



MUELLER



2023 ESG REPORT



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Message from the CEO

Mueller Water Products has a history of innovation. From when we first opened our doors in the mid-1800s to when we introduced a new lead-free, non-bismuth-based brass for underground service line valves in 2023, Mueller has been solving problems for our customers and advancing to meet the needs of communities and industries alike for more than 165 years. Our sustainability efforts started long before environmental, social and governance (ESG) standards became the norm. Our legacy of innovation is a testament to our dedication to creating solutions that serve our customers and communities.



2023 was a year of great progress at Mueller from an environmental, health and sustainability perspective. MSCI upgraded us to its highest level of AAA, an important milestone from an agency that evaluates and scores companies' ESG practices.

We also added to our global disclosure alignment to share our progress against the United Nations Sustainable Development Goals (UN SDGs) and our initial climate-related information to the CDP. In conjunction with these achievements, we reduced our waste and greenhouse gas emissions intensity, increased our percentage of recycled metal used to produce products and helped our customers deliver clean, safe drinking water to millions of people. I welcome you to read about these achievements and others in our 2023 ESG Report.

As our customers and communities continue to face the growing challenges brought on by climate change and aging water infrastructure, we are here to help them as a valued partner. Did you know that there are more than 700 pipe failures that take place every day? Mueller's product and service offerings are designed to not only address these challenges but also turn them into opportunities for improvement and growth. For example, in 2023, our EchoShore® leak detection solution helped customers reduce water loss with an estimated 1.8 billion gallons of water saved, benefiting not only our customers but also the communities which they serve.

Our legacy is built on a foundation of innovative engineering excellence combined with a business that requires a deep understanding of and passion to protect the environment in which we live. Our Mueller spirit of innovation is not just about creating new solutions, it is about solving real-world problems that affect every individual living in our cities and communities. And we can't do this without the hard work and dedication of our employees around the world. Without them, none of this would be possible.

As we look to the future, we remain committed to driving progress through our sustainable and innovative solutions. We understand that the challenges ahead are significant, but our history has shown that we are more than capable of addressing them. With your continued support, we will keep pushing forward, creating a positive impact for generations to come.

Thank you for your interest and for taking the time to learn more about how Mueller is making a difference for our customers, employees, communities and the environment. We look forward to sharing our future progress as we work to become a more sustainable, innovative and impactful organization.

MARIETTA EDMUNDS ZAKAS
CHIEF EXECUTIVE OFFICER



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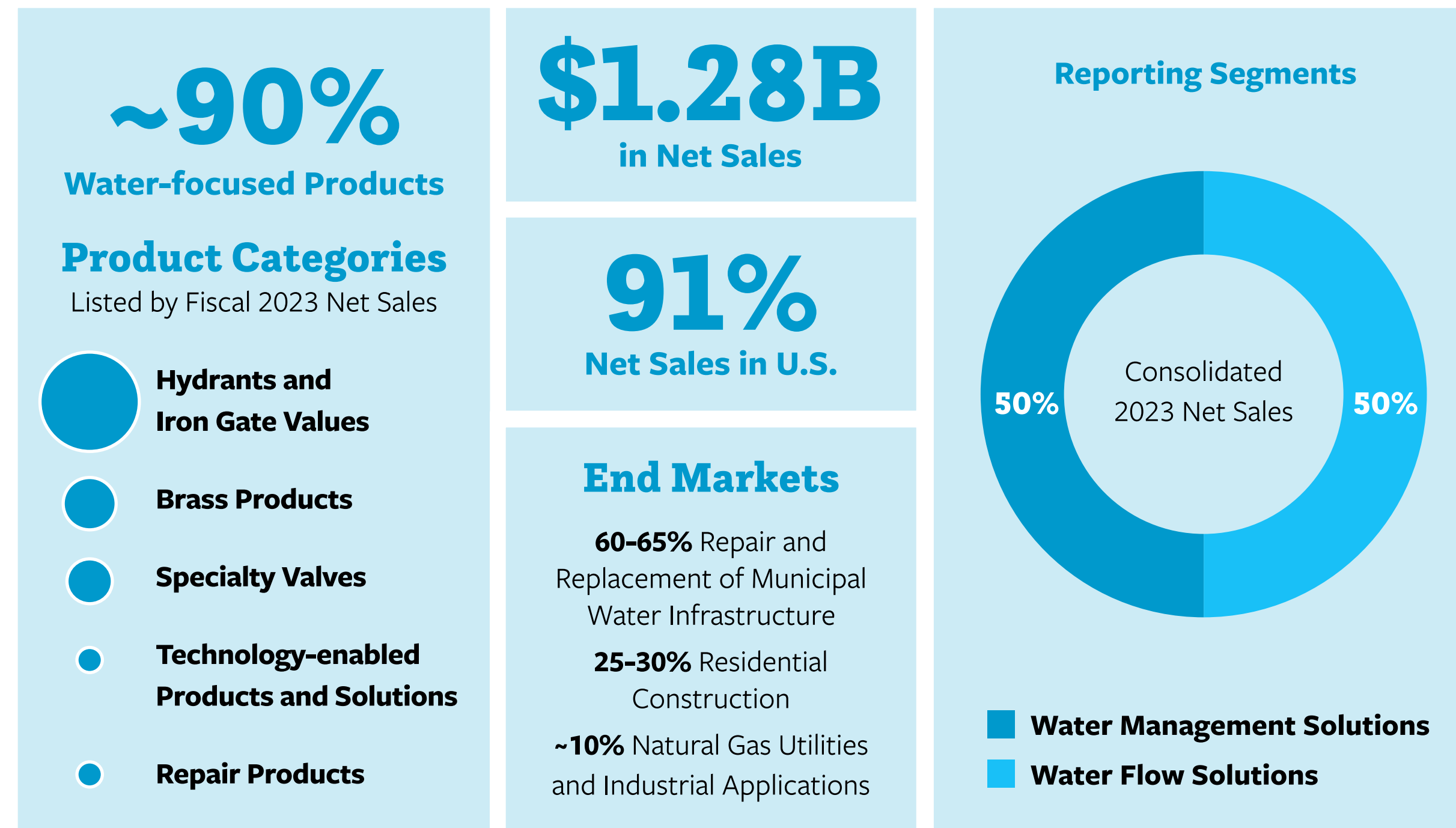
As of September 30, 2023

Locations



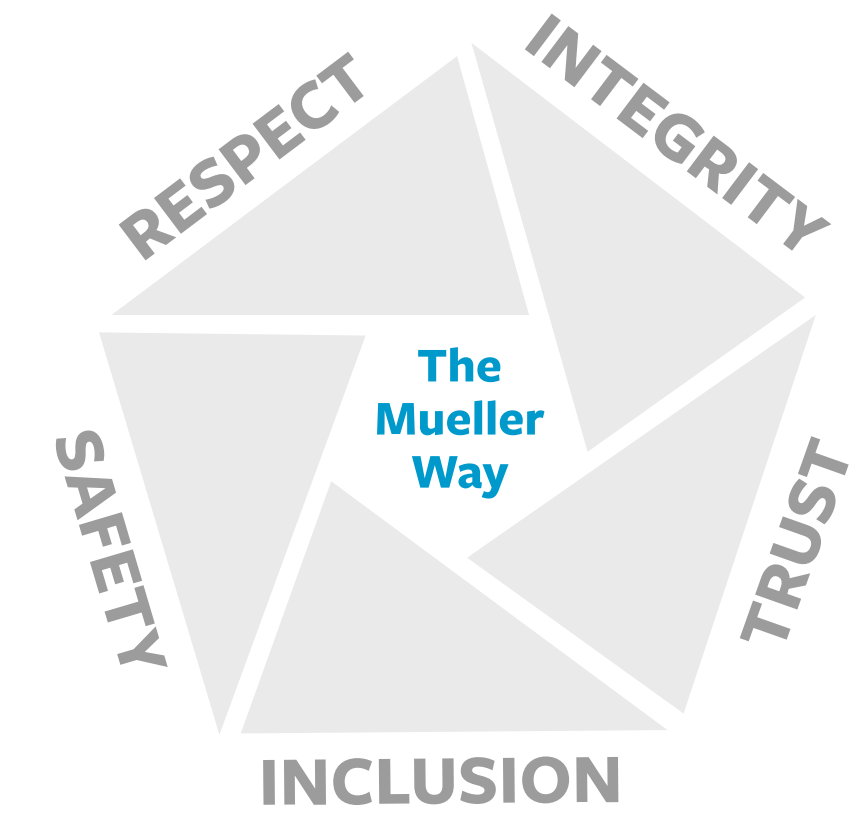
People

Products



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

Since 1857, we have been helping municipalities increase operational efficiencies, improve customer service and prioritize capital spending. From life-saving fire protection to data intelligence, we are committed to developing products and solutions that help cities and water utilities deliver clean, safe drinking water.



Our broad product and service portfolio includes engineered valves, fire hydrants, pipe connection and repair products, metering products, leak detection, pipe condition assessment, pressure management products and software that provides critical water data.





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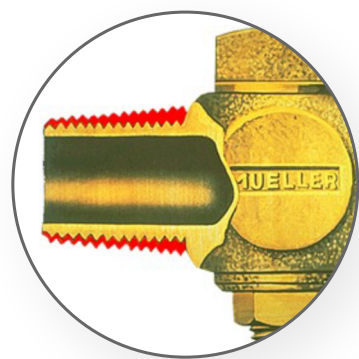
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Eras of Innovation

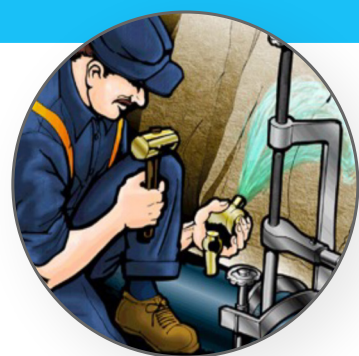
In 1857, Hieronymus Mueller created a business to solve problems. We continue to do so today, with approximately 1,000 patents issued and more than 150 applications worldwide.



Hieronymus Mueller arrives in Decatur, IL, and opens business in 1857



Introduces threaded corporation valves
Patents water/gas pressure regulator



Patents water/gas main tapping machine

Patents service clamp for use on water and gas mains

1850 – 1900

Introduces the first gas shutoff valve as part of service tree connection

Patents tamper-proof gas valve

Expands into valves and fire hydrants via acquisition of Columbian Iron Works

Introduces mechanical gas line stopper

Introduces first rubber seated butterfly valves

Introduces copper plumbing and flare connections for domestic use

1901 – 1950

Redesigns Mueller water tapping machine

Opens new fire hydrant manufacturing facility in Albertville, AL, in 1975

Expands into water meters with acquisition of Hersey-Sparling Meter Company

Introduces first rubber-seated ball valves

Patents Centurion fire hydrant

1951 – 2000

Transitions Albertville and Chattanooga foundries to lost foam casting process

Expands into specialty valves with acquisition of Henry Pratt Company and James Jones Company

2001 – Today

Introduces 350 PSI resilient wedge gate valve

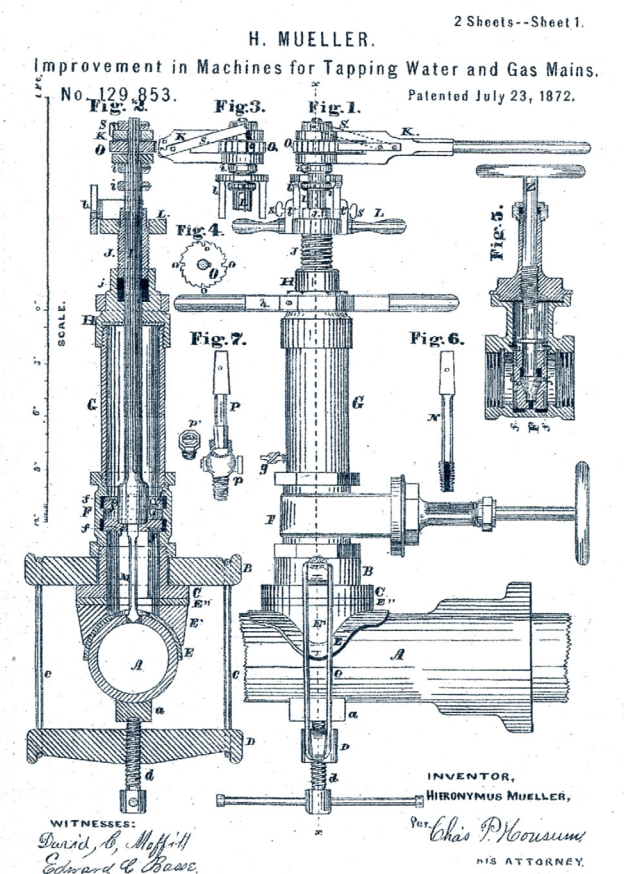
Expands into pipe leak detection and repair via acquisitions of Echologics and Krausz Industries

Expands into pressure monitoring, control and analytics via acquisitions of i2O Water and Singer Valve

Introduces PermaSeal Insertion Valve, first resilient wedge gate valve for existing water mains

Expands Chattanooga foundry capabilities for valves leveraging additive manufacturing technologies

Builds new brass foundry using new silicon-based, lead-free brass alloy for valves and fittings





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ESG at Mueller

Mueller approaches ESG through its broad portfolio of products, operations, outstanding service-giving employees, communities where we operate and commitment to governance. Our history of product innovation and long-lasting partnerships with customers and communities support cities and water utilities as they address their own sustainability goals.

PRODUCTS	ENVIRONMENT	HEALTH AND SAFETY	EMPLOYEES	COMMUNITIES	GOVERNANCE
Mueller is uniquely positioned to help cities and water utilities through our broad portfolio of products and solutions helping to provide life-saving fire protection, reduce non-revenue water, extend pipe life and advance product sustainability goals.	Mueller is committed to reducing the environmental impact of our operations and of the products and solutions we offer. We manage our environmental footprint across four key areas: emissions, energy, water and waste.	The health and safety of all our employees are of the highest priority to Mueller and one of our core values. We are committed to creating a safety-first culture through education, proactive measures and effective communication.	At Mueller, we strive to create a dynamic, inclusive and safe work environment. Our benefits programs, employee engagement initiatives and health and safety programs provide employees with opportunities to develop, learn and take care of themselves and their families.	At Mueller, we take great pride in meeting the needs of constituents and caring for the communities where we live, work and serve. We work with employees and customers to coordinate events that demonstrate our commitment to communities.	Mueller is built on a commitment to the highest standards of ethics and integrity. We maintain robust oversight at the Board level to ensure we follow through on our commitments and continue to deliver value for shareholders.

EXTERNAL HIGHLIGHTS



During Q2, MSCI upgraded Mueller to its **highest ESG rating of AAA.**¹



We submitted inaugural climate-related information to the CDP to further formalize our climate reporting.

1. This rating is as of March 2024. The use by Mueller Water Products, Inc. of any MSCI ESG Research LLC or its affiliates (MSCI) data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation or promotion of Mueller Water Products, Inc. by MSCI. MSCI Services and data are the property of MSCI or its information providers and are provided "as-is" and without warranty. MSCI names and logos are trademarks or service marks of MSCI.

2023 HIGHLIGHTS

~3%

year-over-year reduction in scope 1 and 2 emissions intensity compared with 2022 even with the addition of the new brass foundry, six distribution centers and the Mueller corporate office

~90%

recycled metal used to produce our products

15%+

year-over-year decrease in waste directed to disposal

~45,600

metric tons of recycled metal used (vs ~18,900 metric tons of total waste generated)

5.8B

estimated gallons of water loss savings generated for clients by EchoShore[®] leak detection since 2020



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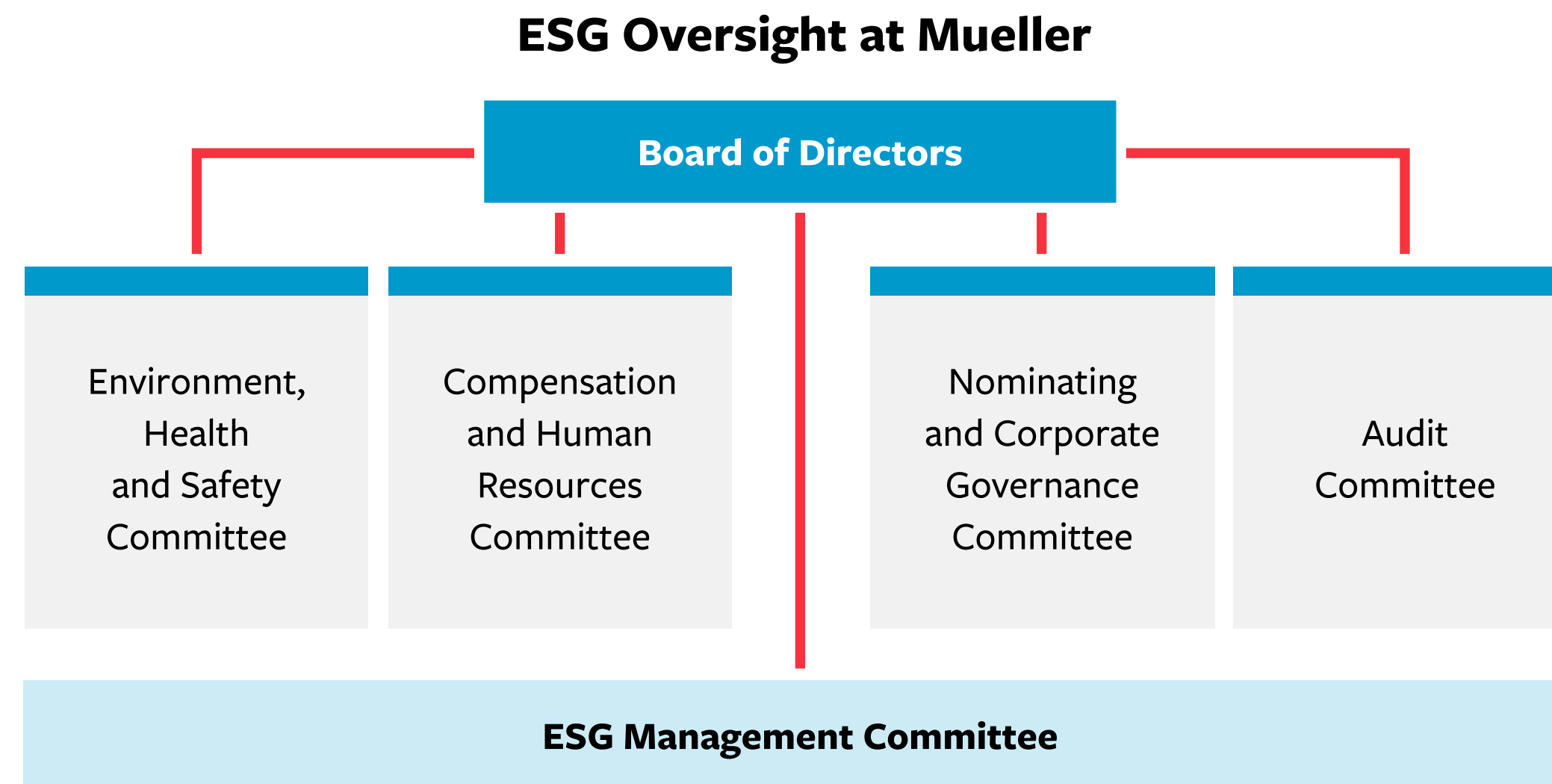


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ESG Oversight

Mueller’s Board of Directors oversees ESG strategy and performance with specific Board committees responsible for certain ESG program elements. The Board of Directors provided meaningful input on our ESG program throughout 2023 as part of quarterly Board meetings and Board committee meetings. Our ESG Management Committee is a cross-functional executive group responsible for implementing our ESG strategy. The ESG Management Committee primarily executes this responsibility through functional leaders.

