair treatment for all employees regardless of status. We have zero tolerance for any type of discrimination or harassment across

our global organization. In FY21, we developed a mandatory **company-wide unconscious bias training** program, which will continue into FY22. This training educates employees about existing unconscious bias, enabling them to better understand, acknowledge, and manage how biases may be presented in our working environment and everyday lives. By recognizing how our choices and actions impact others, we can begin to work together to foster a stronger, more inclusive workplace.

To increase diversity through our hiring practices, in FY21, we piloted diverse recruiting practices within two core divisions of our organization. We began requiring interview panels for senior leadership roles to include diverse personnel. We also adapted our branding language and imagery to include the diverse workforce of the future.

## EQUITY SEQUENCE™ PROGRAM\*

To systemically build an inclusive culture, we are training leaders at Evoqua to consider equity in their decision-making. We use a set of questions called the Equity Sequence™, that can be applied to any business initiative to reduce bias and increase inclusion. In FY22, these questions will be embedded into our current organizational processes, making it part of our daily work. The Evoqua Inclusion Network (EIN) will act as role models for the deployment of this practice and ambassadors of our enterprise I&D initiatives.



At Evoqua, we believe inclusion enables diversity to thrive.

**ANTHONY J. WEBSTER**  
EXECUTIVE VICE PRESIDENT,  
CHIEF HUMAN RESOURCES OFFICER

## EVOQUA INCLUSION NETWORK (EIN)

To accelerate our inclusion initiatives, Evoqua established a core team of cross-functional and diverse employees who will serve as change leaders to ensure the establishment of embedded, specific, and transformative inclusion efforts. This group comprises employees at varying levels of the organization selected because of their passion for inclusion and diversity topics. This team is co-led by two senior business leaders and senior human resources leaders.

### The Evoqua Inclusion Network is responsible for:

Setting the foundation for inclusion efforts to improve the effectiveness of I&D.

Supporting learning opportunities that maximize action and produce systemic change.

Minimizing unconscious bias within key business decisions via system and process improvements.

Engaging a broader Evoqua network in supporting I&D initiatives.

\* Equity Sequence is a trademark of Tidal Equality, Inc.



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# Inclusion and Diversity

In FY21, we accomplished the following initiatives to improve our diversity:

**1** Communicated Evoqua's commitment to I&D across the organization.

**2** Developed an internal I&D intranet site for employee resources.

**3** Rolled out mandatory unconscious bias training to the organization.

**4** Established the Evoqua Inclusion Network (EIN) business resource group.

**5** Deployed a flexible working model program to employees.

**6** Instituted interview panels for senior leadership roles to include diverse personnel.

**7** Implemented new approaches to our recruiting strategy, including branding and advertising within the talent market, to attract diverse candidates.

**On Tap for FY22:**

- All employees will be assigned courses on I&D via our Learning Management System. We will also be facilitating team discussions on unconscious bias.
- We will embed our learning from Equity Sequence™ into organizational processes, making it part of our daily work.

## Current Status Overview

While our inclusion and diversity efforts generally focus on the long-term culture of our organization, we are dedicated to transparency in our data. Women represented 20% of our organization's population at the end of FY21. Women make up 25% of our senior leadership team. U.S. minorities make up 24% of our workforce. We are proud that despite the challenges of the pandemic and the disproportionate impact it has had on women and U.S. minorities, we have been able to maintain our representation in these groups. Employees identifying as military veterans increased slightly due to our self-identification initiative.

EMPLOYEE DIVERSITY		
	2021	2020
% Women in Global Workforce	20%	20%
% Women in Sr. Leadership Roles Globally <sup>1</sup>	25%	25%
% U.S. Minorities in U.S. Workforce	24%	24%
% U.S. Military Veterans in U.S. Workforce	7%	6%

<sup>1</sup> Senior leadership is defined as a VP level and above.

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# Employee Health and Wellness

## WELL-BEING

As we continue navigating through the challenges of the COVID-19 pandemic, employee wellness remains a top priority. We understand that some of the difficulties created by the pandemic may stem from challenging living and work situations, impeded physical and emotional health, and financial insecurity. As a company, we have provided resources to employees to support them as we transition to a new normal. Our Integrated Workforce Model (IWM) is designed to give employees flexibility in their work schedules to better balance life and work long-term. To ensure that our employees strike this balance, our leaders are enabled to work directly with their teams to determine how to meet business, team, and employee needs, while supporting greater choice in where work is done.

Our Employee Assistance Program (EAP) provides appropriate resources when and where employees need them. We work with a financial services partner to educate employees on managing retirement and savings plans during turbulent times. Additionally, through our LIVE WELL program, we have arranged for employees to access complimentary fitness apps to exercise anytime, anywhere. Please see [page 63](#) of this report for more on our LIVE WELL program.

<sup>1</sup> Fertility and Virtual Therapy Benefits apply to U.S. employees only.

<sup>2</sup> Generally, all U.S. employees who have been employed by Evoqua or a designated subsidiary under the plan for a minimum of one year (working 20 hours or more per week and more than 5 months per calendar year) are eligible to participate in Evoqua's Employee Stock Purchase Program (ESPP).<sup>2</sup> Employees of designated non-U.S. subsidiaries, however, can join without meeting such employment requirements in countries where plan participation is available through an approved international sub-plan, although each such employee must reside in the country where the designated non-U.S. subsidiary employing the employee is located.

U.S. locations follow a standard work week of 40 hours per week, 8 hours per day. Non-exempt employees who work more than 40 hours in a given workweek will be paid a minimum of time and a half. Where required by state or local law, employees who work more than 8 hours in a day will be paid daily overtime.

## EMPLOYEE BENEFITS

We continue to look for opportunities to differentiate our employee programs and benefits. As a benefit to our full-time, salaried employees, we offer flexible, self-managed time off, enabling employees to take the time they need when they need it. We also have a parental leave policy for expecting parents. New benefits this year include fertility benefits and virtual physical therapy.<sup>1</sup>

All U.S. employees who have been with Evoqua for a minimum of one year (working 20 hours or more per week) are eligible to participate in Evoqua's Employee Stock Purchase Program (ESPP).<sup>2</sup> Global employees can join with no minimum requirements in countries where the plan is available. U.S. employees classified as regular salaried or hourly (working a minimum of 20 hours per week) can participate in medical and pharmacy benefits, our tuition reimbursement program, and our 401(k) plan. Global employees are offered competitive healthcare and retirement programs.



## SURVEYING OUR EMPLOYEES

In FY21, we introduced an employee pulse survey to periodically measure employee engagement and receive feedback from our employees. The feedback from the surveys provide Evoqua with actionable insights to improve our employee experience. The three pulse surveys deployed in FY21 surveyed 1,603 employees. In FY22, we plan to re-evaluate the timing and cadence of our surveys and include questions on inclusion.

## On Tap for FY22

We have incorporated water stewardship and safety metrics into our employee Annual Incentive Program (AIP) for FY22.



