

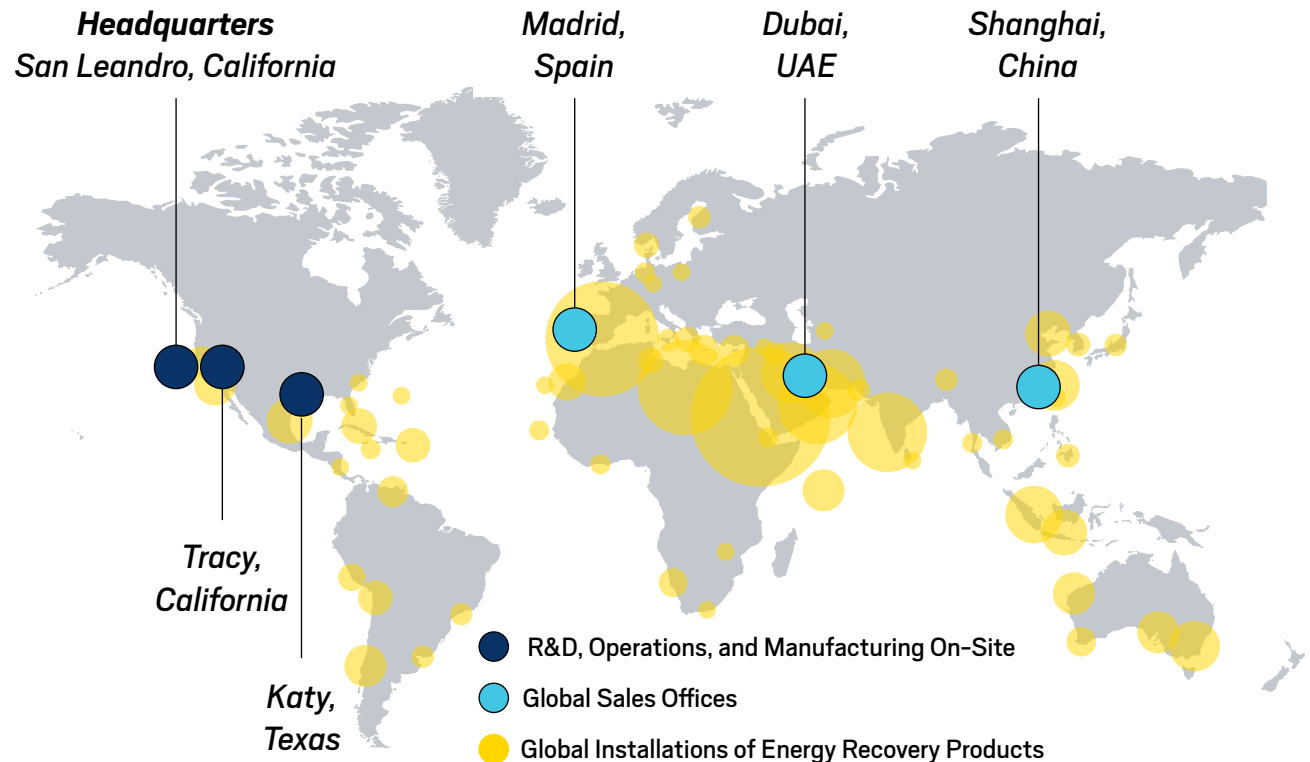
# Energy Recovery at a Glance

**222** Employees

**\$104M** Product Revenue

Employees in **11** Countries

**Energy Recovery** creates technologies that solve complex challenges for commercial and industrial fluid-flow markets worldwide. Building on our pressure exchanger technology platform, we design and manufacture solutions that make commercial and industrial processes more efficient and sustainable. What began as a game-changing invention for desalination has grown into a global business accelerating the environmental sustainability of customers' operations in multiple industries. Headquartered in the San Francisco Bay Area, Energy Recovery has manufacturing and research and development facilities across California and Texas with sales and on-site technical support available globally.



# Highlights and Recognition

 **30 TWh** *Saved in Electricity Consumption\**

 **14.5M** *Metric Tons of Carbon Emissions Avoided\**

 **\$3.9B** *Energy Expenses Saved by Customers\**

 **112k kWh** *Solar Electricity Generated Internally*

 *Certification to ISO 45001:2018 Occupational Health and Safety Management System*

 *Recommended for Certification to ISO 14001:2015 Environmental Management System*

 *Cybersecurity Management Committee Formed*



**Winner “Best ESG Reporting (small to mid-cap)” and “Best ESG Communications” by IR Magazine**



**In 2022, Energy Recovery received a rating of AA (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment.**



**MSCI ESG Leaders Index**



**“Great Place to Work” Certified**



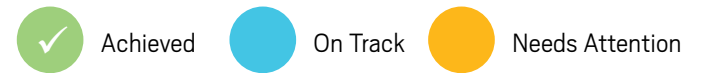
**EcoVadis – Bronze Sustainability Rating for 2021**



**Sustainalytics ESG Risk Rating – Top third of the machinery industry**

\*Annual data based on Energy Recovery estimates (internally assured). Assumptions provided in performance tables on [page 63](#)

# Our Progress



Goal*	Target	Status
<b>Report climate-related risk strategy and management aligned with the TCFD by end of 2024</b>		
<b>Double emissions reductions from Energy Recovery products by end of 2025 vs. 2019 baseline</b>		
<b>Certification to ISO 14001 Environmental Management Standard by end of 2022</b>		
<b>Deliver products and solutions customers can trust</b>	Maintain warranty expenses below 1% of total product revenue	
	Maintain zero monetary losses associated with legal proceedings due to product health and safety incidents	
<b>Develop workforce to deliver sustainable, diversified growth</b>	Maintain retention rate above 90%	
	100% of new hires receive sustainability training within 3 months of hire date by 2022	
	Maintain new hire turnover rate below 10%	
<b>Protect the lives and livelihoods of our employees by providing a safe and healthy work environment</b>	Certification to ISO 45001 Occupational Health and Safety Management Standard	
	Near Miss Frequency Rate	
	Aim towards a total recordable incident rate (TRIR) of zero	
	Achieve 95% of the planned annual safety trainings for each employee group	