Mueller’s executive compensation plan includes several ESG-related operational goals, including safety, energy consumption and water withdrawal, encouraging accountability and ownership of ESG initiatives. In 2023, as in past years, 10% of executive bonuses were tied to ESG metrics, an example of how ESG performance is tied to compensation. Please see our [2023 Proxy Statement](#) for more information.



Find a detailed review of Board oversight of ESG in our [Governance](#) section.





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United Nations Sustainable Development Goals



The United Nations Sustainable Development Goals (UN SDGs) provide a valuable framework aligning Mueller’s ESG efforts with sustainable global development. While all 17 SDGs are meaningful, we identified primary goals that closely align with our business as well as supporting goals to which we contribute as we operate our business responsibly and sustainably.

Primary UN SDGs



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



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

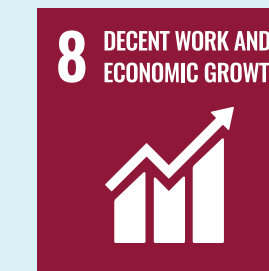


Whether building new or replacing aging infrastructure, we help cities and municipalities deliver water efficiently and sustainably. Our products and solutions, which include using sensors to identify leaks and manage pressures, help clients deliver water to their customers.

Supporting UN SDGs



In our operations, we maintain high standards of workforce health and safety. With our products and services, we support water quality improvements for cities and municipalities.



We provide our employees with fair wages, benefits and wellness programs. In our operations and across our supply chain, we protect labor rights and support our unionized employees.



From product development to deployment, we create intelligent products that empower our customers to reduce water loss and protect water as a precious resource.



As part of our ESG commitments, we set targets to reduce our greenhouse gas (GHG) emissions and our overall impact on climate change.



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Materiality Assessment

In 2021, Mueller conducted a formal impact materiality assessment with the assistance of a third-party expert. We engaged stakeholders, obtained their feedback and deepened our understanding of their concerns. The process followed the Global Reporting Initiative (GRI) standards framework with the goal of identifying the topics most impactful to Mueller and important to our stakeholders, including employees, customers, suppliers, investors, regulators and industry associations. As our business model has not fundamentally changed, we continue to leverage the results of this materiality assessment to guide our ESG efforts.

 For more details about our 2021 assessment, please see our [2022 ESG Report](#).

ENVIRONMENTAL

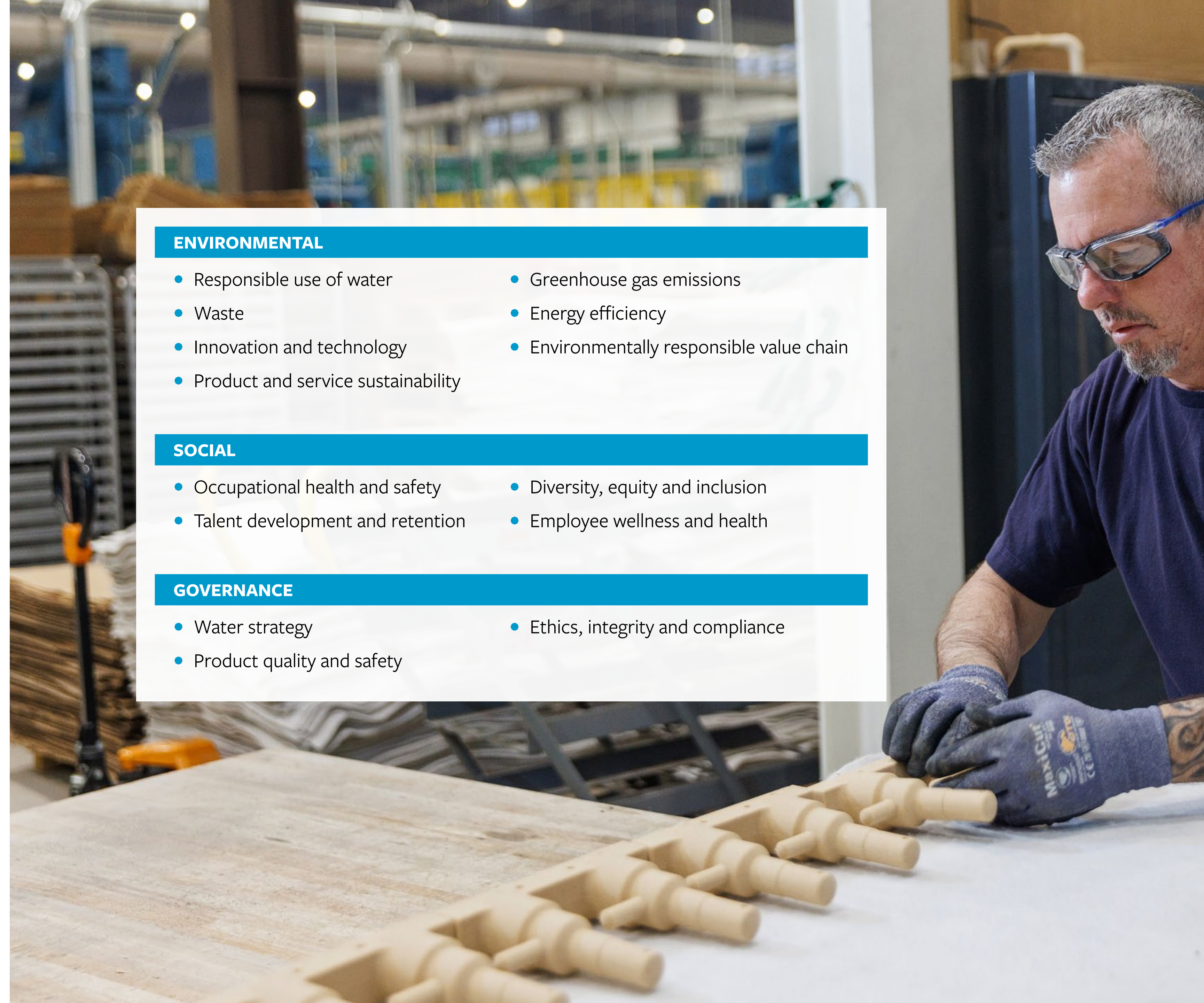
- Responsible use of water
- Waste
- Innovation and technology
- Product and service sustainability
- Greenhouse gas emissions
- Energy efficiency
- Environmentally responsible value chain

SOCIAL

- Occupational health and safety
- Talent development and retention
- Diversity, equity and inclusion
- Employee wellness and health

GOVERNANCE

- Water strategy
- Product quality and safety
- Ethics, integrity and compliance





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Targets and Commitments

Target	2023 Progress	Reference
Reduce scope 1 and scope 2 GHG emissions intensity by 50% by 2035 using 2022 as the baseline	Approximately 3% reduction from prior year 6.1% towards 50% goal	Emissions and Energy
Reduce water withdrawal intensity by 3% year-over-year (YoY) starting in 2021	Approximately 2% water withdrawal decrease compared to base year scope 8% increase when applying updated scope, which includes our North Foundry, distribution centers and the corporate office	Water
Achieve zero waste to landfills by 2035 using 2022 as the baseline	15% decrease as compared to 2022 data	Waste
Identify a total of 7.7 billion gallons of water loss from our EchoShore® leak detection technology between 2020 and 2027	 75.6% towards goal 5.8 billion estimated gallons of water loss savings since 2020	Products
Convert all brass products to a lead-free alloy and achieve 100% lead-free brass manufacturing processes by 2030	Our new brass foundry continues our transition to lead-free alloys	Environment
Achieve zero safety incidents	Our Total Recordable Incident Rate (TRIR) of 2.08 is well below the industry average for primary metal manufacturing of 3.9 ² and industry average for foundries of 5.9 ³	Health and Safety
Improve employee engagement in our Wellness Program by 5% YoY by the end of 2023	4% increase in participation rate, reaching 67% participation rate New target: Improve employee engagement score in the Mueller Global Annual Employee Experience Survey to 80% by year 2026	Benefits and Well-being

We continue to make progress across the spectrum of ESG-related initiatives to increase insights related to our emissions across our value chain. These initiatives include our commitment to:

- Increasing transparency by conducting an analysis of our scope 3 emissions
- Developing products that support the distribution of safe and clean water, help control and mitigate non-revenue water loss in water networks and provide critical information to water utilities and consumers
- Enhancing sustainable practices throughout our supply chain to reduce our environmental footprint and address climate change

2. Source: Bureau of Labor Statistics- NAICS for Primary Manufacturing (code 331) reports an average TRIR of 3.9.

3. Source: Bureau of Labor Statistics- North American Industry Classification System (NAICS) for foundries (code 331511 and 33152) reports an average TRIR of 5.9.



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Products

Helped clients save an estimated 1.8 billion gallons of water in 2023 through leak detection technology

~1,000 patents issued and 150+ pending applications worldwide

Maintain ISO 9001 certification at all manufacturing facilities



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Product Overview

For more than 165 years, Mueller has played an essential role in the research, development and manufacturing of products and services used throughout water systems in North America. Mueller received its first water and natural gas main tapping machine patent in the middle of the 19th century, and our story of innovation continues today with a product portfolio that anticipates and addresses our clients' needs tomorrow and in the future.

Our products are critical to water and natural gas utilities for repair and replacement and new construction, with specialty valves for water and industrial applications.

Our broad portfolio includes:



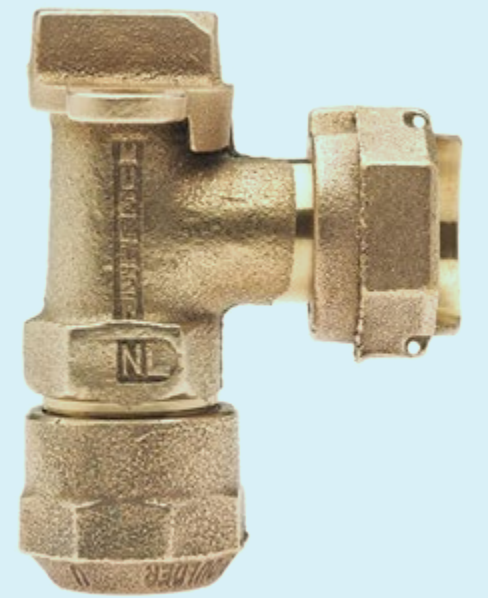
Gate Valves



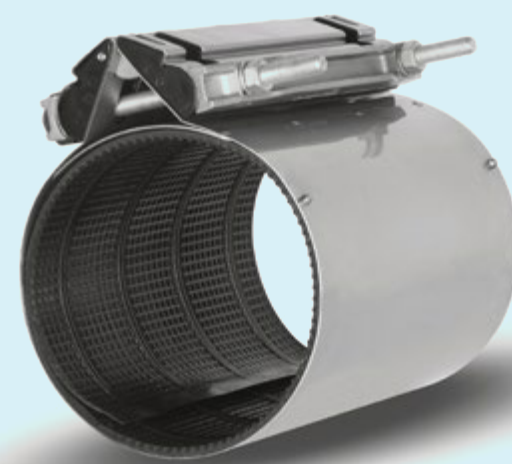
Fire Hydrants



Specialty Valves



Brass Products



Pipe Connection and Repair Products



Leak Detection and Pipe Condition Assessment



Pressure Management Products



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Product Solutions for Safety and Sustainability

Reducing Non-revenue Water

Mueller’s products and services help customers reduce non-revenue water. Our leak detection services harness machine learning to allow customers to detect and address existing and potential leaks, resulting in an estimated 5.8 billion gallons of water saved since 2020. Our portfolio of valve and flushing system solutions includes feature, such as interior coating integrity, sealing capability, the ability to maintain uniform downstream pressure and enhanced reliability to mitigate water loss across aging infrastructure.

Extending Pipe Life

Our repair solutions help extend the life of pipes, which are critical for delivering clean and safe water, through a patented, easy-to-repair design. Our leak detection technology allows customers to manage the infrastructure replacement cycle more efficiently and maximize the life of pipe assets. Our advanced pressure monitoring and controls solutions enable customers to efficiently reduce and control water line pressure, which can cause pipe leaks. Further, our pipe condition assessment solution can confirm that pipes are structurally fit to serve for years into the future.

Advancing Sustainability in Product Design

We engineer our popular valve and hydrant products using circular design principles that utilize approximately 90% recycled metal for our melt recipes and provide products that help address the wide variety of water challenges facing municipalities and communities. We do this without compromise to our extremely high-quality product standards.

Providing Life-saving Fire Protection

We have more than 90 years of history manufacturing fire hydrants designed to provide life-saving protection to people, neighborhoods and municipalities.



Mueller Helps Cities and Water Utilities to Address Challenges from Aging Infrastructure

2.3M
miles of drinking water pipes in the U.S.⁴

19%
of installed water mains beyond useful life⁴

53 Years
average age of failing water mains⁴

13.3
distribution pipe breaks per 100 miles per year⁴

260,000
pipe failures per year, or >700 per day⁴

4. Utah State University, “Water Main Break Rates in the USA and Canada: A Comprehensive Study.” December 2023, Professor Steven L. Barfuss, P.E. Distribution pipes are 12 inches or less in diameter.



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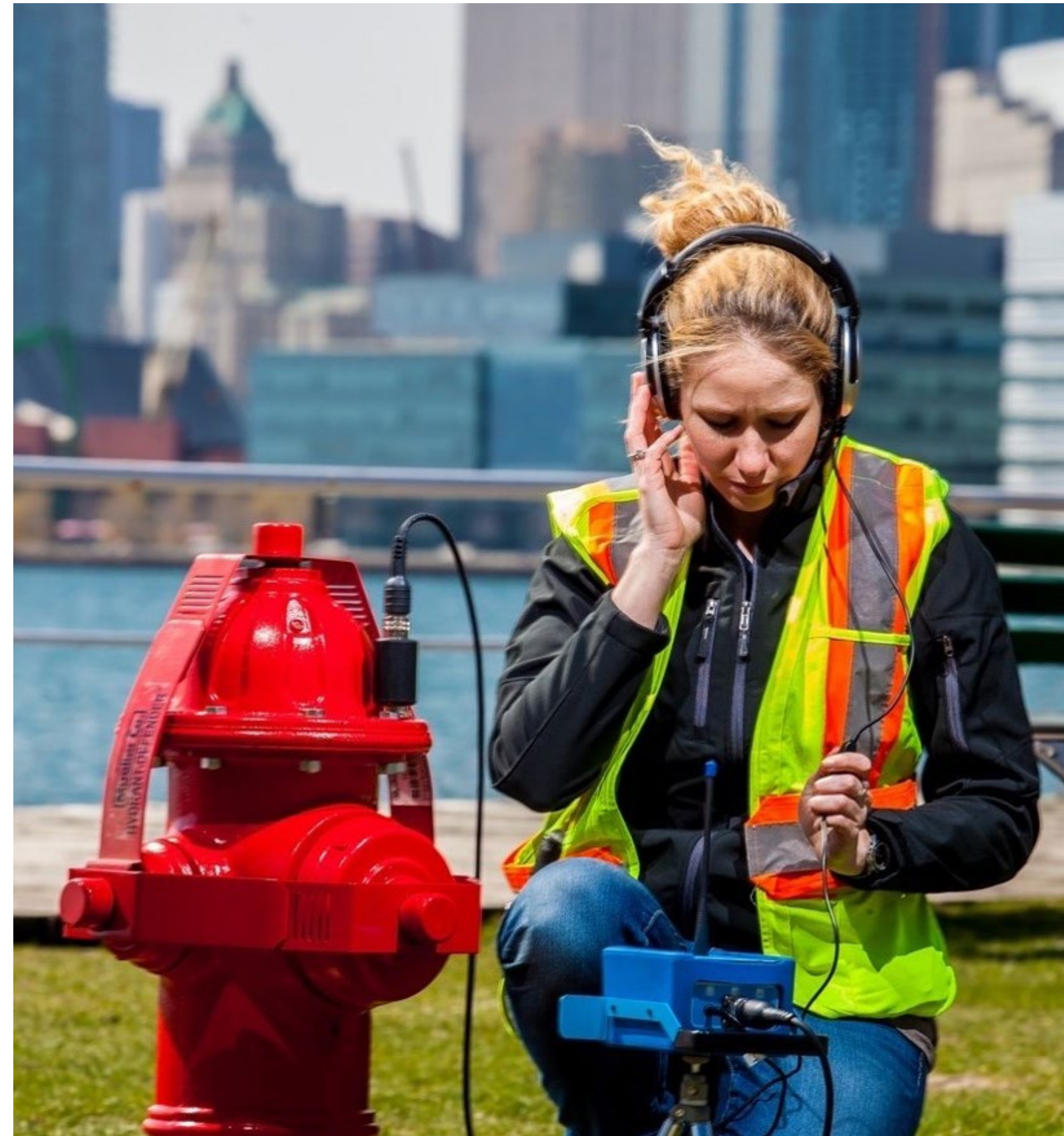
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Product Innovation

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

In 2023, our research and development spend represented approximately 2.0% of consolidated net sales as we continue to prioritize the development of new products that can help our customers reduce water loss, extend pipe life, provide lift-saving fire protection, improve operational efficiencies and lower emissions required to treat and pump water.