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# Learning and Development

At Evoqua, we believe there is no one-size-fits-all approach to development and that most learning happens in the workplace. Through programs like our Field Service Professional Engagement programs, internships, apprenticeships, co-op, and Leadership Development Program, employees learn new skills and gain the experience they can leverage throughout their careers. We added 152 new learning programs to our Learning Management System (LMS) in FY21, which expanded training opportunities in management, safety, employee onboarding experience, and more. In FY21, 4,421 employees took training modules through our LMS.

Evoqua’s interns and co-ops support vital projects that help drive success within our organization. Throughout FY21, Evoqua hosted 38 interns who gained exposure in areas such as, operations, sustainability, engineering, finance, and sales. Evoqua’s internship

program is one of our emerging talent programs that provides an external talent pipeline into Evoqua.

### ENTERPRISE CAREER PATHS

In FY21, we established five full career paths for sales, project management, engineering, customer excellence (customer service, operational support and sales support), and commercial (non-sales customer-facing roles) employees. Each career path includes a toolkit that enables employees to grow their careers while supporting cross-functional growth.

Currently, about 60% of Evoqua employees are represented in a career path. Information technology, manufacturing, and production career paths are under development for FY22, representing roughly another 30% of the employee base.



In FY21, we conducted a training module titled *Sustainability 101*, which engaged our global employee base in our sustainability strategy and initiatives. In FY22, we will include additional company-wide training on sustainability topics, such as our Handprint and Footprint.

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# Supporting Our Communities

We recognize that our employees are driven by meaningful, purpose-driven volunteer opportunities. In FY21, we built a Corporate Social Responsibility (CSR) program to support employees looking to make an impact in their local community and established a framework for corporate giving. Our CSR program will be led by a diverse group of employees, energized by their mission to connect our people with their passion. This program will launch in FY22 with a focus on further promoting corporate volunteering.

### UPCYCLING MATERIALS TO COMMUNITY GROUPS

Our wastewater treatment team based in Derby, United Kingdom, is committed to reusing materials that their facility would otherwise discard. Seeking organizations that could put their legacy materials and spares to good use, the team partnered with a local electrical engineering company that takes our discarded parts and gives them a new life as lighting for non-profit organizations. This year, the partnership

installed lighting for the Scouts youth organization. The extra lighting allows the group to operate safely outdoors so they can continue meeting while maintaining appropriate COVID-19 social distancing guidelines.

Our Derby team also donated a 20-foot container to a local middle school. The container found new life as storage for essential school equipment and supplies outside of the building, helping teachers give each student the room they need to meet COVID-19 social distancing

### THE HOLIDAY PROJECT

Our Pittsburgh, Pennsylvania, team provided meaningful gifts for 145 children through the Allegheny County Holiday Project. This was Evoqua's fourth year working with the Holiday Project. With the growing number of children in the foster care system in Pittsburgh and around the U.S., gifts from the Holiday Project provide an invaluable sense of normalcy for children whose lives are shaped by daily challenges.





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**WALKING FOR WATER**

In recognition of World Water Day on March 22, 2021, our employees participated in the month-long Walk for Water Challenge. Walk for Water raises awareness around water scarcity while also challenging participants to incorporate walking into their daily routines. For each of the over 1,600 miles walked by our employees, a donation was made to directly fund a clean water project with charity: water, whose mission is to implement sustainable, community-owned water projects in remote communities.







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# Our Board of Directors

Since Evoqua's IPO in November 2017, we have been actively engaged in Board development efforts. We have recruited five talented directors to join our Board in the past five years. Currently, eight out of the nine directors on our Board (approximately 90%) are independent according to our [Corporate Governance Guidelines](#) and the New York Stock Exchange corporate governance standards. An independent director chairs our Board, and all members of the Board's standing committees are independent. Only one of our directors lacks independence - our CEO.

The Board of Directors has the following standing committees: Audit Committee, Compensation Committee, and Nominating and

Corporate Governance Committee. In FY21, we held seven Board meetings. All directors attended at least 75% of the total meetings of the Board and each committee on which the director served during FY21 (for the period during which the director served); the average attendance rate was greater than 95%. Following most Board meetings, non-employee directors hold executive sessions without members of Evoqua management present. To continually improve our performance, the Board and each standing committee conduct an annual self-evaluation. For additional information, please see our [Proxy Statement](#).

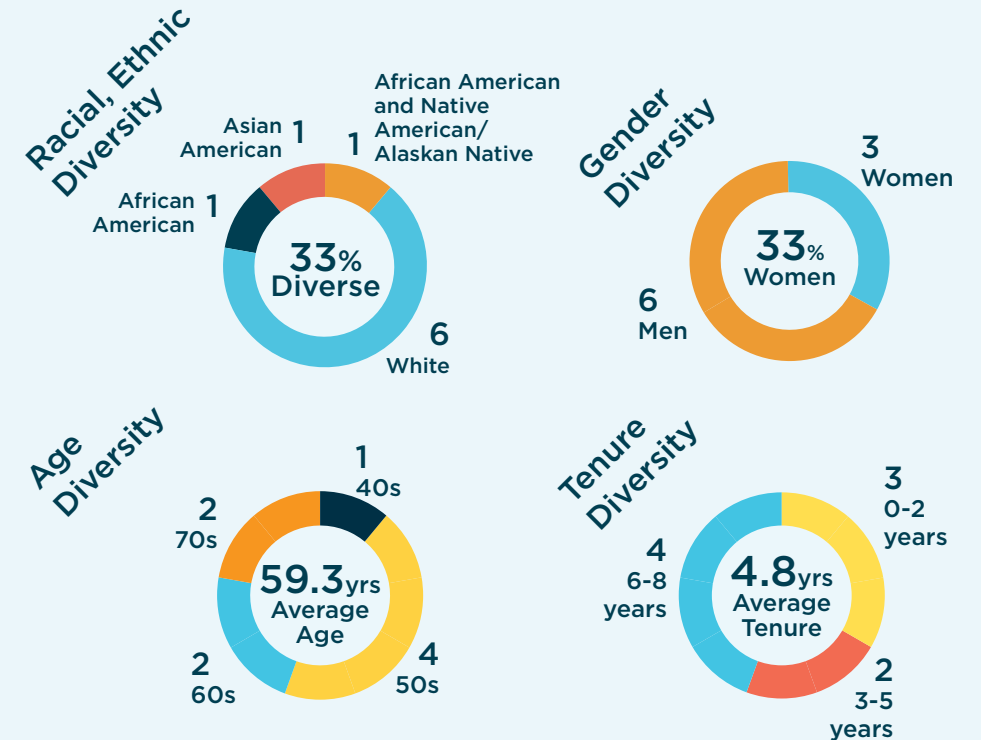


Beginning in FY22, the Nominating and Corporate Governance committee of the Board of Directors has oversight of the company's sustainability priorities, including environmental impacts, corporate social responsibility initiatives, and development of policies and strategies. Our full Board periodically reviews ESG-related matters, on a holistic basis, along with other elements of the company's overall business strategy.

Metrics displayed on our Board of Directors are as of March 31, 2022.

## BOARD DIVERSITY

In the process of searching for qualified persons to serve on the Board, the Board strives for the inclusion of diverse knowledge and viewpoints, and considers age, gender, race, ethnicity, sexual orientation, gender identity, and other personal characteristics. Three of our current board members self-identify as diverse based on their race or ethnicity and three members self-identify as female. Since October 2018, our Corporate Governance Guidelines have provided that the Nominating and Corporate Governance Committee will include, and request that any search firm it engages include, female and racially/ethnically diverse candidates in the initial pool from which new director nominees are selected, otherwise known as the "Rooney Rule." The five directors who have joined our Board since 2018 include three women and two men, and two of these individuals self-identify as racially or ethnically diverse.



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# Ethics and Compliance

The Nominating and Corporate Governance Committee is responsible for periodically reviewing our Code of Ethics and Business Conduct and approving any proposed changes thereto.

At least annually, the Audit Committee receives a report on and meets with the General Counsel and the Director of Ethics and Compliance to discuss systems for monitoring compliance with applicable laws, regulations, and our Code of Ethics and Business Conduct.

Our [Code of Ethics and Business Conduct](#) is available on our company website and refers to many of our policies. The Code of Ethics and Business Conduct applies to our directors, officers (including our principal executive officer, principal financial officer, principal accounting officer), and employees.



Integrity is the first of our core values. Our commitment to work safely and honestly, and to respect our employees, business partners and the environment must be our top priority.

**VINCENT GRIECO**

EXECUTIVE VICE PRESIDENT,  
GENERAL COUNSEL AND SECRETARY

All employees are required to annually certify compliance with the Code of Conduct. In FY21, 100% of our employees completed the Code of Conduct employee signoff. This report outlines a few policies that are specific to ESG.

Evoqua is committed to regularly communicating and training on ethics and compliance topics to maintain the highest levels of integrity. With our global training initiatives and targeted training for specific functions, we regularly see over 90% completion on our training modules. The Ethics and Compliance team also works with the ELT to develop and deliver ethics and compliance messaging to the organization. This leadership is a demonstration of our commitment to doing business with integrity.

**ANTI-CORRUPTION POLICY**

In our strides to maintain the highest possible ethical standards, Evoqua has a comprehensive [Anti-Corruption Policy](#) that details information on prohibiting bribes, both governmental and commercial; training on anti-corruption policies and procedures; due diligence on all third-party intermediaries, with continuous monitoring of high-risk third parties; strict requirements around gifts, travel, and entertainment of government officials; and internal auditing of anti-corruption program policies, procedures, and controls. To prevent corruption, our management team receives periodic, targeted anti-corruption training. To our knowledge, we had no instances of bribery, corruption, or anti-competitive practices in FY21.



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# Whistleblower Program and Policy

Evoqua is committed to conducting business ethically and legally. This is underlined by our belief that no profit is ever worth compromising employee safety or the company’s integrity.

Evoqua’s Compliance Helpline is managed by a third-party and is available twenty-four hours a day, seven days a week. Our [Employee Concern Policy](#) provides that anyone using the compliance helpline can report anonymously without fear of retaliation. The purpose of the policy is to provide avenues for and encourage employees to raise concerns internally for investigation and resolution. Employee concerns are taken seriously, and we are committed to investigating and responding to every report. Our independent helpline is available for all internal and external parties in six languages. We proactively communicate the helpline’s availability to employees through our employee newsletter, website, intranet, printed materials, and regular communication throughout the year, including employee town halls. The helpline and Ethics and Compliance team are available to help employees by providing guidance on compliance-related topics or any other concerns that could impact the company’s integrity.

## CONFLICTS OF INTEREST

Our Conflicts of Interest Policy applies to all our directors, officers, and employees. Conflicts between personal interests and the company’s interests can introduce ethical and legal challenges that jeopardize the reputation and the integrity of Evoqua and our directors, officers, and employees. Clear guidance on identifying, disclosing, analyzing, and mitigating actual or potential conflicts builds trust and reinforces a culture of integrity.

## BUSINESS PARTNER CODE OF CONDUCT

Our [Business Partner Code of Conduct](#) applies to representatives, agents, distributors, and other channel partners, ensuring that any persons or entities acting on behalf of Evoqua are held to the same high standards as our Code of Ethics and Business Conduct. Our Business Partner Code of Conduct is designed to reflect the current business, ethics, and compliance risks. The Code is modeled after the Responsible Business Alliance (RBA) Code of Conduct. All business partners are required to certify the Business Partner Code of Conduct at onboarding and at the time of contract renewal, if applicable.



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# Our Approach to Risk Management

## RISK OVERSIGHT

We acknowledge that with our business comes risk. Evoqua has processes in place for identifying, managing, and mitigating potential risks while also assessing areas of opportunity for our company. Risk management is vital to our mission: **Transforming Water. Enriching Life.**<sup>®</sup>

Management is responsible for identifying, assessing, prioritizing, and managing Evoqua’s risks. A management-level Risk Committee supports risk management activities within each functional area. The Risk Committee monitors the effectiveness of the risk management structures and advises our Executive Leadership Team on the effectiveness of those structures and strategies for prioritizing and mitigating enterprise risks.

Our full Board is responsible for overseeing management of the business and affairs of the company

in a manner consistent with the best interests of the organization and our stockholders. In this oversight role, our Board must actively evaluate management’s business strategies, plans, policies, and activities and understand management’s approach to identifying, assessing, and managing the associated risks and opportunities. Due to the broader implications of certain categories of risk, such as financial, compensation, cybersecurity, human capital management, and ESG and sustainability, our Board coordinates oversight of these risks with its standing committees.

The Audit Committee of the Board of Directors is responsible for the company’s enterprise risk management framework and its policies and procedures for risk management, including our company’s cybersecurity risk exposure. For more on each committee’s area of oversight, please visit our [Proxy Statement](#), page 36.

We acknowledge the importance of the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations on risks and opportunities related to climate change. In the coming years, we will begin to further align our disclosures to these recommendations.





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# Cybersecurity

## KEEPING DATA SAFE

The data Evoqua owns and controls is among its most valuable assets. We have adopted measures to mitigate potential risks associated with information technology disruptions and cybersecurity threats; however, there is no assurance that these measures will prevent cyber-attacks or security breaches. The safety of the information that our customers, employees, suppliers, and stakeholders share with us remains a priority.

Evoqua maintains an Information Security Program to monitor and help mitigate our cybersecurity risk and ensure the confidentiality, integrity, and availability of our information systems and data. The program aligns to the National Institute of Standards and

Technology (NIST) Cybersecurity Framework (CSF), Special Publications 800-53 and 800-171, and is evaluated through our internal audit activities and periodic external assessments. The Information Security Program includes an information security policy, system logging and monitoring, vulnerability and patch management, and a detailed incident response program so threats can be quickly evaluated. For more information on how we operate our program, see page 37 of our [Proxy Statement](#).

We protect data based on its value and corresponding risk. Gaining stakeholder consent for the processing, sharing, and storage of their data includes following industry standards, such as our privacy policy and Our Code of Ethics and Business Conduct. Our third-party risk

management program evaluates our IT partners throughout their lifecycle with us, assessing them for potential threats to our company.