We set a goal to identify a total of 7.7 billion gallons of water loss from our EchoShore® leak detection technology between 2020 and 2027. Since 2020, we have enabled our clients to identify an estimated 5.8 billion gallons of water loss.



We Operate Multiple Locations Dedicated to Innovation, Research and Development

Mueller Water Products Center of Excellence

ATLANTA, GA

Mueller Technology Center

CHATTANOOGA, TN

Pipe Repair Research and Development Facility

ARIEL, ISRAEL

Mueller Water Products Research and Development Facility

ONTARIO, CANADA

The Intelligent Water Products Design and Support Center

SOUTHAMPTON, U.K.

Harnessing Innovation to Promote Sustainability

We invest in new technologies and capabilities to provide smart water infrastructure products and solutions to help utilities serve customers and maximize their assets.

We evolve to incorporate technologies like artificial intelligence and machine learning to augment our manufacturing processes and product offering.

We target continued innovation to detect anomalies and incorporate predictive analytics to help utilities proactively maintain aging infrastructure, minimize water loss and promote safer water quality.

Product Eco-Efficiency

We consider eco-efficiency during our new product development process. During product design, Mueller engineers conduct finite element analysis, which provides a detailed view of how to reduce material consumption without impacting product performance.



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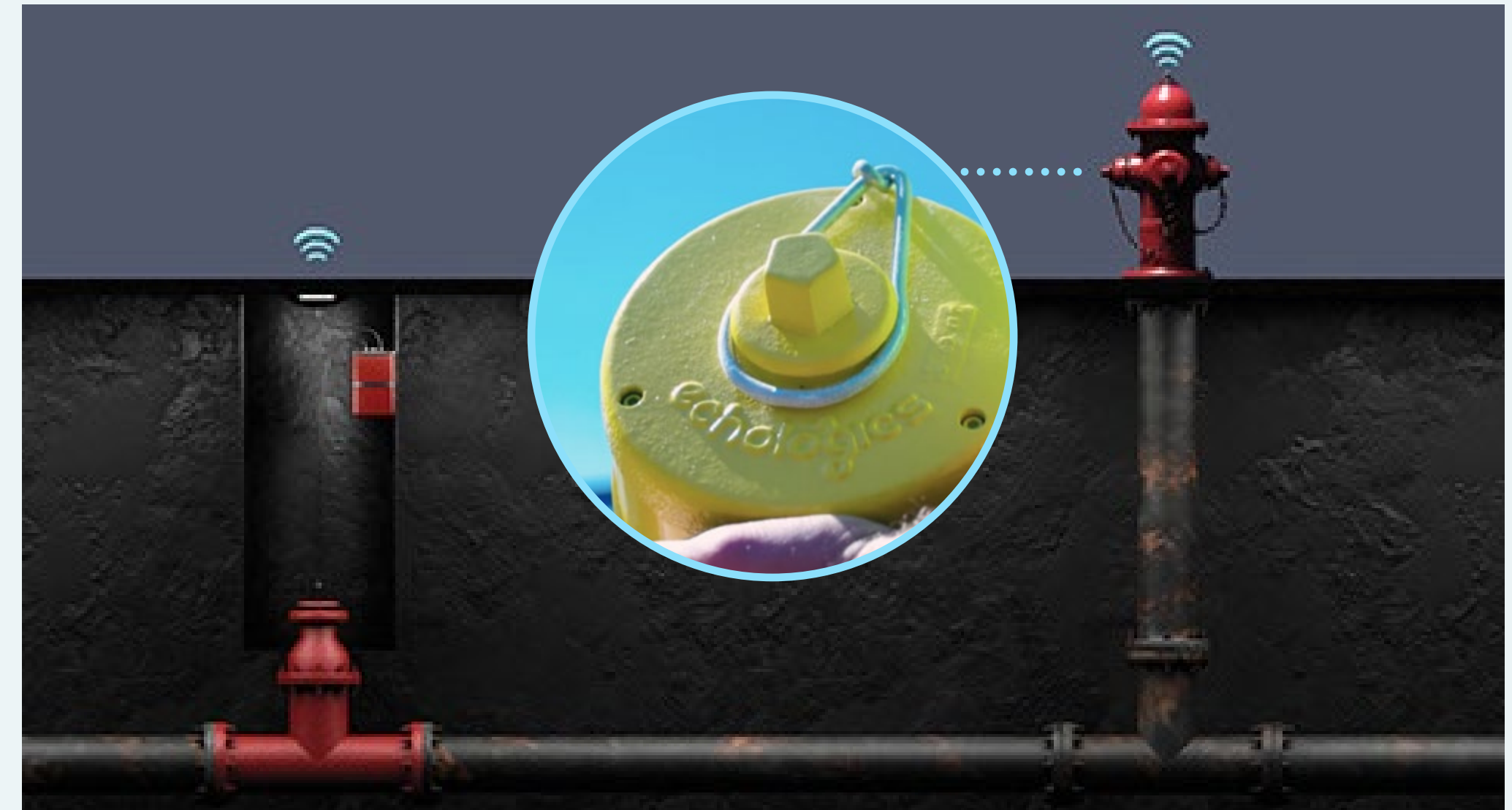
SPOTLIGHT: Product Innovation

EchoShore®-DX system Supported by Sentryx™ Water Intelligence platform

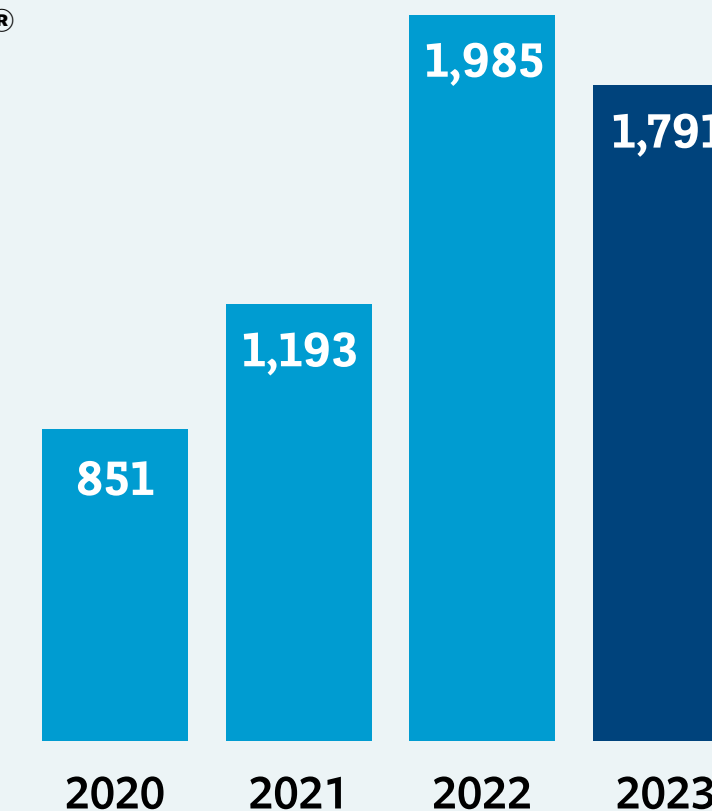
Our EchoShore®-DX system helps our customers reduce water loss by identifying and avoiding catastrophic breaks within water distribution networks. Mueller launched the EchoShore-DXe acoustic leak monitoring sensor, a valve-based sensor that can attach to virtually any access point in a water distribution network, extending the leak monitoring capabilities of the EchoShore-DX system. EchoShore-DX sensors attach to various water network fittings, including fire hydrants and valves. The EchoShore leak monitoring website and mobile apps are part of the Sentryx™ Water Intelligence platform.

We incorporate artificial intelligence and machine learning tools to monitor drinking water infrastructure. Our recent innovations harness our data analytics expertise and provide numerous benefits for customers and the environment. Backed by our advanced algorithms and dedicated Analysis team, the EchoShore® solution can detect emerging leaks in monitored areas. In addition to delivering reliable leak alerts, our technology also helps accurately locate leaks, so utilities can save time in their investigation and repair work. Algorithm improvements have helped improve our leak monitoring systems to enable existing sensors to find more leaks without sensor upgrades, benefiting our customers and the environment. Using advanced machine learning capabilities, we can find leaks in water pipe main breaks over five gallons per minute on monitored pipelines.

In 2023, we helped clients identify an estimated 1.8 billion gallons of water loss through our leak detection technology.



Water Saved through EchoShore® Leak Detection Technology
(millions of gallons)⁵



5. The data included in this table is a restatement from previous years. Please refer to GRI 2-4 for additional details.



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Organizational Partners

We partner with industry organizations to share ideas, target opportunities for innovation and better meet the needs of our customers. These partnerships not only provide valuable business insights, but also provide Mueller employees with resources, training and additional educational opportunities that are essential for continued innovation.



Product Quality and Safety

Our commitment to providing durable, high-quality products begins during product development and continues throughout the manufacturing and testing processes. As part of our Quality Management System, we maintain ISO 9001 certification at all manufacturing facilities.

Before finalizing a design, we assess products against extreme conditions by blasting them with salt or exposing them to extreme temperatures and conditions as well as endurance testing. Testing allows us to identify and correct potential issues during product development.

During manufacturing, we maintain specifications for each product and conduct quality testing to confirm products are built to specification. We complete additional testing to ensure products are functioning at their rated performance standards.

Products that contact drinking water follow National Sanitation Foundation (NSF) 6100 drinking water standards. In some cases, ensuring safety can require a one- to three-year sampling process to ensure there are no harmful chemicals leaching into the drinking water.



As part of our Quality Management System, we maintain ISO 9001 certification at all manufacturing facilities.



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SPOTLIGHT: **Product Innovation**

Gate Valve Bonnet Casting Improvement

CHATTANOOGA, TN

We have implemented a significant change in the production of our 8-inch gate valve bonnets, which positively impacts employee health and safety, resource efficiency, energy efficiency and waste reduction. By producing these bonnets as-cast using lost foam tooling, we have eliminated the need for a machinist to lift a heavy casting and load it into a machine. This change minimizes the risk of employee injuries by removing pinch points and preventing strains and sprains associated with repetitive lifting. Additionally, producing this part as-cast conserves iron throughout the entire process, from casting to machining, and significantly reduces landfill waste by minimizing the amount of machined chips produced.



Gate valve casting improvement will annually save **an estimated 140,880 total kilowatt hours and reduce waste to landfill by an estimated 18,000 pounds.**



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Environment

Submitted inaugural climate-related disclosures to CDP

Reduced scope 1 and 2 GHG emissions intensity by 3% YoY

Used approximately 101 million pounds of recycled metal in products



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Targets

Mueller is committed to improving our environment by reducing the negative impact of our operations. We focus on three key areas: **Emissions and Energy, Water and Waste.**

EMISSIONS

Reduce scope 1 and scope 2 GHG emissions intensity by

50% by 2035

(2022 baseline)

WATER

Reduce water withdrawal intensity by

3% YoY

WASTE

Achieve zero waste

to landfills by 2035
(2022 baseline)

WASTE

Convert all brass products to lead-free alloy and achieve

100% lead-free

brass manufacturing processes by 2030,
creating less hazardous waste





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Environmental Oversight

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

Guided by our [Environment, Health and Safety Policy Statement](#), environmental programs are managed at both the corporate and site level. This dual management approach provides a corporate standard, while allowing for customization appropriate for each unique facility. Our management structure includes:



Environmental Management

Mueller goes beyond meeting regulatory requirements by incorporating leading environmental management practices and promoting sustainability across our operations. We maintain environmental programs and systems that mitigate risk and reduce our environmental footprint, including an EHS management program informed by ISO 14001- Environmental Management System and 45001- Occupational Health and Safety Management standards.

The Safety, Excellence and Leadership (SEAL) assessment program focuses on continuous improvement and allows us to regularly enhance EHS programs and drive performance. The program requires all Mueller foundry and manufacturing sites to undergo an annual audit follow-up with action plans to target areas identified for improvement which may include environmental process, waste management, chemical storage and recycling.

Our [Health and Safety](#) section provides more information on our SEAL assessments.

Evaluating Capital Expenditures through a Sustainability Lens

The capital expenditure request (CER) process helps us deliver on our environmental sustainability commitments. Every CER includes an evaluation of its potential EHS and/or sustainability impacts. Our CER evaluation includes:

- Anticipated impacts to safety, waste, water, emissions and energy use for both Mueller and our customers
- Assessment of environmental factors
- Sustainability benefits for Mueller and for our customers
- Evaluation of financial implications

Mueller assesses each area to determine whether to proceed with capital expenditure. This process embeds environmental considerations into Mueller’s business processes and creates ownership and accountability for the environmental impacts of all capital expenditures.



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Emissions and Energy

Mueller is committed to reducing our emissions and energy use while providing innovative products and services that help customers mitigate water-related climate risks, such as water retention, leaks and emergency repairs. In 2023, we submitted our inaugural response to the CDP Climate Questionnaire to further formalize our climate reporting. We ended the fiscal year with a 3% reduction in our scope 1 and 2 GHG emissions intensities compared to the previous year. This reduction is particularly notable given our expanded scope, which now includes our corporate office, additional distribution centers, fuel accounting and the launch of our new foundry.

The next phase of the process to increase transparency will be to conduct an analysis of our scope 3 emissions.

GHG Emissions

Mueller focuses on making local improvements that result in significant emissions reductions. Facility EHS teams work in tandem with the Corporate EHS team to identify and implement emissions reduction initiatives. Once these teams identify initiatives, sites work with Engineering and Maintenance teams to implement emissions and energy reduction projects.

Some of these improvements include: replacing inefficient compressors, chillers and other equipment; eliminating identified air-line leaks and installing LED lighting across our operations. We will continue to target initiatives to lower emissions and evaluate larger-scale, longer-term projects, such as heat capture and reuse.

As part of our continued improvement in 2023, we expanded our scope 1 and 2 data to capture our new Decatur foundry, six distribution centers located in North America and our corporate office in Atlanta, GA. This scope represents approximately 98% coverage.

Our emissions primarily arise from the energy used to manufacture products. Using more energy-efficient equipment and optimizing operational workflows are pivotal steps in driving emissions reductions. We are adopting a proactive approach to systematically phase out obsolete equipment in favor of technologically-advanced, energy-efficient alternatives.

Greenhouse Gas Emissions

	2023	2022	2021	2020	2019
Scope 1 (MT CO ₂ e)	25,078	23,869	23,227	19,065	19,545
Scope 2 (MT CO ₂ e)	82,530	83,665	91,628	82,022	83,941
Total Scope 1 and Scope 2 (MT CO ₂ e)	107,608	107,534	114,855	101,087	103,486
Scope 1 and Scope 2 Emissions Intensity (\$ Millions USD ⁶)	83	86	103	122	125
Scope 3 (MT CO ₂ e; Business Travel – Category 6)	872	1,504	743	946	1,999



6. Mueller calculates scope 1 and scope 2 emissions intensity by dividing the total scope 1 and 2 emissions by gross trade sales from the facilities included in our scope 1 and scope 2 emissions.



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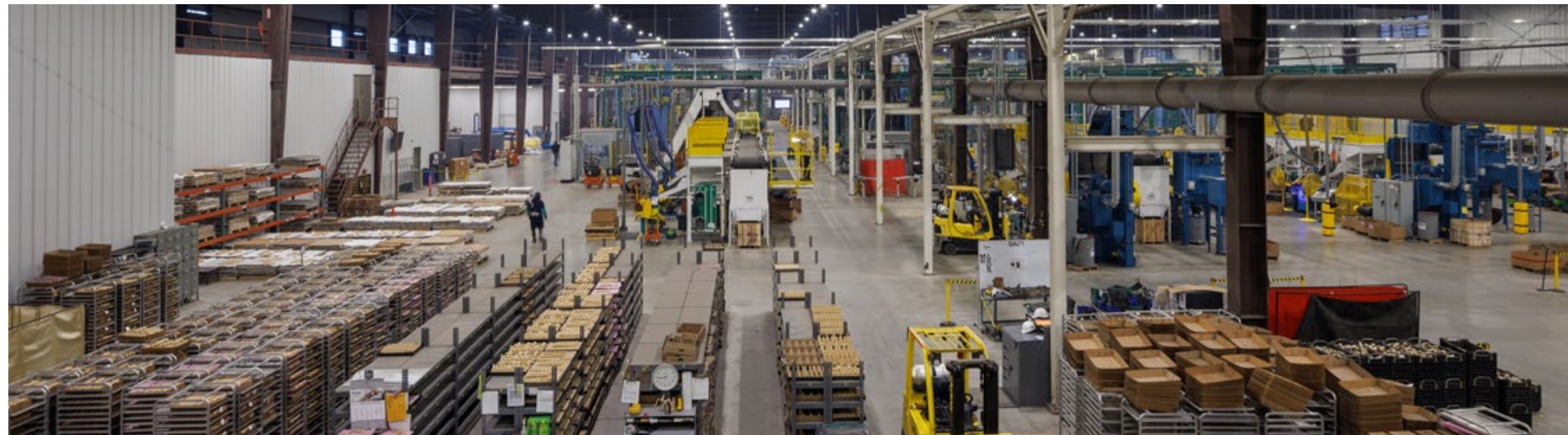
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Energy Consumption

Despite adding our new brass foundry, distribution centers and corporate office to our tracking portfolio, we reduced our total energy consumption by approximately 4% in 2023 due to our capital expenditure projects that improved energy efficiency across the organization. Additionally, this year we began tracking our fuel usage and incorporated this metric into our energy consumption data collection process.