Each year, we require our employees to take cybersecurity awareness training courses through our Learning Management System, which details best practices to prevent information security breaches. In addition to training, employees receive regular communications on cybersecurity, including email phishing exercises, posts in our electronic newsletter, and a dedicated intranet site.

The Audit Committee of our Board of Directors is responsible for monitoring the company's Information Security Program and periodically receives reports from the Chief Information Officer and Chief Information Security Officer.



\* This is used for protecting and responding to cybersecurity threats.

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# Supply Chain

We maintain a cost-effective, diversified procurement program through strong relationships with strategic suppliers across critical inputs. Our supply chain’s top acquired materials include chemicals, membranes, resin, metal fabrications, carbon, and electrical components. We seek sources of supply from multiple suppliers and often from various geographies. Our strategy has proven especially effective throughout the COVID-19 pandemic as we were able to source critical materials and mitigate risk, all while delivering cost-effective goods for our customers.

We have a comprehensive Supplier Code of Conduct to ensure we partner with businesses that share our mandate to respect international human and environmental rights and good business ethics. The procedures we have in place help us manage compliance-related issues associated with our vendors and business partners. We provide training to our employees on our monitoring program to vet and monitor our customers and suppliers. We are dedicated to a supply chain that respects human rights. We reinforce this through our [Supplier Code of Conduct](#),

[Code of Ethics and Business Conduct](#), [Modern Slavery Statement](#), and [Conflict Minerals Policy](#). To further integrate sustainability best practices into our supply chain, in FY21, we updated our Supplier Code of Conduct.

To mitigate risk in our supply chain, we question our suppliers on their environmental practices during the supplier onboarding process and require certification of our Supplier Code prior to engagement. This process is intended to assure us that we are engaging suppliers who follow compliant and ethical business practices and share our commitment to these principles.

Our Supply Chain Protocol is a two-phased process. It includes: (1) an initial assessment that each supplier must complete, including a supplier questionnaire, which is evaluated to determine if we will use their products, and (2) a second assurance phase, our Compliance Requirement Auditing process. We also monitor our suppliers and customers for major compliance incidents and systematically monitor our suppliers for major environmental controversies.





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# Supplier Diversity Program

In FY21, we focused on supplier diversity to meet our customers' needs and align with our core value: sustainable. We believe that inclusion and diversity is a primary catalyst for innovation. To achieve this, we plan to seek opportunities to develop mutually beneficial relationships with small, minority-owned, women-owned, disadvantaged, disabled, LGBTQ, and veteran-owned business enterprises. Our [Supplier Diversity Policy](#) further details our next steps to promote diversity within our supply chain.

<b>Goals of Our Program:</b>	Promote the inclusion of diverse suppliers in our global procurement process.	Create economic growth for new suppliers and their communities.
	Continuous development of a resilient supply chain.	Foster continuous improvement between new and existing suppliers and provide the best value for Evoqua's customers.



Committing to a diverse supply chain today will generate opportunities for underrepresented groups tomorrow and beyond.

**JAMES M. KOHOSEK**  
EXECUTIVE VICE PRESIDENT,  
CHIEF ADMINISTRATIVE OFFICER

## OUR PROGRESS

In FY21, we developed a supplier diversity policy and a [web page](#) that communicates our commitment to supplier diversity and the goals that will help us progress on our journey.

Approximately 6% of Evoqua's global spend during FY21 was with diverse suppliers. In FY22, we have set a goal to improve this while continuing to focus on customer fulfillment. If supply chain disruptions stabilize this year, we hope that our ability to increase our diverse spending while meeting customer needs becomes more achievable.

## DIVERSE SUPPLIER QUALIFICATION



A business is recognized as a diverse supplier when it is at least 51% owned and operated by an individual or group that is part of a traditionally marginalized, underutilized, and underrepresented group. Currently, we are accepting self-identification of diverse suppliers. Commencing December 2022, we will ask all of our current suppliers to become certified to be considered a diverse supplier. We encourage all suppliers to get their certification from a third party local, state, or federal organization such as the National Minority Supplier Development Council or the Small Business Administration.





# Frameworks



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102-1 Name of the organization	Evoqua Water Technologies Corp.
102-2 Activities, brands, products, and services	Evoqua Water Technologies is a leading provider of mission-critical water and wastewater treatment solutions, offering a broad portfolio of products, services, and expertise to support customers across various end markets. We provide a broad portfolio of differentiated proprietary technologies sold under several market-leading and well-established brands to our global customer base. With over 200,000 installations worldwide, we hold leading positions in the industrial, commercial, and municipal water treatment markets in North America. For a deeper look into our products and services, please visit our <a href="#">website</a> or our <a href="#">Annual Report</a> , page 3.
102-3 Location of headquarters	Pittsburgh, Pennsylvania, USA
102-4 Location of operations	As of September 30, 2021, we operate in 156 locations across ten countries, including 11 manufacturing facilities, 7 research and development facilities, and 91 service branches across the United States, Canada, the United Kingdom, the Netherlands, Germany, Australia, the People’s Republic of China, Singapore, India, and the Republic of Korea.
102-5 Ownership and legal form	Evoqua Water Technologies Corp. is a Delaware corporation, and our common stock is publicly traded on the New York Stock Exchange (NYSE) under the ticker symbol "AQUA." Evoqua Water Technologies Corp. is a holding company, and operations are conducted through its domestic and international subsidiaries.
102-6 Markets served	Evoqua is present in North America, Europe, and Asia Pacific, serving customers across industrial, municipal, and commercial markets. The specific markets we serve can be found on <a href="#">page 8</a> of this report.
102-7 Scale of the organization	Total number of employees: approximately 4,000 as of year-end, September 30, 2021 FY21 revenue: \$1.46 billion For more information, please see our <a href="#">Annual Report</a> , pages 1 - 40
102-8 Information on employees and other workers	As of September 30, 2021, we had approximately 4,000 employees. Of these employees, approximately 59% were full-time salaried staff, and the remaining employees consisted of a mix of full-time and part-time hourly workers. About 75% of our employees work in our U.S. operations, and approximately 25% work in international operations. Women represent approximately 20% of our current full-time global population, and U.S. minorities make up approximately 24% of our U.S. workforce. For more information on our employees and other workers, please see <a href="#">page 41</a> of this report or our <a href="#">Annual Report</a> pages 11-12.