Energy Consumption (GJ)

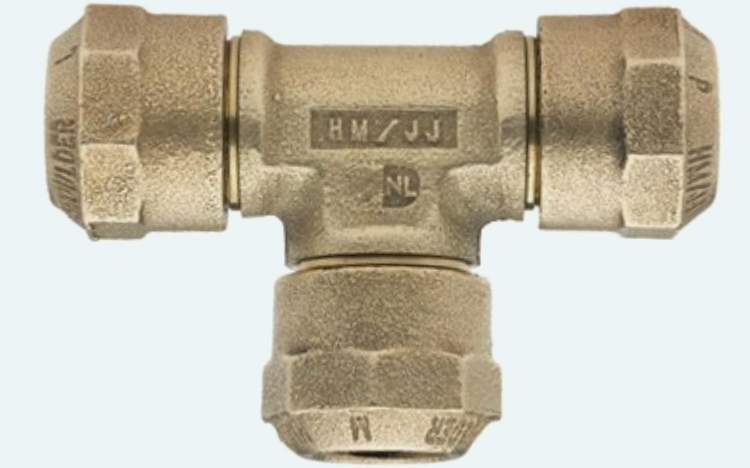
	2023	2022	2021	2020	2019
Direct Energy Consumption					
Fuel (Gasoline, Kerosene, Diesel) ⁷	21,787	—	—	—	—
Natural Gas	417,659	422,717	416,330	367,061	376,297
Liquid Propane	34,006	34,087	28,573	—	—
Indirect Energy Consumption					
Purchased Electricity	630,568	693,775	676,502	558,192	571,683
Total Energy Consumption	1,104,020	1,150,579	1,121,405	925,253	947,980
% from Grid	57%	60%	60%	60%	60%
% from Natural Gas	38%	37%	37%	40%	40%
Energy Consumption Intensity (GJ/\$MM GTS)	850	924	1,007	1,119	1,126

7. — = Not Available

Using Routine Maintenance to Improve Environmental Performance

Brass Tee Equipment Upgrade

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



This year, at our Brownsville, TX, facility, we replaced five antiquated lathes with more energy-efficient lathes, resulting in an energy usage savings of an estimated 105,580 kilowatt hours per year.

Using Solar Power

Ariel, Israel Facility

Mueller's facility in Ariel, Israel, partially operates on solar power collected by the roof-mounted solar panels onsite. These panels contribute a portion of renewable energy to the total annual energy consumption at the facility, helping us reduce our carbon footprint.





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Air Emissions

We report on other significant air emissions based on the calendar year. Our most significant non-GHG air emissions are volatile organic compounds (VOCs) generated in painting operations and particulate matter (PM) generated in foundry operations. Across Mueller facilities, mechanisms are in place to monitor and lower air emissions. As determined by U.S. air emissions reporting requirements, Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF₆), Nitrogen Trifluoride (NF₃) and Polycyclic Aromatic Hydrocarbons (PAHs) are not generated in significant enough quantities to be monitored or reported.

We are actively working to reduce the use of high-VOC paints. While our PM₁₀ emissions are considered de minimis per U.S. EPA standards, we continuously look to reduce these emissions, primarily by upgrading foundry dust collection systems.

In 2023, we successfully reduced VOC emissions by approximately 13%, after seeing an increase in 2022.

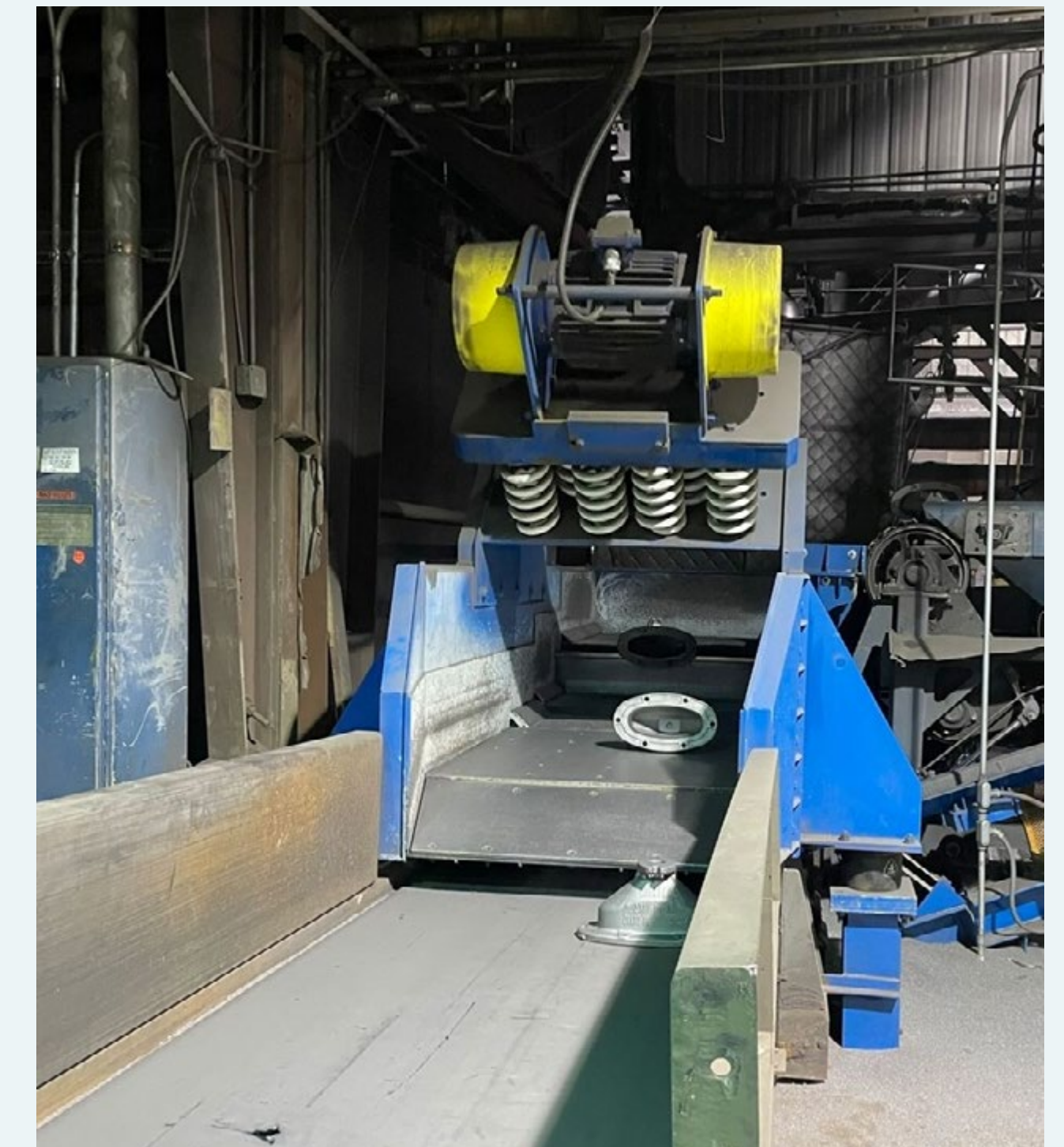
Other Significant Air Emissions (MT)⁸

	2023	2022	2021	2020	2019
VOCs	204.6	234.2	177.7	134.6	146.1
HAPs	72.2	95.5	99.2	74.0	75.7
PM ₁₀	37.7	48.2	51.1	33.8	70.2
CO	21.4	41.2	24.4	15.2	2.9
NO _x	9.0	13.5	14.0	10.0	3.6
SO ₂	2.5	5.3	4.0	2.3	0.2
Lead	0.15	0.23	0.23	0.13	0.14

SPOTLIGHT: Manufacturing Upgrades

Chattanooga Conveyor

Last year, we installed a shaker conveyor and shot return elevator to improve the handling of castings and shot, eliminating slip hazards. The new stepped shaker conveyor tumbles castings to dislodge shot, which falls through slots and is collected by a transport conveyor to be returned to the blast. This reduces landfill waste, thus enhancing safety and sustainability.



8. These emissions are calculated based on a calendar year. This data includes those permitted facilities required to submit air emissions data to a state or federal agency.



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Water

Mueller withdraws relatively little water for operations. However, we recognize our responsibility to further reduce water withdrawal and maximize efficiency. We aim to decrease water withdrawal intensity at our manufacturing facilities by 3% YoY, holding ourselves accountable for continuous performance improvement.

In 2023, our water withdrawal intensity increased by approximately 3% over 2022 due to the addition of distribution centers and the new brass foundry.

Water Withdrawal (ML)

	2023	2022	2021	2020	2019
Total Water Withdrawal	506	470	386	342	322
Total Withdrawal in Areas with High Baseline Water Stress ^{9,10}	19.2	7.1	6.7	2.5	2.6
Total Water Withdrawal Intensity (Megaliters/\$MM GTS)	0.39	0.38	0.35	0.41	0.38

9. Only 3.8% of water withdrawn is from regions with High Baseline Water Stress. Manufacturing facilities located in High Baseline Water Stress areas include: Brownsville, TX; Cleveland, NC; and Ariel, Israel. The increase in water withdrawal in Water Stress locations for 2023 is due to the addition of certain distribution centers (Calgary, AB; Ontario, CA; Dallas, TX; and Ocala, FL).

10. In 2023, the Cleveland facility was added. In 2021, the Ariel facility was added.





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Waste

Our commitment to waste reduction extends from materials sourcing to finding alternative uses for waste generated during manufacturing.

The Safety, Excellence and Leadership (SEAL) assessment process requires every facility to operate a waste management program in accordance with applicable regulatory standards. The waste management program requires categorizing all generated waste and includes initiatives to improve waste reuse and recycling. During annual SEAL assessments, auditors review site waste documentation, such as manifests and waste inventories, and evaluate waste management practices. This process helps maintain and improve our waste management and recycling processes.

Waste reduction efforts begin with recycled metal for our products. In 2023, we used approximately 101 million pound of recycled metal in our manufacturing processes. In addition, we work to limit waste by remelting scrap metal and screening generated waste for potential metals that could be re-used in the manufacturing process.

By using ~90% recycled metal for products, we promote circularity, reduce waste, and prevent metals from entering landfills and junkyards.



Waste by Composition (MT)¹¹

	2023	2022	2021	2020	2019
Hazardous Waste					
Waste Generated	2,097	1,672	1,944	1,248	1,703
Waste Diverted from Disposal	182	152	141	—	—
Waste Directed to Disposal	1,915	1,520	1,803	1,248	1,703
Non-hazardous Waste					
Waste Generated	16,761	20,972	18,571	14,027	14,596
Waste Diverted from Disposal	6,315	7,913	2,032	—	—
Waste Directed to Disposal	10,446	13,059	16,539	14,027	14,596
Total Waste					
Waste Generated	18,858	22,644	20,515	15,275	16,299
Total Waste Diverted from Disposal	6,497	8,065	2,173	—	—
Total Waste Directed to Disposal	12,361	14,579	18,342	15,275	16,299

11. — = Not Available



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Recycled Materials in Our Products

Mueller is a net negative waste producer, which means the recycled metal used in our processes — primarily recycled brass ingot and scrap metal — exceeds the waste generated because of operations.

In 2023, we decreased total waste directed to disposal by more than 15% YoY, with a total waste generation reduction of 17% YoY, getting us closer to our goal of zero waste to landfill by 2035.

In last year’s report, we highlighted positive outcomes when mining metal from our Chattanooga, TN, landfill that helped to extend landfill life and reduce waste disposal. We began the same process at our Albertville, AL, landfill in August 2023 and recovered approximately 356 metric tons of metal in the project’s first two months that closed our fiscal year.

We continue to strive to do more to reduce, reuse and recycle waste as we look to achieve our long-term target. We work internally and with third parties to find alternative uses for waste, whether in construction and infrastructure or as landfill cover.



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Health and Safety

Audited all Mueller sites on safety performance

Maintained TRIR well below industry average

Enhanced facility safety programs and initiatives



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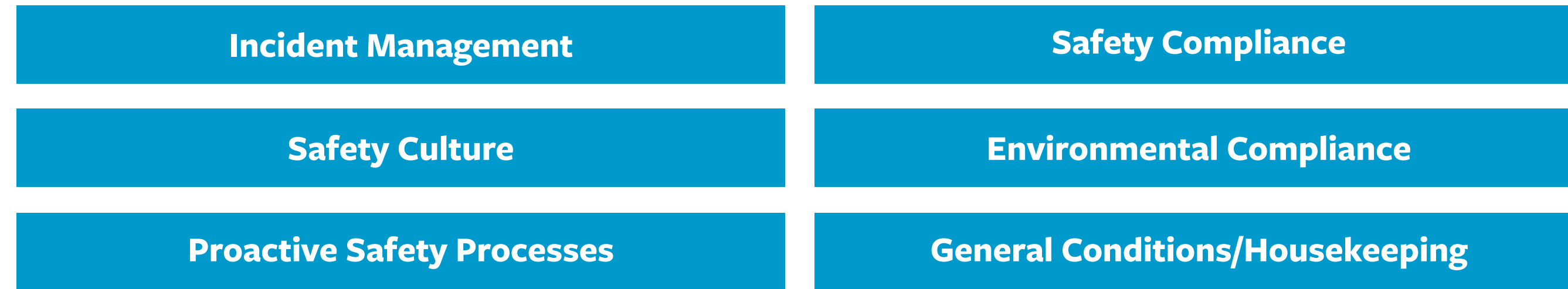
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The health and safety of employees is our priority and a core value. To keep employees safe, Mueller maintains a corporate Environment, Health and Safety (EHS) team as well as EHS teams at each facility.

The Corporate EHS team creates companywide policies, processes and procedures to be implemented by facility EHS teams and evaluated during annual Safety, Excellence and Leadership (SEAL) assessments. Site EHS teams are responsible for safety training, monitoring safety performance, assessing employee behavior for potential risks and investigating near misses and incidents. Site EHS teams work closely with our Corporate EHS team to report progress, share best practices and identify further measures to promote a safe work environment.

In 2023, we audited and scored all sites on the following categories:



We maintain an EHS management program that follows the “plan, do, act” model and places a strong emphasis on proactive risk management. The SEAL assessment program validates EHS program compliance on an annual basis to address any gaps and ever-changing regulatory requirements. ISO 14001 and 45001 standards inform our overall EHS management program while our Southampton facility is certified to ISO 14001 standards. Driven by our core value of prioritizing safety, our target is always zero safety incidents. We incentivize ownership of safety across operations from plant manager to individual employees.

All Mueller production employees and supervisors are eligible to receive a bonus that is partially tied to safety performance and safety preparedness.

SEAL Assessment Program

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

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

The SEAL program also outlines expectations for safety committees. Committees are comprised of both workers and management and locations utilize a safety suggestion program. Team members participate in monthly health and safety audits as well as behavioral-based safety audits to help identify risks and trends. All sites have developed a health and safety recognition program to reward employees for participating in safety practices, such as offering safety suggestions, leading a toolbox talk or attending safety committee meetings.



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Facility Safety

While we strive to improve safety performance, our Total Recordable Incident Rate (TRIR) of 2.08 is better than the industry average for primary metal manufacturing of 3.9 and industry average for foundries of 5.9. In 2023, 11 of our facilities had zero recordable injuries.

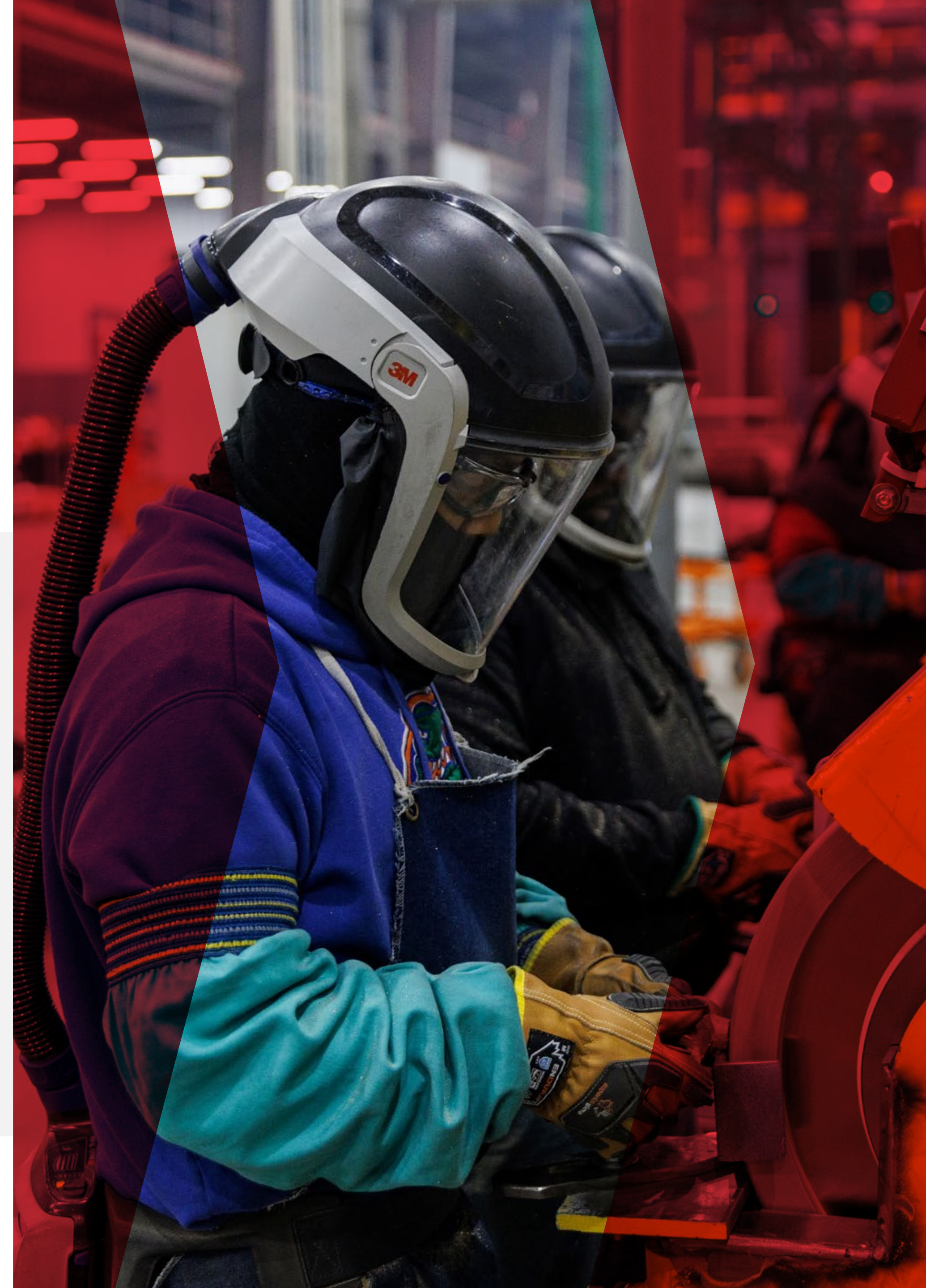
During the last few years, we have made significant enhancements to corporate and facility safety programs. In 2023, we implemented new safety initiatives to further improve safety performance, such as improving safety awareness throughout our facilities through our new digital boards, standardizing policies and best practices, increasing better and more timely communications around incidents and providing additional training and checkpoints for new employees.

12 Habits for an Injury-Free Day



Keep it Safe!

In 2023, we rolled out our **12 Habits for an Injury-Free Day** campaign. We believe these habits are essential to staying safe in our day-to-day activities at work and at home. While we are below the national average incident rate for our industry, we believe that one injury is one too many.





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Safety Training

Building a culture of safety requires training and constant communication with employees about how to stay safe at work. All full- and part-time employees and contractors at Mueller manufacturing sites receive a mandatory safety orientation when they join the company and thereafter on an ongoing basis. Our improved new hire orientation process ensures employees receive the correct on-the-job training before working independently and provides enhanced safety information to new employees reiterated over an extended period.

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

During Safety, Excellence and Leadership (SEAL) assessments, the Audit team interviews employees to confirm knowledge of safety training and procedures and target areas for additional training in the next year.



On-the-job Training

- Review items on an orientation checklist with employees at 30 and 90 days on the job with a final review conducted after six months
- Ensure that Job Safety Analyses (JSAs) are reviewed with new hires during their initial assignment

Standardization

- Update policies and standards as safety needs evolve
- Review OSHA, ANSI, NIOSH¹² and other requirements to ensure compliance
- Identify and follow best practices and procedures
- Ensure site EHS team conducts a full investigation and analysis of any incident or significant near miss to identify the correct root cause

Safety Culture

- Increase management participation in SEAL processes and audits
- Enhance safety awareness gateways at our facilities
- Ensure all communications start with safety

12. OSHA - Occupational Safety and Health Administration, ANSI - American National Standards Institute, NIOSH - National Institute for Occupational Safety and Health.



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Safety Performance

We continuously strive for zero safety incidents across our facilities. With the support of our corporate and facility EHS teams, we have enhanced safety measures, such as improved signage and ergonomics and pinch point elimination, while maintaining a strong focus on training. In 2023, our Total Recordable Incident Rate (TRIR) increased compared to 2022. In response, our EHS teams developed and launched a hand safety campaign.

In response, we rolled out the 12 Habits for an Injury-Free Day campaign designed to increase employee awareness and hazard recognition. This is a monthly communication that we share via email and video communications displayed at our facilities. Our goal is to send all our employees home the same as they arrived at work.

Safety Performance Data¹³

	2023	2022	2021	2020	2019
TRIR – Non-fatal Injuries Related to Operations	2.08	1.85	1.25	1.26	1.64
TRIR – Non-fatal Injuries Not Related to Operations	0.00	1.09	0.63	0.46	0.24
Fatality Rate – Not Related to Operations	0.00	0.00	0.06 ¹⁴	0.00	0.17 ¹⁴

In 2023, eleven of our facilities had zero recordable injuries. **Our TRIR of 2.08 is better than the industry average** for primary metal manufacturing of 3.9¹⁵ and industry average for foundries of 5.9.¹⁶

13. All incident rates are measured by number of OSHA recordable injuries times 200,000 divided by work hours in the fiscal year.

14. Fatalities in 2021 and 2019 were the result of the Albertville and Aurora tragedies.

15. Source: Bureau of Labor Statistics- North American Industry Classification System (NAICS) for foundries (code 331511 and 33152) reports an average TRIR of 5.9.

16. Source: Bureau of Labor Statistics- North American Industry Classification System (NAICS) for foundries (code 331511 and 33152) reports an average TRIR of 5.9.



We are continually striving for zero safety incidents across our facilities.



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Employees

**Achieved
76% Employee Survey
Engagement Score**

**Completed more
than 48,000 hours
of training**



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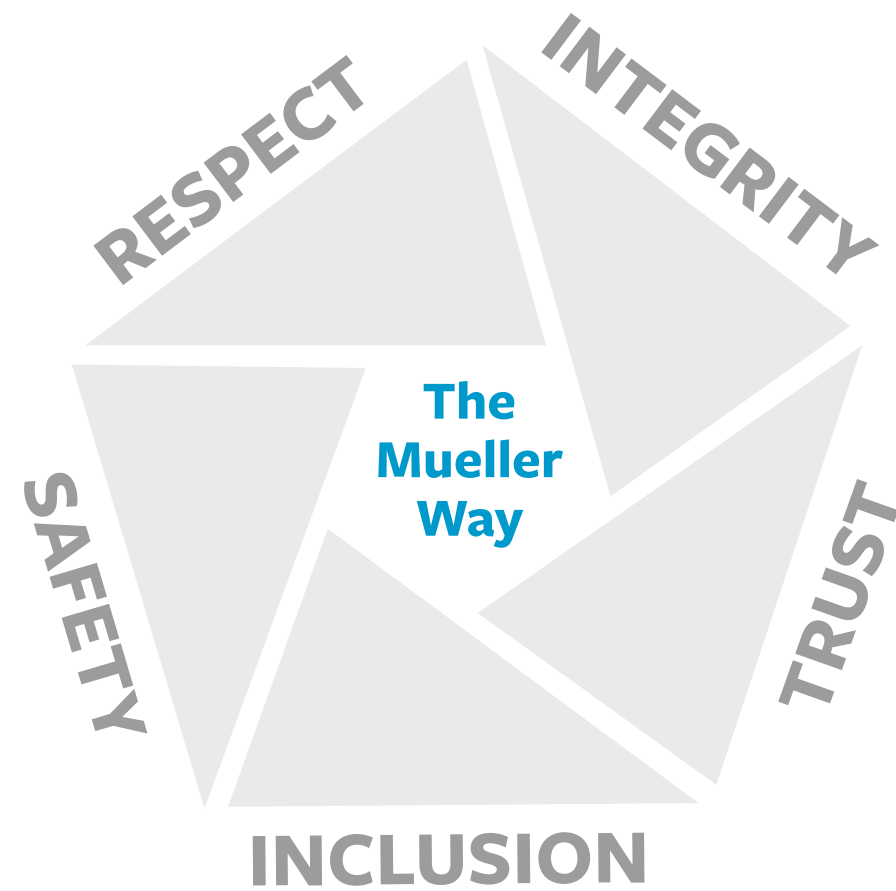


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At Mueller, we strive to create a diverse, inclusive and safe work environment. Our benefits programs, employee engagement initiatives and health and safety programs provide employees with opportunities to develop, learn and take care of themselves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

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



We treat each other with RESPECT	We act with INTEGRITY	We foster INCLUSION	We prioritize SAFETY and environmental responsibility	We value TRUST
<ul style="list-style-type: none"> • We are considerate, professional and open in our interactions • We treat all of our colleagues, customers and suppliers with respect • We provide a healthy work environment 	<ul style="list-style-type: none"> • We are committed to maintaining high ethical standards in all our business dealings • We align our actions with our words and deliver what we promise • We build and strengthen our reputation by acting with integrity 	<ul style="list-style-type: none"> • We are an inclusive organization that values diverse experiences and perspectives • We strive for excellence and recognize that building upon our differences makes us stronger • We all share the responsibility to create a positive culture and safeguard equity, inclusion and appreciation for different backgrounds and perspectives 	<ul style="list-style-type: none"> • Our highest priority is to protect the health, safety and well-being of our employees • We strive to adhere to work processes and procedures that reflect industry best practices and foster safety and environmental stewardship 	<ul style="list-style-type: none"> • Trust is at the foundation of our relationships with our stakeholders • We recognize that we accomplish more by working as a team than by working alone • We strengthen our business by building relationships that last



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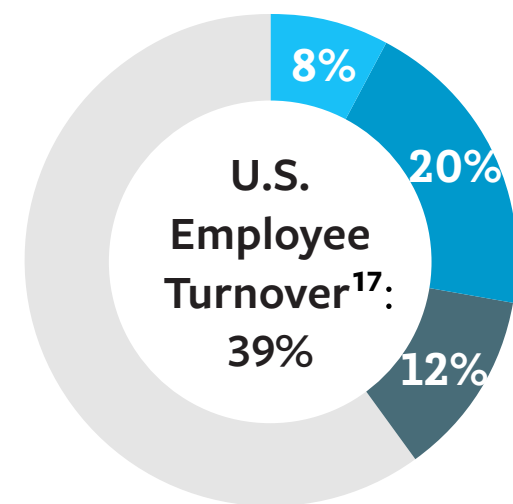
Our employees are our most important asset. Throughout Mueller’s rich history, we have continuously worked to improve the employee experience and foster an environment of open communication. We provide opportunities for employees to hear directly from company leaders, ask questions and provide feedback.

Employee Surveys

Mueller encourages employee feedback through an annual employee survey offered to all employees in their local languages. This survey helps us understand employee perspectives and identify improvement opportunities at the company, organizational and local levels. Mueller’s Chief Human Resources Officer and the broader Human Resources Leadership team review the survey results and develop action plans based on key survey findings. In 2023, Mueller changed to a fully digital survey process. With this change, we experienced a slight dip in our annual survey participation rate to 62% in 2023. We are committed to driving improved employee participation and engagement in the coming years with the increased efficiency, benchmarking and analytical insights provided by the new process.

Employee Turnover

We continue to improve our tracking and reporting capabilities by leveraging data to improve the employee experience. We are particularly interested in avoiding regrettable turnover, defined as unwanted departure of an employee who meets performance expectations. To this end, we are adding the category Operational Impact, defined as a reduction in force, elimination of position or layoff.



- Regrettable
- Non-regrettable
- Operational Impact

17. Percentages are rounded.

SPOTLIGHT: Employee Survey Results

Last year’s survey results identified strengths, such as employee engagement, ratings of immediate supervisors, recognition and rewards. We are establishing a goal of an 80% engagement score in this survey by 2026. Our employees identified opportunities for improvement in communication and collaboration around organizational direction and changes. In response, our action plans focused on communication and collaboration, and the following improvements have been implemented:

Communication

Digital Boards: We installed digital communication screens at all North American Mueller locations and plans are in place to extend this action globally. These boards allow for consistent content delivery of both enterprise and local messaging.

Text Updates: We implemented a texting technology platform for all U.S. employees, allowing for delivery of consistent messaging in a local emergency or broader corporate communication.

Executive Leadership Team Outreach:

Executive leadership visited most of our facilities in North America, conducting town halls and Q&A sessions with employees. Additionally, we launched a monthly communication, “Fluid Conversations,” where an Executive Leadership Team member delivers a targeted message to the entire organization.

Collaboration

Organizational Restructure: The organization re-aligned to remove silos and flatten the organization. The annual bonus plan design changed in the beginning of fiscal 2024 to create consistent targets across all eligible employees to drive work and collaboration.

Mueller One: Mueller One is an internal campaign geared toward developing common goals and execution on key deliverables as one organization.

Overall employee engagement rate:

76%



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Development

Mueller provides all employees with opportunities to learn, grow and develop through formal and informal training programs as well as online and on-the-job learning. We also offer specialized development programs for recent college graduates and production supervisors.

SPOTLIGHT: **Mueller Development Program**

Our Mueller Development Program is a two-year rotational program for recent college graduates that provides exposure to a range of functions and career opportunities. Since its inception in 2017, more than 50 employees representing diverse backgrounds have participated in the program with opportunities to remain as Mueller employees.



Training

We offer a variety of training programs for employees on a range of topics from safety practices, leadership, skills-based training and more.

Mueller is continuing to update our HR systems to better target learning and development opportunities for all employees. This system will enhance our ability to provide targeted training and track training hours.

Across our organization, our employees completed more than 48,000 hours of training in 2023.

Leadership Development

To further leadership development of more experienced employees, production supervisors can participate in the Frontline Leader training program, a six-month course that provides training on effective communication, team building and time-management skills as well as individualized coaching and mentorship.

We offered learning sessions on performance management, including sessions titled “Providing Feedback” and “Recognizing Talent in Others” to further enhance our leaders’ ability to develop their teams.

LinkedIn Learning Launch

IT-enabled employees have access to LinkedIn Learning, offering unlimited courses on leadership, key professional skills and specific topics of interest. In the first three months following the launch of this resource in July 2023, 381 employees participated in training courses totaling 214 hours. As we update and roll out new trainings, we add them to LinkedIn Learning and direct employees to the site.



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Apprenticeship Programs

Several of our sites provide an apprenticeship program for on-the-job training for specialized roles at Mueller. For these internships, we partner with local community colleges for completion of classroom requirements to supplement the jobsite training we provide.

Site	Apprenticeship Program
Cleveland, TN	<ul style="list-style-type: none"> • 3-year Electromechanical apprenticeship for our Maintenance department • Graduates receive journeymen’s card
Decatur, IL	<ul style="list-style-type: none"> • Mechanical Maintenance, Electricians and Tool Maker apprenticeships • Richland Community College provides class requirements while Mueller offers hands-on training with our experienced Maintenance, Electrician and Tool Maker team
Albertville, AL	<ul style="list-style-type: none"> • 4 students currently enrolled • Partnered with Snead State Community College
Kimball, TN	<ul style="list-style-type: none"> • State-sponsored Maintenance apprenticeship • State-sponsored Machine pre-apprenticeship • Partnered with Chattanooga State Community College

Continuing Education Reimbursement

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

Performance Evaluations

We conduct performance reviews at least annually to help salaried employees target areas for continued learning and development and to help determine performance-based compensation.

We aim to provide Mueller employees with rewarding careers. In 2023, our U.S. internal promotion rate was 21%. Employee promotions include any job-related changes that increased the level of responsibility and/or compensation and provided employee growth and development internally.



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Benefits and Well-being

Mueller offers financial, physical and mental health benefits as well as programs that help employees take care of themselves and their families and achieve better work/life balance.

We regularly analyze our compensation to remain competitive, paying at or above the 50th percentile of the market standard at each of our locations.

During the last three years, we introduced a new and expanded suite of voluntary employee benefits. Recent additions to our benefits offerings include coverage for medically necessary wigs and hearing aids, increased fertility support and the removal of employee cost share from several of our behavioral health benefit programs. We rolled out benefit onboarding programs and strategic benefits communications for employees to ensure all individuals, regardless of location, understand and can take advantage of the company's offerings. We offer a dedicated benefits communication specialist who connects with new employees and conducts benefit check-ins to ensure employees are aware of the benefits Mueller offers.

Our benefits and wellness programs include:

Financial	Health and Wellness	Work/Life Balance
<ul style="list-style-type: none"> Competitive base pay Bonus plans tied to company performance for all employees Employee stock purchase plan¹⁸ Recognition pay and service awards 401(k) retirement plans with a 5% company match and several pre-tax and after-tax savings options Short- and long-term disability insurance 	<ul style="list-style-type: none"> Medical, dental and vision insurance Flexible spending/health savings accounts Supplemental health benefits, including accident, hospital indemnity, critical illness and whole life coverage Wellness rewards program Health plan programs, including smoking cessation On-site and no-cost vaccinations Healthcare navigation service for managing existing benefits (added in 2023) 	<ul style="list-style-type: none"> Paid time off, paid holidays and jury duty pay Paid parental leave with 12 weeks of paid leave for eligible birth parents and paid parental leave for non-birth adoptive and foster parents Employee assistance program Employee discount programs Flexible and remote work arrangements Virtual healthcare options for general medicine and mental health needs

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

Employee Assistance Program

All full- and part-time employees and dependents can access the benefits in our Employee Assistance Program (EAP) as needed. The EAP provides behavioral health and well-being services, connecting individuals with service professionals and resources, including counselors and caregivers. We offer onsite counselors at most of our facilities.

Wellness Program

We partner with a third party to manage our employee wellness program. Through the program, employees create personalized health and wellness programs tailored to their individual progress and are rewarded with health insurance discounts for reaching program milestones. We set a 2023 goal to increase program participation by five percentage points YoY.

In 2023, we achieved a 4% increase in participation, reaching 67%. We aim to continue to drive employee participation in the program through increased employee communications.

18. Available to all full-time-employees.



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Diversity, Equity and Inclusion

Creating a diverse, equitable and inclusive work environment is the right thing to do and is critical for building a successful business.

Oversight

Diversity, Equity and Inclusion (DE&I) oversight begins at the Board level with the Compensation and Human Resources Committee, which is responsible for overseeing the company’s employee-focused strategies, including diversity, equity and inclusion; pay equity and development.

At the management level, the DE&I Council is responsible for embedding DE&I in Mueller’s company culture. Three executive sponsors (Chief Human Resources Officer, Senior Director of Risk Management and Vice President of Human Resources) lead the council and representatives from each U.S. plant, and our headquarters support the council’s work. The council determines overarching company initiatives and priorities related to DE&I.

Our facilities have a local DE&I designee or council who works closely with the Corporate DE&I Council. These local councils help create ownership of DE&I and further drive engagement through personalized local initiatives and activities. In 2023, we added non-U.S. plant councils; members of this team meet monthly as part of the core Mueller DE&I Council.

Celebrating Diversity at Mueller

We honor and celebrate Mueller’s diverse employees. In 2023, the DE&I council hosted monthly events to spotlight various cultural and heritage months, such as Black History Month, Employee Inclusion and Appreciation Month, International Women’s Day and Pride Month.