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102-9 Supply chain	<p>We maintain a cost-effective and diversified procurement program focused on supply chain continuity and customer fulfillment, utilizing strong relationships with strategic suppliers across key commodities. The top materials in our supply chain include chemicals, membranes, resin, metal fabrications, carbon, and electrical components. The procurement strategy within the project environment is focused on ensuring our ability to meet individual customer needs, with a particular focus on more complex installation projects. We seek to in-source products that align with our existing manufacturing core competencies and enable us to provide our customers with the highest level of value. Our diversified supply base spans multiple suppliers and geographies, allowing us to be cost-effective and responsive while embracing our sustainability objectives.</p>
102-10 Significant changes to the organization and its supply chain	<p>On December 17, 2020, we acquired the industrial water business of Ultrapure &amp; Industrial Services, LLC (“Ultrapure”) for \$8.7 million cash paid at closing. On April 1, 2021, we paid an additional \$0.3 million due to net working capital adjustments. Ultrapure, based out of Texas, provides customers across multiple end markets with a variety of water treatment products and services, including service deionization, reverse osmosis, UV, and ozonation. Ultrapure strengthens our service capabilities in Houston and Dallas, Texas, and is part of our Integrated Solutions and Services segment.</p> <p>On April 1, 2021, we acquired the assets of Water Consulting Specialists, Inc. (“WCSI”) for \$12.0 million cash paid at closing. WCSI is a leader in the design, manufacturing, and service of industrial high-purity water treatment systems. The acquisition strengthens our portfolio of high-purity water treatment systems and provides the opportunity to further expand our digitally enabled solutions and services in key industrial markets. WCSI is a part of the Integrated Solutions and Services segment.</p>
102-11 Precautionary principle or approach	<p>Each year, Evoqua renews its commitment to safety with our Environment, Health &amp; Safety (EHS) and Sustainability policy signed by our CEO. It states that we will provide our solutions, products, and services in a safe, environmentally sound, and socially responsible manner. For more information on our commitment to safety, please see our <a href="#">EHS &amp; Sustainability Policy</a>.</p>
102-12 External initiatives	<p>As of November 2021, Evoqua committed to the Science Based Target Initiative.</p>



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<b>Organizational Profile</b>	
102-13 Membership of associations	Evoqua works with numerous local and global associations to participate in broad discussions on water issues and solutions. Our membership associations include: Association for the Advancement of Medical Instrumentation (AAMI), Water & Wastewater Equipment Manufacturers Association (WWEMA), ASTM D19 Committee on Water, Chartered Institution of Water and Environmental Management/Water UK, British Water Membership, China British Business Council (CBBC), The Water Council, International U.V. Association, The Water Research Foundation (WERF), Water Environment Federation (WEF), American Water Works Association (AWWA), WaterReuse Association, Global Water Intelligence (GWI), U.S. Water Alliance, Singapore Business Federation (SBF), Pool Water Treatment Advisory Group (PWTAG), Association for Talent Development, CEOs for Sustainability, and The Center for Sustainable Business (CSB) at the University of Pittsburgh.
<b>Strategy</b>	
102-14 Statement from senior decision-maker	See <a href="#">page 4</a> for a message from Ron C. Keating, President and Chief Executive Officer of Evoqua Water Technologies.
102-15 Key impacts, risks, and opportunities	Found on <a href="#">page 50</a> of this report and our <a href="#">Annual Report</a> , pages 13-26.
<b>Ethics and Integrity</b>	
102-16 Values, principles, standards, and norms of behavior	Our vision “to be the world’s first choice for water solutions” and our values of “integrity, customers, sustainable, and performance” foster a corporate culture that is focused on establishing a workforce that is enabled, empowered, and accountable, which creates a highly entrepreneurial and dynamic work environment. Our purpose is “Transforming Water. Enriching Life.®” To learn more, see <a href="#">page 7</a> of this report.
102-17 Mechanisms for advice and concerns about ethics	Found on <a href="#">page 49</a> of this report.
<b>Governance</b>	
102-18 Governance structure	Our Board of Directors, the highest governance body for Evoqua, provides oversight, strategic direction, and counsel to management regarding the business, affairs, and long-term interests of our company and our stockholders. Our Board is led by an independent chairperson. In addition, our Chief Executive Officer’s membership on and collaboration with the Board allows him to gauge whether management is providing adequate information for the Board to understand the interrelationship of our various business and financial risks.

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<p>Governance</p> <p>continued 102-18 Governance structure</p>	<p>Our Board maintains three standing committees, each comprised solely of independent, non-employee members of the Board:</p> <ul style="list-style-type: none"> <li>• The Audit Committee assists the Board with respect to its oversight of: <ul style="list-style-type: none"> <li>- The quality and integrity of the company's financial statements.</li> <li>- The integrity and adequacy of the company's auditing, accounting, and financial reporting processes and systems of internal control over financial reporting.</li> <li>- The company's compliance with legal and regulatory requirements, including internal controls and whistleblower procedures designed for that purpose, and its Code of Ethics and Business Conduct and programs established in accordance therewith.</li> <li>- The company's independent registered public accounting firm's qualifications, performance, and independence.</li> <li>- The performance of the company's internal audit function.</li> <li>- The company's enterprise risk management framework and its policies and procedures for risk management, including the company's cybersecurity risk exposure.</li> </ul> </li> <li>• The Compensation Committee's primary responsibilities and functions are as follows: <ul style="list-style-type: none"> <li>- To discharge the Board's responsibilities relating to the company's compensation and employment benefit plans, policies, and programs for members of the Executive Leadership Team (i.e., our CEO and the senior executives of the company who report to the CEO).</li> <li>- To make recommendations to the Board regarding the compensation of directors who are not employees of the company.</li> <li>- To assist the Board in discharging its responsibilities with respect to oversight of the company's key human capital management strategies and programs, including talent recruitment and retention and inclusion and diversity.</li> </ul> </li> </ul>



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<p>Governance</p> <p>continued</p> <p>102-18 Governance structure</p>	<ul style="list-style-type: none"> <li>The Nominating and Corporate Governance Committee’s primary responsibilities and functions are as follows:               <ul style="list-style-type: none"> <li>The company’s director nominations process and procedures.</li> <li>Evaluating the performance of the Board.</li> <li>Developing and maintaining the company’s corporate governance policies.</li> <li>Oversight of the company’s key policies and strategies with respect to its environmental impact, sustainability practices, and corporate responsibility initiatives.</li> </ul> </li> </ul>
<p>102-20 Executive-level responsibility for economic, environmental, and social topics</p>	<p>Snehal A. Desai, Chief Growth and Sustainability Officer, leads the company’s sustainability program. Our sustainability program is governed through a multi-tiered structure. It is designed to cover each of the broad categories of sustainability topics that we have identified, with assistance from our stakeholders. On a day-to-day basis, our core Sustainability Team manages our sustainability program and coordinates with the individual workgroups that focus on each sustainability topic. We also maintain a Sustainability Steering Team, composed of vice presidents and senior managers from different functional areas, which monitor stakeholders’ interests. The Sustainability Steering Team advises the Executive Leadership Team on priorities to pursue under our sustainability program and reports to our Chief Growth and Sustainability Officer and periodically to the full Executive Leadership Team.</p> <p>The Chief Growth and Sustainability Officer reports directly to our CEO and provides quarterly updates to the Nominating and Corporate Governance Committee regarding the management of the sustainability program, goal-setting, and reporting activities. For more information, see our <a href="#">Proxy Statement</a>, page 38.</p>
<p>102-21 Consulting stakeholders on economic, environmental, and social topics</p>	<p>We regularly consult our stakeholders on ESG related topics through quarterly earnings meetings, calls with investors, our materiality assessment process, our Compliance Helpline, employee town halls, employee pulse surveys, our company-wide newsletter, and others.</p>
<p>102-22 Composition of the highest governance bodies and its committees</p>	<p>The Board of Directors, consisting of nine members, is the highest governance body at Evoqua. The Board has affirmatively determined that eight of its nine current members are independent directors as defined by the Company’s Corporate Governance Guidelines and the corporate governance standards of the New York Stock Exchange (NYSE). The sole non-independent member of our Board is Ron C. Keating. Mr. Keating is not independent because of his employment with the company as an executive officer. 100% of the members of the key committees of the Board (Audit, Compensation, and Nominating and Corporate Governance Committees) are independent.</p>