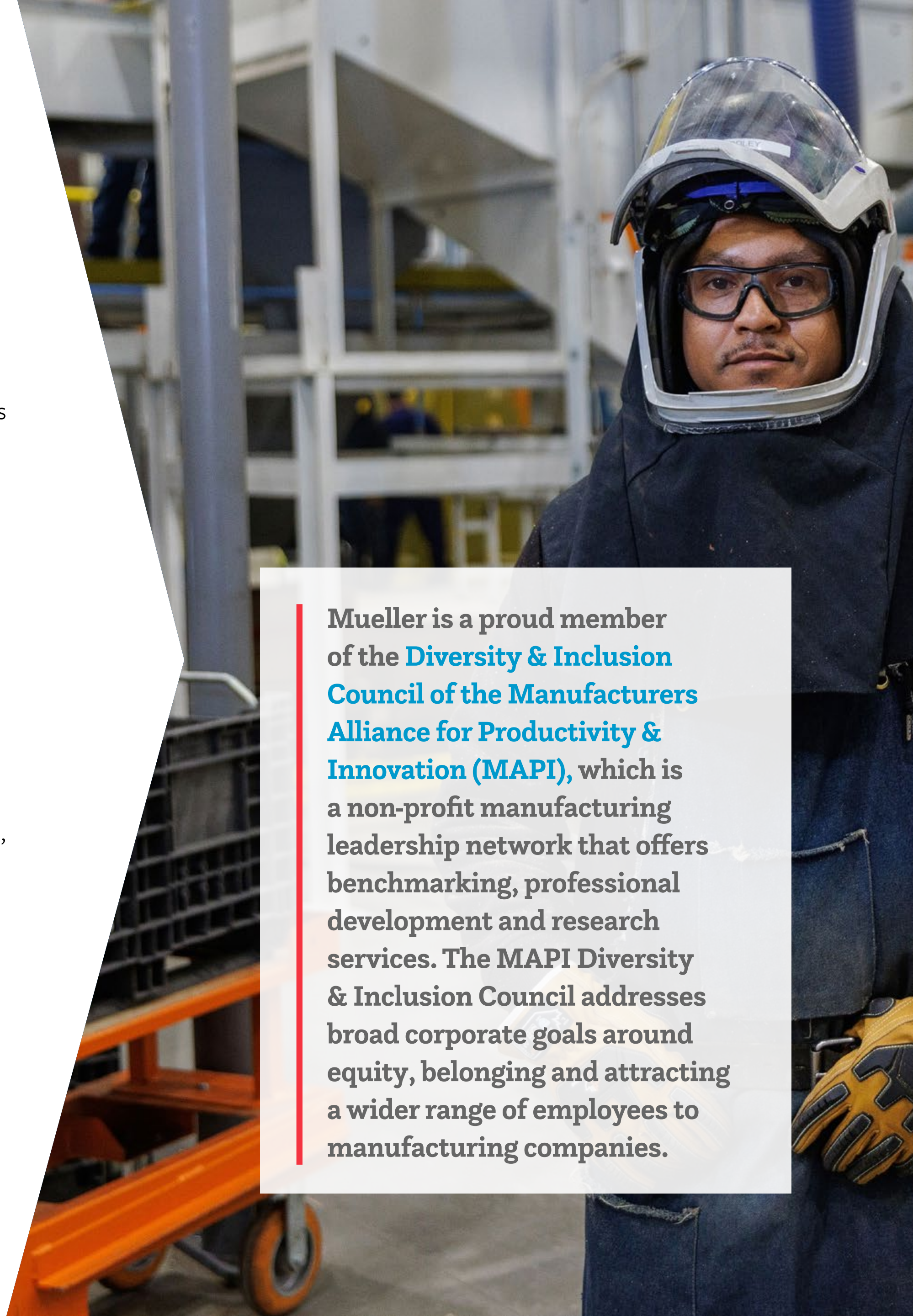
DE&I Training

In 2023, we provided DE&I training for the Mueller Executive Leadership Team and enterprise-wide unconscious bias training. Approximately 600 employees attended the five online training sessions offered. An online toolbox talk version allowed facilities to easily share the training with hourly employees. We plan to enhance training related to DE&I using LinkedIn Learning as well as targeted unconscious bias training for all employees with training packages developed for our facilities to use in supervisor-led training.

Pay Equity

We are committed to providing fair and equitable pay. In 2021, Mueller completed a full pay equity analysis to ensure we meet our commitment. Based on the results of this analysis, we introduced a comprehensive, formal pay structure and promotion program. In 2023, Mueller invested in a leading software solution to conduct workforce pay equity audits that consider gender, race/ethnicity, age and disabilities. The 2024 launch will provide Mueller with the ability to do adhoc and annual pay equity audits.

Mueller is a proud member of the **Diversity & Inclusion Council of the Manufacturers Alliance for Productivity & Innovation (MAPI)**, which is a non-profit manufacturing leadership network that offers benchmarking, professional development and research services. The MAPI Diversity & Inclusion Council addresses broad corporate goals around equity, belonging and attracting a wider range of employees to manufacturing companies.





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Recruiting Diverse Candidates

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

Our talent acquisition process includes marketing jobs to diverse candidate pools, posting open roles to a wide range of recruiting websites, including several that focus on diversity, as well as encouraging referrals from current employees for underrepresented groups.

Supplier Diversity

Our commitment to diversity extends to suppliers. We evaluate new and existing suppliers for diversity using a third-party vendor that allows each supplier to identify whether its business is certified or qualified as a diverse, small or other government-rated business. Mueller also aims to increase purchases from existing diverse vendors where possible.

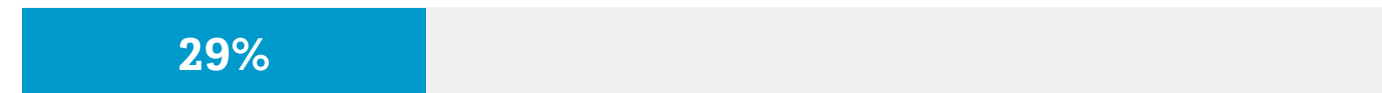
Diversity Metrics

Diversity metrics for U.S. employees as of September 30, 2023

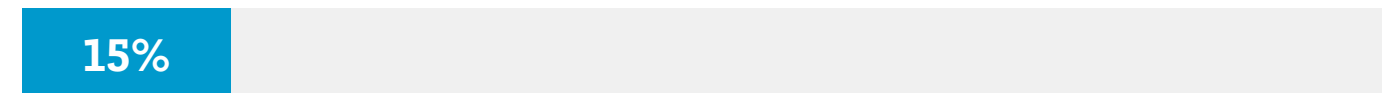
Gender

Female Male

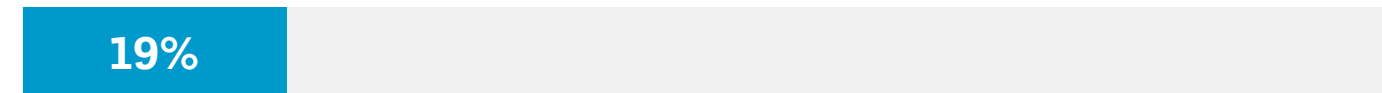
Top Management¹⁹



Middle Management²⁰

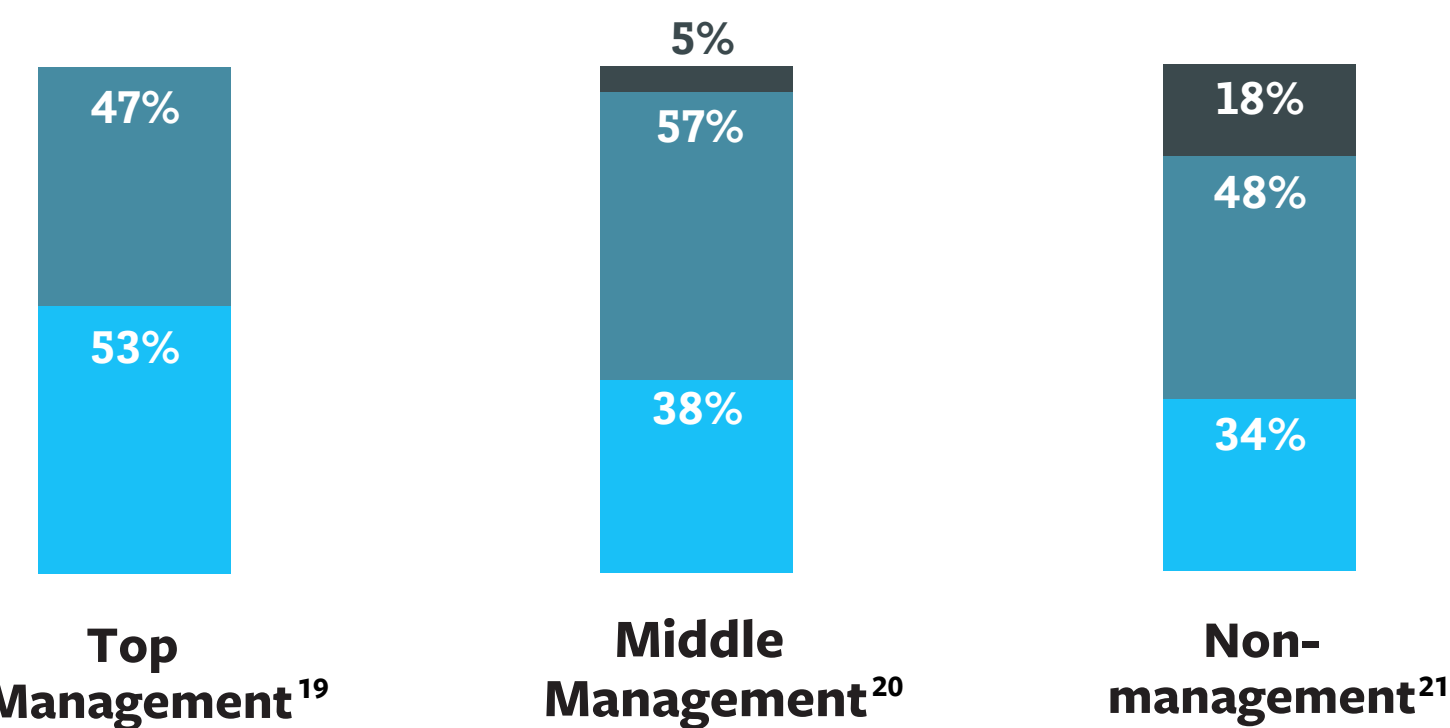


Non-management²¹



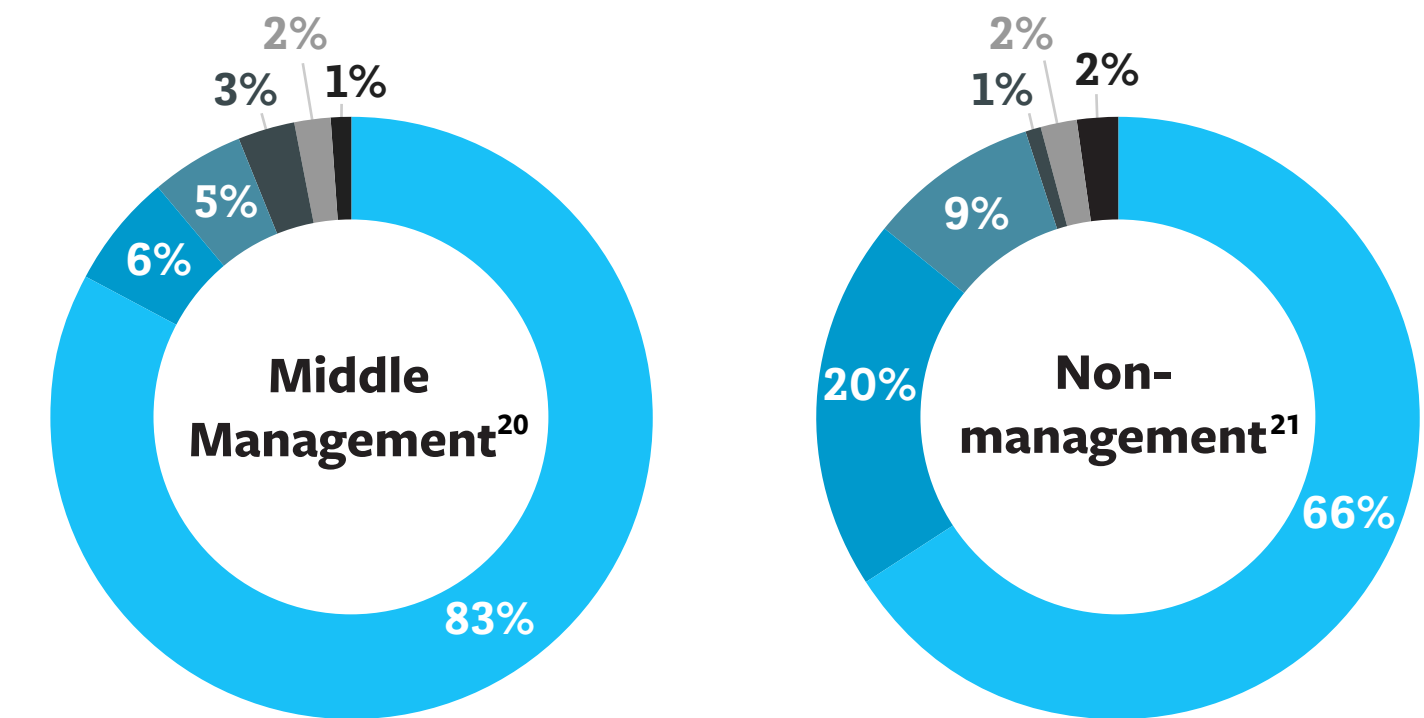
Age

50+ 30-50 <30



Race

White Black/African American Hispanic Asian Other No Answer



19. We define top management as vice president or above, including the Executive Leadership Team. Percentages are rounded.

20. We define middle management as first-level supervisors through Senior Directors. Percentages are rounded.

21. We define non-management as production, administrative, para-professional and professional employees as well as subject matter experts. Percentages are rounded.



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Communities

Conducted community engagement activity at all sites

Giving at Mueller focuses on on health, safety and water



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Mueller in Action

At Mueller, we seek to help meet the needs of our constituents by caring for the communities in which we live and serve. We demonstrate our commitment to our local communities through charitable giving, employee-matched charitable giving and events that connect with our shared communities. We are reviewing our Community Giving Policy and plan to release an update in 2024.

Charitable Giving

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

Our Community Giving Policy guides Mueller’s community outreach and directs company resources to stakeholders, societal issues and nonprofit organizations. The Community Giving Advisory Committee, comprised of corporate and operational leaders who meet regularly, leads efforts to maintain existing community partnerships and explore new community initiatives. Mueller continues to focus on initiatives serving the communities near our operations.

American Cancer Society



Mueller supports the American Cancer Society by contributing annually. Cancer claims the lives or directly affects Mueller employees and their families every year, and we see this as an opportunity to further research, screening and treatment to have a positive impact on the lives of our employees and their loved ones.

Community Involvement

Community Building

- Celebrated Firefighter Day with lunch and refurbished fire hydrants to Bradley County and Cleveland City, TN
- Volunteered in rebuilding storm devastated homes in Alabama

Educational Support

- Planned events and provided museum access for the Mt. Zion 3rd grade STEM field trip in Illinois
- Supported school supply drives in Tennessee and Alabama

Skill-based Volunteering

- Worked with seniors on interviewing and writing resumes in four locations in Tennessee





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Krausz® Agricultural Garden

Tel Aviv, Israel

Mueller Krausz teamed up with Venata'ta, a nonprofit organization that facilitates urban and rural ecological and social projects.

Volunteers worked hand in hand with the residents of the Rosh Ha'ain House, an assisted living space for teenagers on the autism spectrum, to build a cooperative agricultural garden.

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

Kimball Career Day

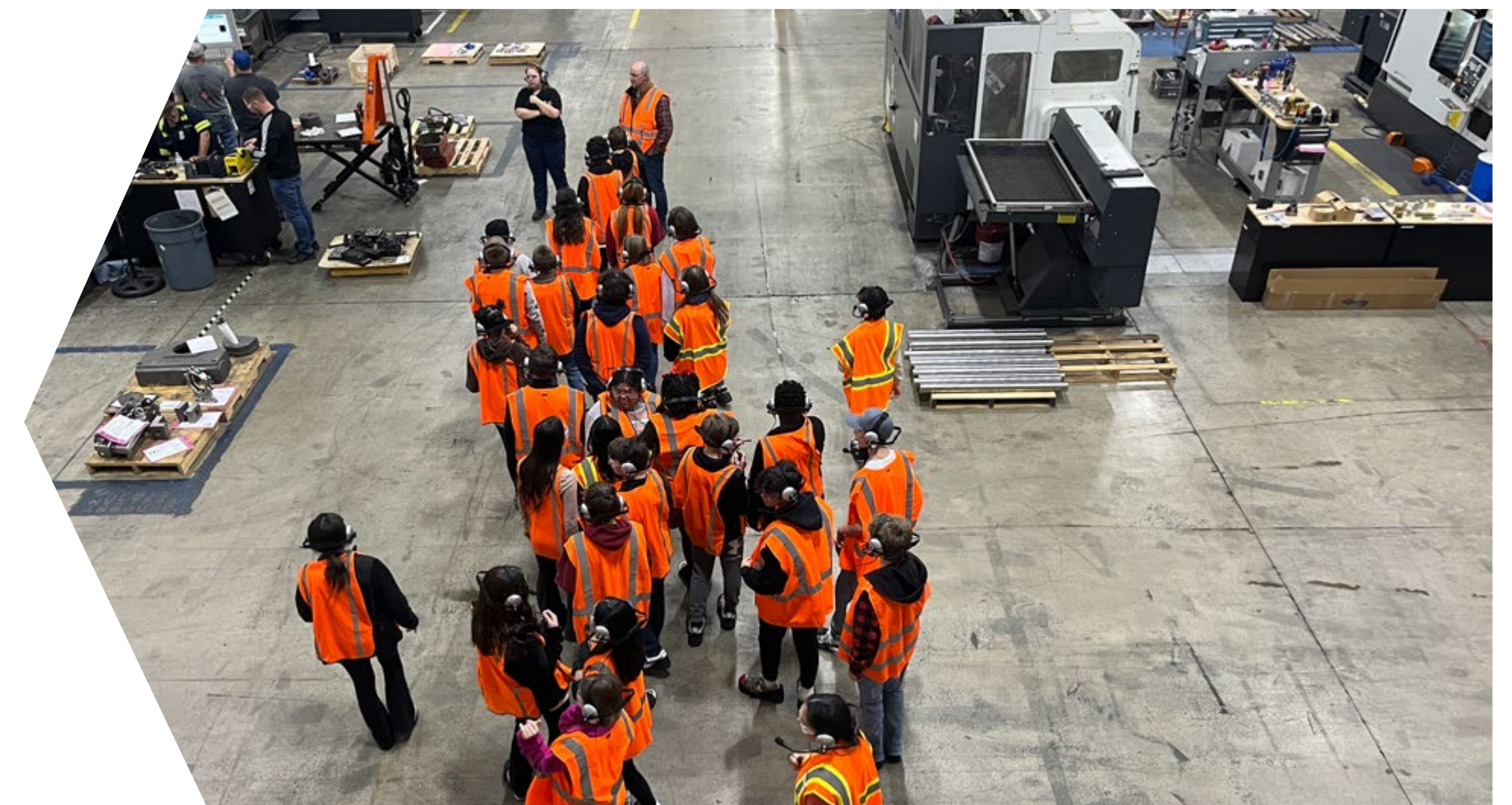
Kimball, TN

The National Association of Manufacturers encourages its members to engage with students to provide education and awareness about careers in manufacturing.

Mueller Kimball stepped up to the challenge by hosting approximately 30 high school students from the area.

Employees in the fields of engineering, machining, maintenance and welding educated the students about their current roles and career progression, and a host provided students with a tour of the Kimball facility.