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<p>Governance</p> <p>continued</p> <p>102-22 Composition of the highest governance bodies and its committees</p>	<p>Of our non-employee directors, the four directors with the longest tenures have served for approximately eight years; two directors have served for approximately four years, and three directors have served for three years or fewer. Since 2018, five new directors have joined our Board. Overall, three of our current Board members self-identify as diverse based on their race or ethnicity, and three members self-identify as female. Additionally, one Board member is a national of and lives and works in the United Kingdom. As of March 31, 2022, our nine current Board members range in age from 45 to 72, and the average age of our Board members is 59. For more information on individual Board members, please see our <a href="#">Proxy Statement</a>, pages 13-26, or <a href="https://evoqua.com/leadership">Evoqua.com/leadership</a>.</p> <p>As a governing body, our Board strives to maintain a mix of experience, background, qualifications, and skills to help the company’s strategic direction and organizational development. The experience, background, qualifications, and skills that our current Board members collectively possess include the following:</p> <ul style="list-style-type: none"> <li>• Board governance</li> <li>• Compensation and human resources</li> <li>• End markets and growth areas</li> <li>• Financial literacy</li> <li>• International markets</li> <li>• IT expertise and cybersecurity</li> <li>• Operations</li> <li>• Strategic leadership and management</li> <li>• Environmental, social, and governance matters</li> <li>• Technology and innovation</li> <li>• Water industry knowledge</li> </ul> <p>Our directors also possess other individual experience, background, qualifications, and skills not listed above.</p> <p>For more information, please see our <a href="#">Proxy Statement</a>, pages 24-25.</p>
<p>102-23 Chair of the highest governance body</p>	<p>We currently separate the roles of CEO and Board Chairperson. The Board has been led by a non-employee Board Chairperson since Evoqua commenced operations in 2014. Martin J. Lamb, an independent director, served as our Board Chairperson from 2014 until May 2021. In May 2021, our Board elected Gary A. Cappeline, also an independent director, as Board Chairperson.</p>



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<p>Governance</p> <p>continued</p> <p>102-23 Chair of the highest governance body</p>	<p>We believe a leadership structure with a separate CEO and Board Chairperson is appropriate for our company at this time due to the differences between the two roles. The CEO is responsible for setting our strategic direction, providing day-to-day leadership, and managing our business. The Board Chairperson provides guidance to the CEO, chairs Board meetings, sets the agendas for Board meetings, and maintains the flow of information to Board members in advance of and in between Board meetings. Currently, separating these leadership roles allows our CEO to focus on developing and implementing business strategies and objectives and monitoring our company’s day-to-day management and performance. The Board Chairperson, on the other hand, is able to provide independent oversight of our company, serve as an independent liaison between our management and the members of our Board in providing feedback to our CEO, and focus on governance of our Board, including Board composition and the recruitment of new directors, Board meeting schedules and agenda-setting, and information flow and management reporting to the Board. For more information, please see our <a href="#">Proxy Statement</a>, page 27.</p>
<p>102-24 Nominating and selecting the highest governance body</p>	<p>The Nominating and Corporate Governance Committee monitors our Board’s composition and its committees, identifies and evaluates potential director candidates, and makes recommendations to the entire Board on these matters. The Nominating and Corporate Governance Committee considers the company’s strategy, business, structure, and input from our CEO on strategic priorities when developing a search for a director candidate. Candidates for nomination to the Board may be suggested by current directors, management, stockholders, or a third-party search firm engaged to assist with director recruitment.</p> <p>The Nominating and Corporate Governance Committee does not have specific minimum qualifications that must be met for a prospective director candidate to be nominated. However, when identifying potential candidates, it focuses on individuals with particular experience, background, qualifications, and skills, as summarized above under “Composition of the highest governance bodies and its committees.” The Nominating and Corporate Governance Committee considers diversity in knowledge and viewpoints and considers age, gender, race, ethnicity, sexual orientation, gender identity, and other personal characteristics in reviewing potential candidates. Additionally, under our Corporate Governance Guidelines, the Nominating and Corporate Governance Committee will request that any search firm include female and racially/ethnically diverse candidates in the initial pool from which the new director nominees are selected (also known as the “Rooney Rule”).</p> <p>The Nominating and Corporate Governance Committee may engage a third-party consulting firm to conduct director candidate searches. In such cases, the Nominating and Corporate Governance Committee provides the consulting firm with guidance on the experience, background, qualifications, and skills it is seeking in potential candidates. The consulting firm provides research and pertinent information and recommends candidates who satisfy such criteria. The Nominating and Corporate Governance Committee then evaluates the potential candidates recommended by the consulting firm.</p>

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continued 102-24 Nominating and selecting the highest governance body	The Nominating and Corporate Governance Committee will consider director candidates recommended by stockholders in the same manner and using the same criteria discussed above. For more information on this process, please see our <a href="#">Proxy Statement</a> , page 34.
102-25 Conflicts of interest	Please see our <a href="#">Proxy Statement</a> , pages 36 and 40.
102-26 Role of highest governance body in setting purpose, values, and strategy	Please see our <a href="#">Proxy Statement</a> , pages 36-38.
102-27 Collective knowledge of highest governance body	Please see our <a href="#">Proxy Statement</a> , pages 13-21, 24-26, and 29.
102-28 Evaluating the highest governance body's performance	We expect our Board to thoughtfully appraise its performance as the highest governing body of our company. The Nominating and Corporate Governance Committee establishes and oversees a process for the annual evaluation of the Board and each standing committee thereof. On an annual basis, our Board and each of its committees conducts a self-evaluation under the framework that has been established by the Nominating and Corporate Governance Committee, including with respect to performance and effectiveness. Each committee and the full Board separately discuss the results of its self-evaluation, in conjunction with the organizational meeting of our Board that is held following our Annual Meeting of Stockholders. The FY21 evaluation process resulted in a continuing focus on strategy and adjustments to time allocation for meetings. For more information, please see our <a href="#">Proxy Statement</a> , page 29, or our <a href="#">Corporate Governance Guidelines</a> .
102-29 Identifying and managing economic, environmental, and social impacts	Please see our <a href="#">Proxy Statement</a> , pages 5, 7, and 35-38.
102-30 Effectiveness of risk management processes	Please see our <a href="#">Proxy Statement</a> , pages 36-38.
Stakeholder Engagement	
102-40 List of stakeholder groups	Our key stakeholders are customers, investors, employees, and community members.
102-41 Collective bargaining agreements	None of our facilities in the United States or Canada are covered by collective bargaining agreements. As is common in Germany and the Netherlands, our employee populations there are represented by works councils. We are not involved in any material disputes with our employees and believe that relations with our employees and, to the extent applicable, with our works councils, are good.
102-42 Identifying and selecting stakeholders	Through our materiality assessment in 2019, we identified our key stakeholders and had the opportunity to create goals that fit their needs in accordance with our mission and values.