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





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Governance

Continued Board refreshment process

Achieved 100% employee completion of Code of Business Conduct and Ethics training



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Board Oversight

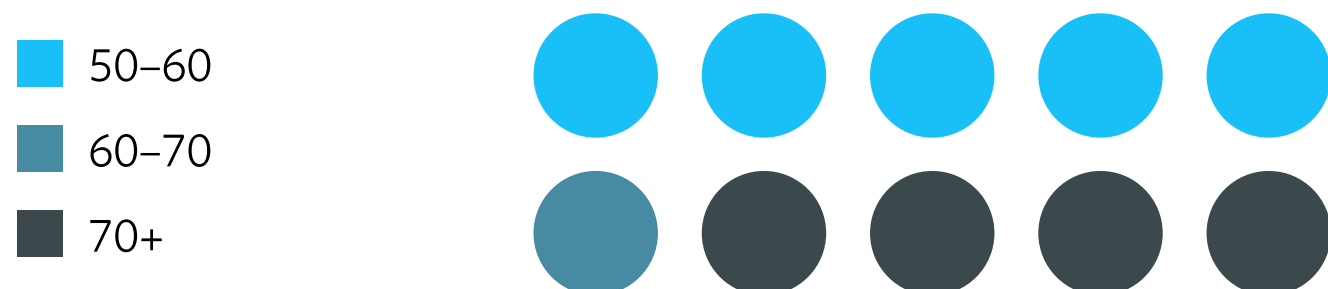
Mueller holds itself to the highest standards of ethics and integrity. We maintain robust oversight at the Board level to ensure we follow through on our commitments and continue to deliver value for shareholders.

The Board of Directors guides company strategy and oversees management performance. In accordance with the Corporate Governance Guidelines, our Board consists of a diverse and experienced group of 10 Directors.

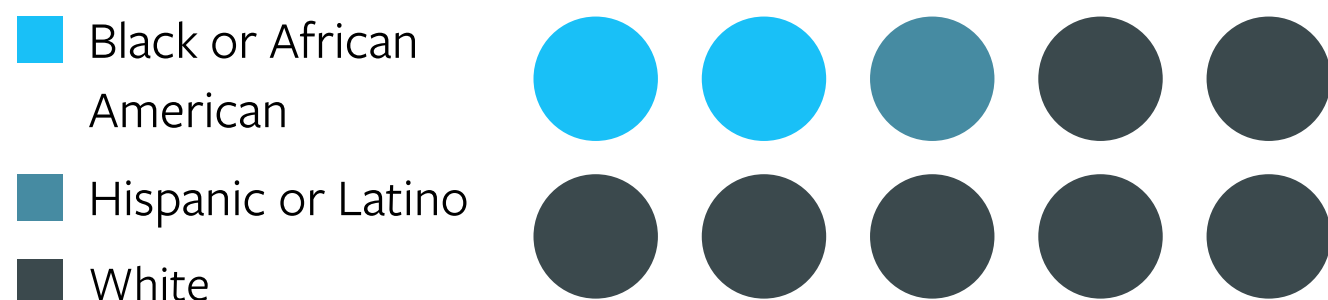
Board of Directors As of February 29, 2024



Director's Age



Director's Race



Board Tenure

Mueller continued its Board refreshment process in 2023, consistent with a Board refreshment plan announced in 2022, with the addition of one member and retirement of two members. Over the past five years, Mueller has elected seven new Board members. As part of its refreshment plan, Mueller recently updated its Corporate Governance Policy to provide that, generally, members of the Board who are 75 years of age or older, or those who have served on the Board for 10 successive years, will not be nominated for a new term. The term and age limits are intended to help ensure new ideas and viewpoints are available while retaining valuable Board experience developed over a period of time. The current Board information is available on our [investor relations website](#).

Board Committees

To carry out its responsibilities, the Board maintains five standing committees, each independently chaired and maintained according to the responsibilities detailed in its respective charter. Four Board committees have a distinct role to play in ESG oversight.²²

Full Board committee charters can be found on our [Mueller investor relations website](#).

The Audit Committee oversees the appropriateness and selection of the accounting standards applicable to sustainability and ESG at Mueller as well as the measurement mechanisms incorporated in our ESG disclosures. Our Internal Audit department has audited all KPI metrics included in the tables in this report. Additionally, the Audit Committee oversees Internal Audit's review of ESG metrics.

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

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

The Nominating and Corporate Governance Committee oversees corporate governance guidelines and policies related to the Board of Directors and the selection of Directors. The committee oversees the development, updating and production of the Company's annual ESG Report, reviews and makes recommendations to the Board regarding our ESG practices and reviews applicable Committee ESG metrics.

22. The Capital Allocation and Operations Committee does not play a role in ESG oversight.



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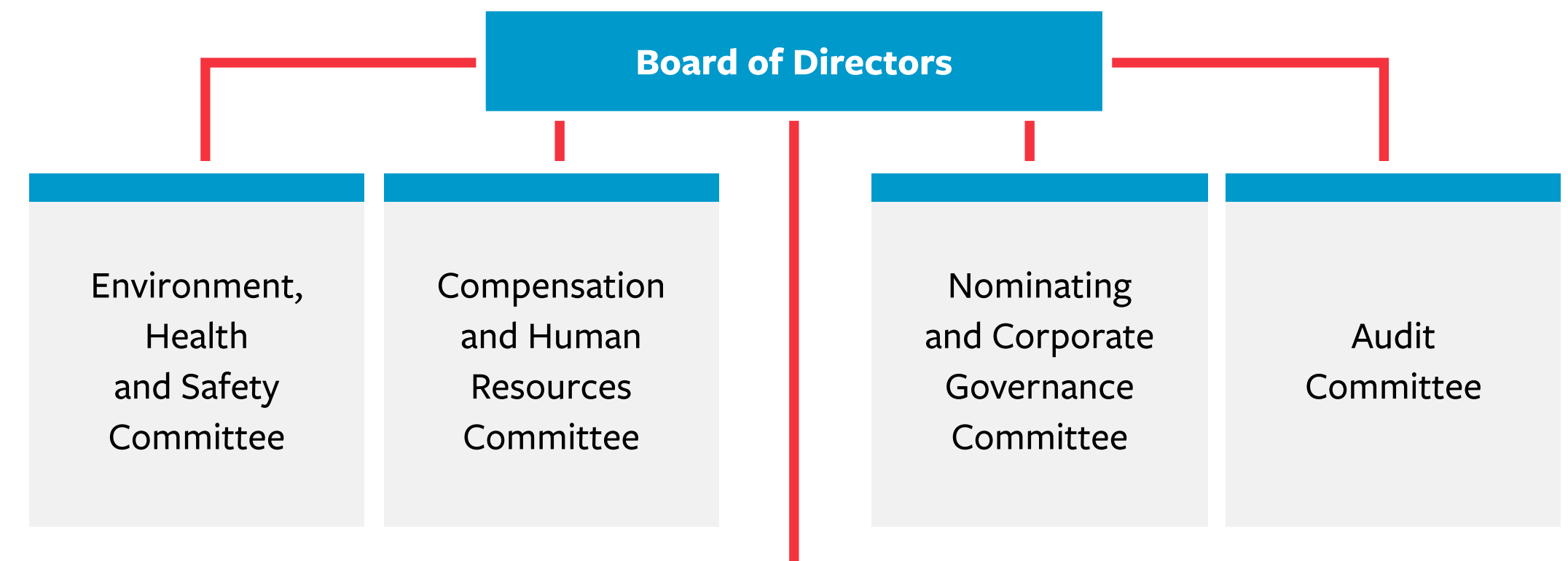
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ESG Oversight

Oversight for ESG starts with our Board of Directors, which oversees ESG strategy and performance. ESG updates are provided to the Board or its committees at least once a year.

We deploy an ESG Management Committee is a cross-functional executive group responsible for implementing our ESG strategy. The ESG Management Committee primarily executes this responsibility through functional leaders.

ESG Oversight at Mueller



ESG Management Committee

This cross-functional committee includes functional leaders for communications, products and those overseeing environmental, social and governance topics.



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Ethics and Compliance

Mueller is built on a strong commitment to ethics and integrity. All full- and part-time employees and contractors — from the CEO to individual contributors — are responsible for upholding the expectations outlined in the [Code of Business Conduct and Ethics](#). Our Code covers corruption, conflict of interest, fraud, money laundering, anticompetitive practices and information security.

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

Our 24-hour toll-free Mueller Helpline and [online reporting services](#) are accessible in a variety of languages and allow anonymous complaints.

We communicate the Code of Business Conduct and Ethics broadly via our external website, intranet, employee communications and signage posted digitally in high-traffic areas. We provide ethics and compliance training for all new employees during onboarding and mandatory annual training for all employees thereafter. All Mueller employees are further required to acknowledge that they have read, understand and commit to acting in accordance with the principles of the Code of Business Conduct and Ethics. Certain roles require more specialized training on specific regulations and codes, such as anti-bribery and corruption.

We maintain a strict no-retaliation policy for ethical complaints made in good faith. We expect employees to raise ethical concerns to their supervisor, Human Resources, Legal, the Chief Compliance Officer or anonymously through a phone or web-based whistleblower helpline. We promptly assess all reported issues and fully investigate where necessary.



Labor Rights and Freedom of Association

Mueller’s employees have the right to join labor unions, workers’ councils or other collective bargaining organizations. In 2023, 58% of our U.S. hourly workforce was covered by collective bargaining agreements. Additionally, in certain foreign countries where we operate, such as China, laws provide for employee rights and include requirements similar to collective bargaining agreements. We believe we have good relations with all our employees including those represented by collective bargaining agreements.

 See our [2023 Annual Report](#) for additional information.



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Cybersecurity and Data Privacy

The Audit Committee of the Board oversees cybersecurity and data privacy programs and practices and is updated at least twice a year by our Sr. Vice President of IT as well as our Senior Director of Information Security. Mueller has two Cybersecurity teams, each dedicated to a specific area. Our IT Cybersecurity team focuses on corporate programs, and our Products Cybersecurity team focuses on customer-facing programs.

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

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

Key functions of our Cybersecurity team:

- Security engineering, network endpoint, applications, cloud, data
- Vulnerability management
- Asset management
- Incident response and recovery
- Application security

In 2023, our Cybersecurity teams completed a business impact analysis across all operations, created business continuity plans based on the results and implemented a risk management software solution. We conducted a full review of operational technology across each plan and appointed a dedicated operational technology analyst to our Cybersecurity team.

After our fiscal year close on October 28, 2023, the company identified a cybersecurity incident impacting certain parts of its operational and information technology systems. However, our work completed in 2023 prepared our team to be more responsive to this incident. For additional information on this incident, please refer to the complete report included in our [2023 Annual Report](#).

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Suppliers

We expect our suppliers to share our underlying principles and commitment to ethics and integrity. The [Supplier Code of Conduct](#) details our expectations in terms of safety, anti-corruption, environmental protection, labor and human rights, trade and legal compliance, conflict minerals and confidentiality. All suppliers with a master service agreement with Mueller must agree to our Supplier Code of Conduct and comply with regular supplier audits.

Prior to establishing a relationship with potential high-risk suppliers, we conduct due diligence to ensure these suppliers align with Mueller’s values and standards. We complete comprehensive background checks, and we create a supplier scorecard and evaluate suppliers against a variety of metrics to identify higher-risk suppliers. We conduct on-site audits of suppliers that might pose a greater risk. We reevaluate supplier relationships every three years.

To ensure that we are a responsible business partner to the companies with whom we do business, we respond to all ESG data requests and surveys to support our partner efforts towards transparency throughout their supply chains.


The [Diversity, Equity and Inclusion](#) section highlights how we approach diversity in our supply chain.

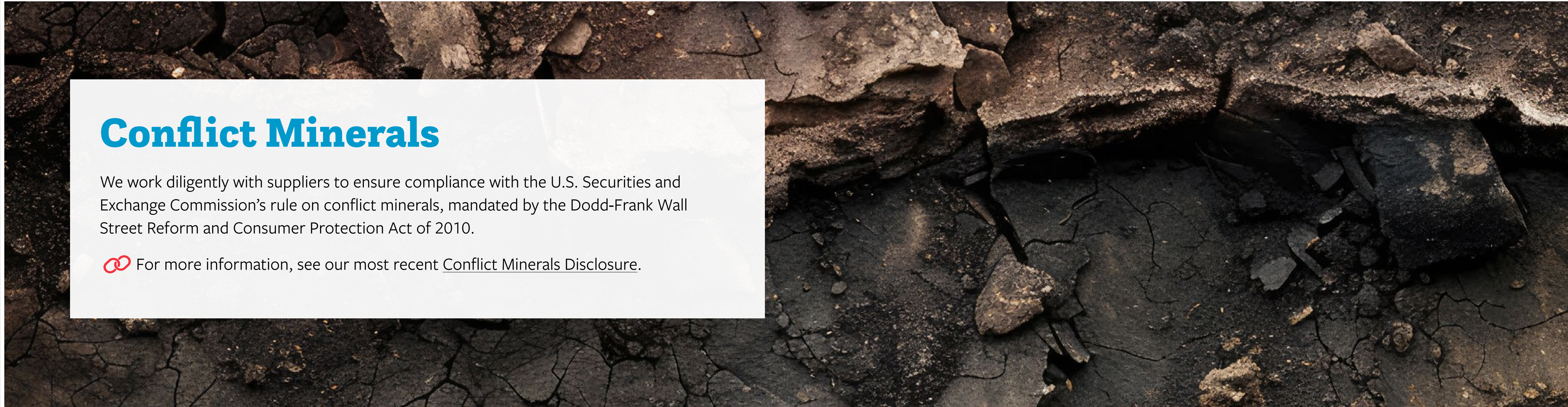
Human Rights

Our [Human Rights Policy](#) details our commitment to upholding fundamental human rights. While we do not believe that our operations pose a significant threat to human rights, we believe all human beings should be treated with dignity, fairness and respect. We strive to promote inclusion in the workplace. We connect with workers and engage with the communities where we operate to build upon our understanding of potential human rights issues. We aim to conduct business in a manner that respects human rights. Regular engagement with these stakeholders helps identify, prioritize and address potential human rights matters, and allows us to consider policy changes and improvements. We encourage suppliers and vendors to treat their employees — and to interact with their communities — in a manner that respects human rights, as outlined in the Labor and Human Rights section of our [Supplier Code of Conduct](#). If an individual becomes aware of a potential human rights issue, we expect the individual to promptly report the issue to their supervisor, Human Resources, Legal, the Chief Compliance Officer or anonymously through our whistleblower helpline.

Conflict Minerals

We work diligently with suppliers to ensure compliance with the U.S. Securities and Exchange Commission’s rule on conflict minerals, mandated by the Dodd-Frank Wall Street Reform and Consumer Protection Act of 2010.

 For more information, see our most recent [Conflict Minerals Disclosure](#).





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Scope and Materiality

This is our fourth Environmental, Social and Governance (ESG) Report. As we continue to advance our sustainability initiatives and achievements, this report provides meaningful detail regarding our progress to help utilities and municipalities operate in an ethical and environmentally responsible fashion.

Unless otherwise noted, the scope of this report includes our fiscal year 2023, which is from October 1, 2022, to September 30, 2023. References to 2023 in this report refer to the fiscal year unless a specific reference to the calendar year is made.

In part, our progress is captured in the globally accepted frameworks. In this report, we have included our response to the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, the Industrial Machinery and Goods and Iron and Steel Producer industries of the Sustainability Accounting Standards Board (SASB) standards and the Global Reporting Initiative (GRI) standards. Our ESG Management Committee, Executive Leadership Team members, Board of Directors and General Counsel formally reviewed our 2023 ESG Report. The Company’s Internal Audit department has audited all KPI metrics included in the tables in this report.

Additional information related to our ESG performance is available in our [2023 Annual Report Form 10-K](#) and [Proxy Statement](#) and on our company website. We value your feedback as we continue to enhance our ESG reporting and provide the most relevant information to our stakeholders. Please direct any questions or comments to sustainability@muellerwp.com.

We report against our material social responsibility topics identified through our internal materiality assessments and our stakeholder engagement. We use the Global Reporting Initiative’s definition of materiality, which is different from the definition used for our filings with the U.S. Securities and Exchange Commission. The inclusion of

information in this report should not be considered a characterization regarding the materiality or financial impact of that information for Securities and Exchange Commission reporting purposes. For additional information that is material to Mueller, including information on the factors that could impact our ability to execute our strategy and other material risks to our business, please see our filings with the Securities and Exchange Commission, including our Form 10-K and Quarterly Reports on Form 10-Q.

Policies and Reference Documents

- [2023 Annual Report](#)
- [Code of Business Conduct and Ethics](#)
- [Corporate Governance Guidelines](#)
- [Environment, Health and Safety Committee Charter](#)
- [Human Rights Policy](#)
- [Community Giving Policy](#)
- [Proxy Report Supplier Code of Conduct](#)
- [Conflict Minerals Policy](#)
- [Environment, Health and Safety Policy Statement](#)

Forward-looking Statement

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

looking statements are based on certain assumptions and assessments made by the Company in light of the Company’s experience and perception of historical trends, current conditions and expected future developments.