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Stakeholder Engagement	
102-43 Approach to stakeholder engagement	Our employee engagement efforts include our weekly company-wide newsletter and frequent all-employee town hall meetings. We aim to keep our employees well informed and provide transparency. Employee engagement surveys (pulse surveys) are conducted, and we incorporate critical employee feedback into our culture, operations, and strategic plans. For more information on how we survey our employees, please see page 40 of this report. Our LIVE WELL programming is geared to promote worker health and well-being. Additionally, we conducted a materiality assessment in FY19, engaging a wide range of stakeholders. We continue to undertake purposeful stakeholder engagement through our investor relations practices, collaboration with our Board of Directors, customer questionnaires, focus groups, the Evoqua Inclusion Network, and other activities. Our Compliance Helpline is available to all employees to report a concern. The Helpline is staffed by a third party and is available 24/7. Reports to the Helpline and submissions via the phone and intranet may be made anonymously.
102-44 Key topics and concerns raised	The topics disclosed in this report are material for our company and stakeholders. <a href="#">Page 17</a> contains an index.
Reporting Practice	
102-45 Entities included in the consolidated financial statements	All entities included in Evoqua's consolidated financial statements are covered by this sustainability report. We note in this sustainability report where certain information and data are only for specific aspects of the business. Please see our publicly available <a href="#">Annual Report/10-K</a> for more details on financial information.
102-46 Defining report content and topic boundaries	This report is based on the topics raised from our materiality assessment in FY19. The issues disclosed in this report are key to our company and stakeholders. The information included is reported on a global scale unless otherwise stated. We aim to continuously improve our disclosure per stakeholder needs and material impact.
102-47 List of material topics	Found on <a href="#">page 17</a> of this report.
102-48 Restatements of information	No restatements of information.
102-49 Changes in reporting	This report contains increased disclosure on our material topics, greenhouse gas emissions, water usage, sustainability goals, product governance, learning and development programs, cybersecurity program, risk management, and supplier diversity.
102-50 Reporting period	Fiscal Year 2021 (FY21): October 1, 2020 - September 30, 2021
102-51 Date of most recent report	April 2021
102-52 Reporting cycle	Annual

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Reporting Practice	
102-53 Contact point for questions regarding the report	If you would like to engage with us, email <a href="mailto:sustainability@evoqua.com">sustainability@evoqua.com</a> .
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55 GRI content index	<a href="#">Pages 55</a> through 69 serve as our GRI index.
102-56 External assurance	This report is not externally assured.
TOPIC-SPECIFIC DISCLOSURES	
Procurement Practices 2016	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 52</a> and <a href="#">53</a> of this report.
Disclosure	
204-1 Procurement Practices	At Evoqua, we focus on diverse spend as we believe that inclusion and diversity is a primary catalyst for innovation. Approximately 6% of our global spend during FY21 was with diverse suppliers. For more on our supplier diversity program and policy, please see <a href="#">page 53</a> of this report.
Anti-Corruption 2015	
Management Approach	
103-1, 103-2, 103-3,	Found on <a href="#">page 48</a> of this report.
Disclosure	
205-2 Communication and training about anti-corruption policies and procedures	Found on <a href="#">page 48</a> of this report.
205-3 Confirmed incidents of corruption and actions taken	Found on <a href="#">page 48</a> of this report.
Anti-Competitive Behavior 2016	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 48</a> of this report.



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TOPIC SPECIFIC DISCLOSURES	OUR RESPONSE
<b>Anti-Competitive Behavior 2016</b>	
Disclosure	
206-1 Legal actions for anti-competitive behavior; anti-trust, and monopoly practices	Found on <a href="#">page 48</a> of this report.
<b>Energy 2016</b>	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 30</a> of this report.
Disclosure	
302-1 Energy consumption within the organization	Found on <a href="#">page 31</a> of this report.
302-3 Energy intensity	Found on <a href="#">page 31</a> of this report.
302-4 Reduction of energy consumption	Found on <a href="#">page 31</a> of this report.
<b>Water and Effluents 2018</b>	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 33</a> of this report.
Disclosure	
303-1 Interactions with water as a shared resource	Found on <a href="#">page 11</a> and <a href="#">page 33</a> of this report.
303-2 Management of water discharge-related impacts	Found on <a href="#">page 33</a> of this report.
303-3 Water withdrawal	Evoqua facility water usage is by municipal water providers and a few groundwater wells in areas where public service is unavailable. No surface, sea, or produced water is applicable. For more information, please visit <a href="#">page 33</a> of this report.
303-4 Water discharge	Not tracked.
303-5 Water consumption	Found on <a href="#">page 33</a> of this report.

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TOPIC SPECIFIC DISCLOSURES	OUR RESPONSE
Emissions 2016	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 31</a> of this report.
Disclosure	
305-1 Direct (Scope 1) GHG emissions	Found on <a href="#">page 31</a> of this report.
305-2 Energy indirect (Scope 2) GHG emissions	Found on <a href="#">page 31</a> of this report.
305-4 GHG emissions intensity	Found on <a href="#">page 31</a> of this report.
305-5 Reduction of GHG emissions	Found on <a href="#">page 31</a> of this report.
305-6 Emissions of ozone depleting substances	We do not track emissions of ozone-depleting substances (ODS) as we do not use significant amounts.
Employment	
Material Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 42</a> of this report.
Disclosure	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Found on <a href="#">page 42</a> of this report.
401-3 Parental leave	Our parental leave benefit provides all U.S. employees with paid leave when taking time to care for a newborn, newly adopted, or recently placed foster child. To be eligible for parental leave, the employee must have been employed by the company for at least twelve (12) months and worked at least 1,250 hours during that period.
Training and Education	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 43</a> of this report.