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

Cautionary Statement

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



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

DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Our organization, reporting practices and general disclosures				
Organizational details	Legal name: Mueller Water Products, Inc. Nature of ownership and legal form: Publicly-traded company listed on the New York Stock Exchange as MWA Headquarters: 1200 Abernathy Rd. N.E., Suite 1200, Atlanta, GA 30328 USA Countries of operation: See our 10-K for a list of global locations	2-1		
Entities included in the organization's sustainability reporting	This report covers Mueller Water Products, Inc. and its subsidiaries.	2-2		
Reporting period, frequency and contact point	Reporting period: October 1, 2022- September 30, 2023 Frequency: Annual Contact: sustainability@muellerwp.com	2-3		
Restatements of information	Due to a change in methodology to more accurately capture leak data, reported water savings from our EchoShore® leak detection product have been restated. Products, pg. 16	2-4		
External assurance	While our Internal Audit department has audited all KPI metrics included in the tables in this report, we do not currently seek external assurance for the metrics included in this report.	2-5		
Activities, value chain and other business relationships	About Mueller Water Products, page 4 Revenue: \$1,275.7 million Capital Expenditures: \$47.6 million Shareholders Equity: \$711.5 million Net Debt: \$287.1 million Net Debt to Capital: 24.8%	2-6		  



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Revenue from remanufactured products and remanufacturing services	Not applicable. Mueller Water Products does not produce remanufactured products or offer remanufacturing services.		RT-IG-440b.1	
Employees	As of September 30, 2023, we had approximately 3,200 employees worldwide. 2023 Annual Report	2-7	RT-IG-000.B	
Number of units produced by product category	About Mueller Water Products, page 4		RT-IG-000.A	
Governance structure and composition	Governance, page 44	2-9		
Nomination and selection of the highest governance body	2023 Proxy Statement Board Oversight, page 45	2-10		
Chair of the highest governance body	2023 Proxy Statement	2-11		
Role of the highest governance body in overseeing the management of impacts	Governance, page 44	2-12		
Delegation of responsibility for managing impacts	Governance, page 44 TCFD Index, page 62	2-13		
Role of the highest governance body in sustainability reporting	Governance, page 44	2-14		
Conflicts of interest	Code of Business Conduct and Ethics Corporate Governance Guidelines	2-15		
Communication of critical concerns	Code of Business Conduct and Ethics Ethics and Compliance, page 47	2-16		
Collective knowledge of the highest governance body	2023 Proxy Statement	2-17		



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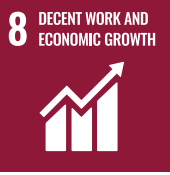

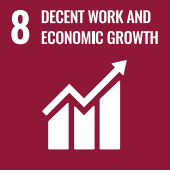



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Evaluation of the performance of the highest governance body	Each year, the Guidelines require the Board to conduct an evaluation of its own performance. Additionally, our committee charters require each of our committees to conduct an annual performance evaluation. The Governance Committee is responsible for overseeing the annual assessment process on behalf of the Board and its committees. Throughout the evaluation process, the Governance Committee solicits comments from Directors, via self and peer evaluations and committee and Board assessments to ensure that the Board as a whole, its committees and each Director are functioning effectively. The Governance Committee reviews comments from each Director to assess Directors' contributions to the Board, evaluates the Board's contributions to the company and identifies areas for improvement in the Board's performance. The Governance Committee discusses its findings with the Board annually regarding ways in which the Board and its committees can improve their key functions.	2-18		
Remuneration policies	2023 Proxy Statement	2-19		
Process to determine remuneration	2023 Proxy Statement	2-20		
Annual total compensation ratio	2023 Proxy Statement	2-21		
Statement on sustainable development strategy	Message from the CEO, page 3	2-22		    
Policy commitments	Policies and Reference Documents, page 51	2-23		
Embedding policy commitments	Governance, page 44	2-24		
Processes to remediate negative impacts	Ethics and Compliance, page 47	2-25		



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Mechanisms for seeking advice and raising concerns	Ethics and Compliance, page 47	2-26		
Compliance with laws and regulations	In 2023, we had no material incidents of non-compliance with laws or regulations.	2-27		
Membership associations	Organizational Partners, page 17	2-28		
Approach to stakeholder engagement	Materiality Assessment, page 10	2-29		
Collective bargaining agreements	Labor Rights and Freedom of Association, page 47 2023 Annual Report	2-30		
Material Topics				
Process to determine material topics	Materiality Assessment, page 10	3-1		
List of material topics	Materiality Assessment, page 10	3-2		
Management of material topics	ESG Oversight, page 46	3-3		
Anti-corruption and anti-competitive behavior (Mueller material topic: ethics, integrity and compliance)				
Management of anti-corruption and anti-competitive behavior	Ethics and Compliance, page 47	3-3		
Operations assessed for risks related to corruption	Ethics and Compliance, page 47	205-1		
Communication and training about anticorruption policies and procedures	Ethics and Compliance, page 47 Suppliers, page 49	205-2		
Confirmed incidents of corruption and actions taken	No material incidents of corruption or anti-competitive behavior were confirmed in 2023.	205-3		
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2023, we had no legal actions pending or completed regarding anti-competitive behavior, nor did we have violations of anti-trust and monopoly legislation.	206-1		



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Materials (Mueller material topics: environmentally responsible value chain, innovation and technology, product and service sustainability)				
Management of materials	Environment, page 19 Products, page 12	3-3		
Recycled input materials used	Waste, page 26	301-2		
Raw steel production, percentage from basic oxygen furnaces, electric arc furnaces	We do not report steel production as these numbers are proprietary. We do not use electric arc furnaces.		EM-IS-000.A	
Total iron ore production	Not applicable. Mueller Water Products does not produce iron ore.		EM-IS-000.B	
Total coking coal production	Not applicable. Mueller Water Products does not produce coking coal.		EM-IS-000.C	
Discussion of the process for managing iron ore and/or coking coal sourcing risks arising from environmental and social issues	Not applicable. Mueller Water Products does not source iron or coking coal.		EM-IS-430a.1	
Description of the management of risks associated with the use of critical materials	Conflict Minerals, page 49 Conflict Minerals Disclosure		RT-IG-440a.1	



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Energy (Mueller material topics: energy efficiency, greenhouse gas emissions, environmentally responsible value chain)				
Management of energy	Approach, page 21	3-3		
(1) Energy consumption within the organization (2) percentage grid electricity (3) percentage renewable	(1) Energy Consumption, page 23 (2) Energy Consumption, page 23 (3) Currently we only use renewable energy (solar) at our Ariel, Israel, facility, however, the percent used is not measured at this time.	302-1	RT-IG-130a.1 EM-IS-130a.1	
Energy intensity	Energy Consumption, page 23	302-3		
(1) Total fuel consumed (2) percentage coal (3) percentage natural gas (4) percentage renewable	(1) Energy Consumption, page 23 (2) Not applicable (3) 38%, Energy Consumption, page 23 (4) percentage of renewable energy is not captured at this time		EM-IS-130a.2	
Reduction of energy consumption	Energy Use and Greenhouse Gas (GHG) Emissions Reduction, page 22 Energy Consumption, page 23	302-4		
Water and Effluents (Mueller material topics: water strategy, responsible use of water, environmentally responsible value chain)				
Management of water and effluents	Approach, page 21 Water, page 25	3-3		
Management of water discharge-related impacts	The discharge of process water is managed in compliance with our National Pollutant Discharge Elimination System (NPDES) or Publicly Owned Treatment Works (POTW) permits.	303-2		
(1) Total fresh water withdrawn (2) percentage recycled (3) percentage in regions with High or Extremely High Baseline Water Stress	(1) Water, page 25 (2) We do not disclose recycled water. (3) 3.8%		EM-IS-140a.1	



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Water withdrawal	Water, page 25	303-3		
Emissions (Mueller material topics: greenhouse gas emissions, environmentally responsible value chain)				
Management of emissions	Approach, page 21 Energy Use and Greenhouse Gas (GHG) Emissions Reductions, pages 22–23	3-3	EM-IS-110a.2	
Direct (scope 1) GHG emissions	Emissions, page 22	305-1	EM-IS-110a.1	
Energy indirect (scope 2) GHG emissions	Emissions, page 22	305-2		
Other indirect (scope 3) GHG emissions	Emissions, page 22	305-3		
GHG emissions intensity	Emissions, page 22	305-4		
Reduction of GHG emissions	Emissions, page 22 Energy Use and Greenhouse Gas (GHG) Emissions Reductions, pages 22–23	305-5		
Emissions of ozone-depleting substances (ODS)	Not applicable. Mueller does not use significant amounts of ozone-depleting substances and therefore, is not required to track their use.	305-6		
Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant air emissions	Emissions, page 24	305-7	EM-IS-120a.1	



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Waste (Mueller material topics: waste, environmentally responsible value chain)				
Management of waste	Approach, page 26 Waste, page 26	3-3		
Waste generation and significant waste-related impacts	Waste, page 26	306-1		
Management of significant waste-related impacts	Waste, page 26	306-2		
Waste generated, percentage hazardous, percentage recycled	Waste, page 26 The percentage of hazardous waste generated and the percentage of recycled waste are 11.1% and 34.5%, respectively.	306-3	EM-IS-150a.1	
Waste diverted from disposal	Waste, page 26	306-4		
Waste directed to disposal	Waste, page 26	306-5		
Employment (Mueller material topics: talent development and retention, employee wellness and health)				
Management of employment	Engagement, page 35	3-3		
New employee hires and employee turnover	Engagement, page 35 In 2023, we hired 277 employees in the U.S.	401-1		
Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits and Well-being, page 38	401-2		
Parental leave	Benefits and Well-being, page 38	401-3		



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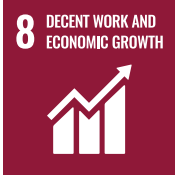
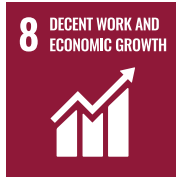
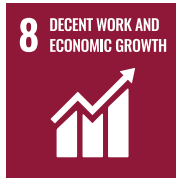
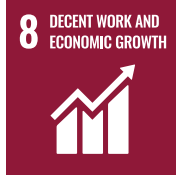
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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Occupational Health and Safety (Mueller material topics: occupational health and safety, employee wellness and health)				
Management of occupational health and safety topics	Health and Safety, page 28	3-3		
Occupational health and safety management system	SEAL Assessment Program, page 29	403-1		
Hazard identification, risk assessment and incident investigation	SEAL Assessment Program, page 29	403-2		
Worker participation, consultation and communication on occupational health and safety	Safety Training, page 31	403-4		
Worker training on occupational health and safety	Safety Training, page 31	403-5		
Promotion of worker health	Benefits and Well-being, page 38 Health and Safety, page 28	403-6		 
Workers covered by an occupational health and safety management systems	Health and Safety, page 28	403-8		
Work-related injuries	Safety Performance, page 32	403-9		
(1) Total recordable incident rate (TRIR)	(1) (a) 2.08 (b) We do not report contractor safety data at this time.		RT-IG-320a.1	
(2) fatality rate	(2) (a) Safety Performance, page 32 (b) We do not report contractor safety data at this time.		EM-IS-320a.1	
(3) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	(3) (a) (b) We do not report near miss frequency rate at this time.			
Training and education (Mueller material topic: talent development and retention)				
Management of training and education	Development, page 36	3-3		
Programs for upgrading employee skills and transition assistance programs	Development, page 36	404-2		
Diversity and equal opportunity (Mueller material topic: diversity, equity and inclusion)				
Management of diversity, equity and inclusion	Diversity, Equity and Inclusion, page 39	3-3		
Diversity of governance bodies and employees	Diversity Metrics, page 40	405-1		
Child labor (Mueller material topic: ethics, integrity and compliance)				
Management of child labor	Human Rights, page 49	3-3		
Operations and suppliers at significant risk for incidents of child labor	Human Rights, page 49	408-1		



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DESCRIPTION	MUELLER'S RESPONSE	GRI	SASB	UNSDG
Customer health and safety (Mueller material topic: product quality and safety)				
Management of customer health and safety	Product Quality and Safety, page 17	3-3		
Assessment of the health and safety impacts of product and service categories	Product Quality and Safety, page 17	416-1		
Fuel Economy and Emissions in Use-Phase				
Sales-weighted fleet fuel efficiency for medium- and heavy duty vehicles	Not applicable.		RT-IG-410a.1	
Sales-weighted fleet fuel efficiency for non-road equipment	Not applicable.		RT-IG-410a.2	
Sales-weighted fleet fuel efficiency for stationary generators	Not applicable.		RT-IG-410a.3	
Sales-weighted emissions of (1) nitrogen oxides (2) particulate matter for (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines	Not applicable.		RT-IG-410a.4	



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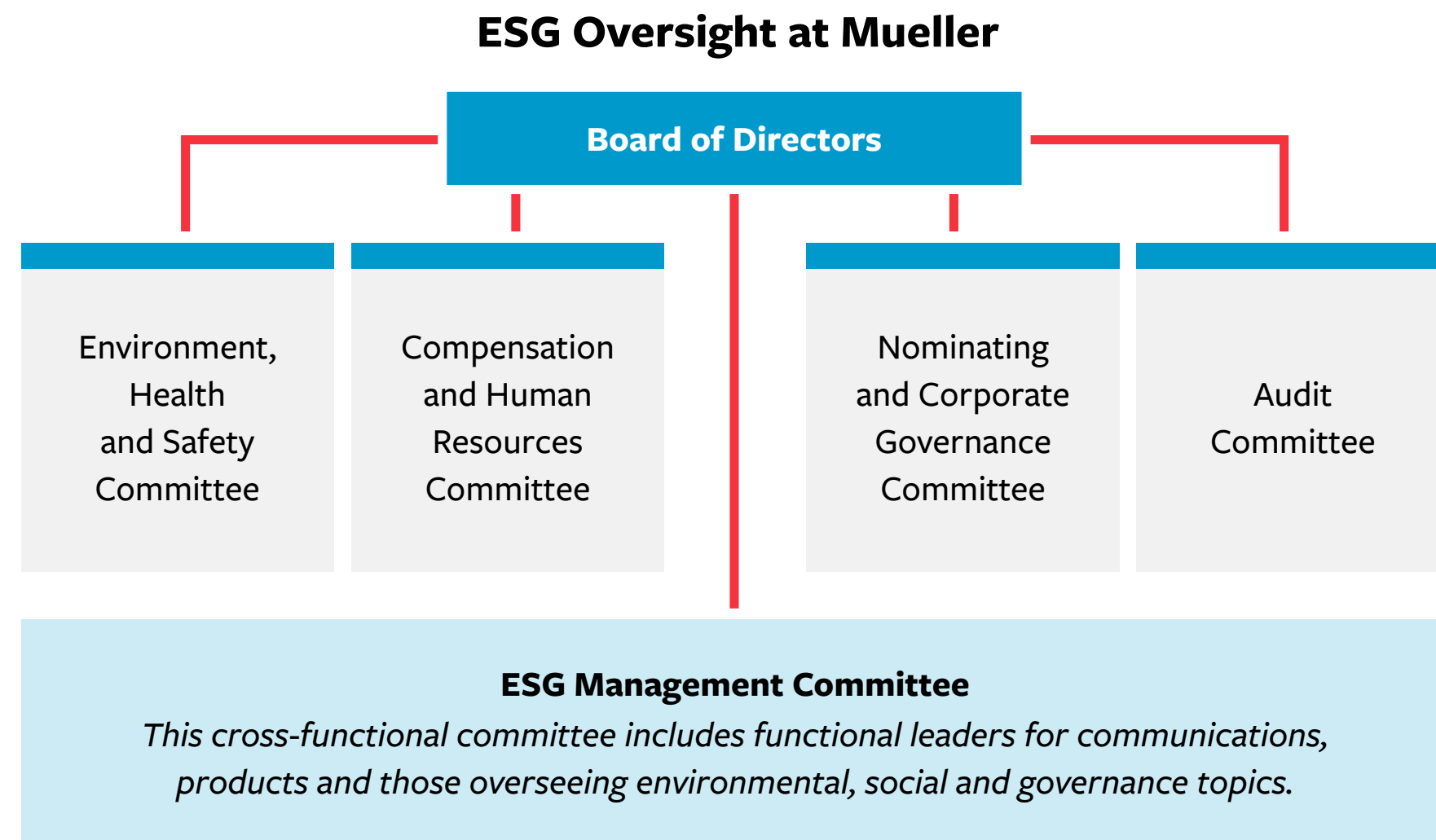
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Governance

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

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

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



Environment, Health and Safety (EHS) Committee

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

Audit Committee

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

Nominating and Corporate Governance (NCG) Committee

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

Compensation and Human Resources Committee

The Compensation and Human Resources Committee reviews and approves the goals and objectives of the CEO and Executive Officers, including initiatives that enable the employee base to achieve goals and objectives related to climate change. We strive to appropriately tie compensation to performance in many areas, including those related to sustainability and climate change. In 2023, as in past years, 10% of executive bonuses were tied to ESG metrics, including reductions in total recordable incidence rates and key performance indicators for sustainability, including reduction of energy intensity and water withdrawal and specific activities identified as leading safety indicators.²³ We expect to continue to evolve these metrics to facilitate compensation programs that reward performance related to climate change and emissions.

23. See our [2023 Proxy Statement](#) for more information.



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Management Oversight

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

Our ESG Management Committee is a cross-functional executive group responsible for the functional implementation of our ESG strategy. The ESG Management Committee primarily executes this responsibility through functional leaders. Similar to the way we manage climate-related risks and opportunities through a few different lenses at the Board level, various functional leaders play different roles in managing climate-related risks and opportunities at the functional level.

The Corporate EHS team is responsible for the majority of the programs and initiatives designed to manage emissions and the impact of climate change on our operations. The Corporate EHS team is led by the President and Chief Operating Officer and consists of individuals from EHS, Risk Management and Operations. The Corporate EHS team reports to the EHS Board Committee four times a year.

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

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

Strategy

We use the below time horizons to assess strategy.

SHORT-TERM	MEDIUM-TERM	LONG-TERM
One year	One to five years	More than five years

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

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

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

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



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Risk Management

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

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

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

- 1 Define risk population**
The first step in our risk assessment process is defining a risk population. Using third-party insights, historical risks and the current macroeconomic environment, we define hundreds of potential risks as part of a general risk population. This general risk population allows us to assess a wide range of risks. Climate risks are implicitly evaluated as part of this process.
- 2 Conduct preliminary risk assessment to narrow risks**
Once the general risk population is defined, we begin to narrow the list of risks. This process involves discussions with third-party risk management experts, as well as company management.
- 3 Survey business leaders to define top risks**
After we define priority risks, individuals from across the business are surveyed to determine the list of “top” risks to the business. This survey asks participants to rate each risk on a scale based on two items: likelihood of occurrence and potential impact. We include participants from all levels—the executive leadership team, middle management and lower-level management—to provide a complete understanding of the risks and which risks should be prioritized. The results of this process determine the final top risks to our business.
- 4 Mitigate and manage risk**
Once we determine the most salient risks to the business, these risks are shared with company management. In turn, each risk is assigned a risk owner, or a team of risk owners, responsible for responding to the risk.
- 5 Provide regular risk management updates to the Board**
The Audit Committee of the Board receives regular updates on the risk assessment process.

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

Metrics and Targets

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

The next phase of the process to increase transparency for GHG emissions will be to conduct an analysis of our scope 3 emissions.

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

Metrics

In addition to our targets, we track research and development (R&D) spend. We believe R&D spend is a useful metric for understanding our investments in lower-emissions operations as well as new products that can help our customers to reduce water loss, detect leaks and lower the emissions required to treat and pump water. In 2023, we spent \$25.9 million on R&D, or 2.0% of consolidated net sales.

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

Emission Metrics

Our emissions metrics can be found in the [Environment](#) section.



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



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