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TOPIC SPECIFIC DISCLOSURE	OUR RESPONSE
Training and Education	
Disclosure	
404-2 Programs for upgrading employee skills and transition assistance programs	Found on <a href="#">page 43</a> of this report.
404-3 Percentage of employees receiving regular performance and career development reviews	100% of all exempt employees have had at least one performance conversation in FY21.
Diversity and Equal Opportunity	
Management Approach	
103-1, 103-2, 103-3	Found on <a href="#">page 40</a> of this report.
Disclosure	
405-1 Diversity of governance bodies and employees	Found on <a href="#">pages 47</a> and <a href="#">41</a> of this report, respectively.
Occupational Health and Safety 2018	
103-1, 103-2, 103-3	Found on <a href="#">page 36</a> of this report.
403-1 Occupational Health and Safety Management System	Evoqua’s Environment, Health & Safety (EHS) management system aligns with the essential elements of the ISO 14001:2015 and OHSAS 18001:2007. The multi-tiered governance and oversight structure of our global EHS program is designed to facilitate the flow of communication throughout our entire organization regarding safety priorities, data trends, and other critical matters. Our EHS team closely monitors our program through monthly performance reviews at the executive level; our Chief Executive Officer and members of the leadership team review every recordable accident; quarterly operations review meetings and Board of Director reports; daily interactions with operations’ leaders; routine reviews of key performance indicators; and regular facility audits to verify compliance. Our EHS management system covers all Evoqua employees. Our scope includes the major product and service categories associated with the primary functions of manufacturing water and wastewater treatment solutions at multiple locations and distributing the product to industrial, municipal, and commercial customers worldwide. Contractors, service providers, and visitors should be made aware of and conform to the EHS Management System when working at Evoqua controlled facilities.

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Occupational Health and Safety 2018	
403-2 Hazard identification, risk assessment, and incident investigation	<p>Through our Incident Report and Investigation Program, which includes executive oversight, we have established reporting procedures for work-related injuries and significant non-injury losses that are focused on:</p> <ol style="list-style-type: none"> <li>1. Ensuring prompt medical care for injured employees.</li> <li>2. Providing accurate and timely reporting of incidents within the organization and to governmental agencies, as required.</li> <li>3. Providing management with the tools to determine the root causes of incidents, implement corrective and preventive actions to prevent their recurrence, and sharing this knowledge throughout Evoqua.</li> </ol>
403-3 Occupational health services	<p>We maintain an EHS program focused on work environments where each employee is enabled, empowered, and embraces personal accountability for protecting their health and safety, as well as that of their co-workers. Every employee is empowered to:</p> <ol style="list-style-type: none"> <li>1. Perform a safe performance self-assessment when they begin work.</li> <li>2. Follow standard work instructions for the job they are performing.</li> <li>3. STOP WORK when they have a concern or see the potential for injury.</li> </ol> <p>Information and resources can be found for workers on the Evoqua intranet site.</p>
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>We pride ourselves on our ability to communicate our EHS management system with integrity and transparency to our employees. Details on the system are communicated via the Evoqua intranet site and through targeted programs and training. The majority of our locations have EHS committees responsible for investigating and reviewing accidents and communicating safety issues. All of our divisions hold monthly calls to review safety issues. Our operating guidelines and procedures are relevant for our industry.</p> <p>In the U.S. and Canada, we rely upon our Daily Tiered Accountability Boards (TABs), start of shift meetings, and toolbox talks for employees to receive safety information and raise safety concerns. In EMEA, we rely upon our works councils, which comprise a network including human resources, employee representatives, and operations management to address employee health and well-being. The manufacturing locations also utilize TABs. In APAC, we rely upon safety committees comprised of employees and management. Ultimately, all employees can raise concerns through the Compliance Helpline.</p>



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continued Occupational Health and Safety 2018	
403-5 Worker training on occupational health and safety	We have implemented targeted programs to ensure employees receive initial training, followed by regular refresher training. We also reinforce hazard awareness for slips, trips, and falls; strains and sprains; and body parts in the line of fire in our employee safety orientation, routine in-person and online safety training, safety alerts and messages, monthly safety calls, and our company-wide newsletters.
403-6 Promotion of worker health	The wellness of our employees is extremely important at Evoqua. We recognize that our employees' good health and well-being allow them to out-perform in the workplace and live a happy and rewarding life. We offer full health benefits, matching and profit-sharing contributions to the employer-sponsored 401(k) plan, a flexible work environment, and an Employee Assistance Program. Beyond traditional benefits, we think holistically about wellness. The mission of our LIVE WELL program is to create a work environment where employees have the tools, resources, and support system that will motivate and empower individuals to take responsibility and live a healthier lifestyle. LIVE WELL's pillars include: Move More, Eat Better, Be Safer, and Be Mindful. Please visit <a href="#">page 42</a> of this report for more information on promoting worker wellness.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>To prevent occupational health and safety impacts, Evoqua relies upon our EHS applications. This is how we identify and track EHS issues to closure. These applications include employee observations, safety challenges in which hazards are identified and tracked to closure, reporting of safety incidents that lead to investigations, and correctives that are also tracked to closure.</p> <p>Further information on our approach to preventing or mitigating significant adverse occupational health and safety impacts linked to our operations, products, services, our business relationships, and the related hazards and risks can be found in our EHS&amp;S policy on <a href="#">page 36</a> of this report.</p>
403-8 Workers covered by an occupational health and safety management system	All employees.
403-9 Work-related injuries	Found on <a href="#">page 37</a> of this report.

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TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Topic	Accounting Metric	Category	Unit of Measure	Code	Disclosure
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	RT-IG-130a.1	(1) 851,140 GJ (2) ~15% (3) ~16%
Employee Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near-miss frequency rate (NMFR)	Quantitative	Rate	RT-IG-320a.1	Found on <a href="#">page 37</a> of this report.
Fuel Economy and Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not Applicable
	Sales-weighted fuel efficiency for non-road equipment	Quantitative	Gallons per hour	RT-IG-410a.2	Not Applicable
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Unit of measure: Watts per gallon	RT-IG-410a.3	Not Tracked
Materials Sourcing	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines <sup>2</sup>	Quantitative	Unit of measure: Grams per kilowatt-hour	RT-IG-410a.4	Not Tracked
	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-IG-440a.1	Found on <a href="#">page 52</a> of this report.
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Reporting currency	RT-IG-440b.1	Not tracked

TABLE 2. ACTIVITY METRICS

Activity Metric	Category	Unit of Measure	Code	Disclosure
Number of Units Produced by Product Category 4	Quantitative	Number	RT-IG-000.A	Not tracked
Number of Employees	Quantitative	Number	RT-IG-000.B	Found on <a href="#">page 6</a> of this report.



# Appendix

A wide-angle landscape photograph of a mountain valley. A river flows through the center, surrounded by steep, rocky cliffs on the left and lush green hillsides on the right. The scene is bathed in warm, golden light, suggesting late afternoon or early morning. The word "Appendix" is overlaid in white text on the left side of the image.



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**ADJUSTED EBITDA RECONCILIATIONS**

<i>(\$ in millions)</i>	<b>FY21</b>	<b>FY20</b>	<b>FY19</b>
Net income (loss)	\$51.7	\$114.4	\$(8.5)
Income tax expense	10.1	7.4	9.6
Interest expense	37.5	46.6	58.6
Operating profit	\$99.3	\$168.4	\$59.7
Depreciation and amortization	113.7	107.3	98.2
EBITDA	\$213.0	\$275.7	\$157.9
Restructuring and related business transaction costs	11.3	17.4	24.2
Share-based compensation	17.7	10.5	20.0
Transaction costs	1.6	1.9	11.6
Other losses (gains) and expenses	7.3	(65.9)	21.3
Adjusted EBITDA	\$250.9	\$239.6	\$235.0





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