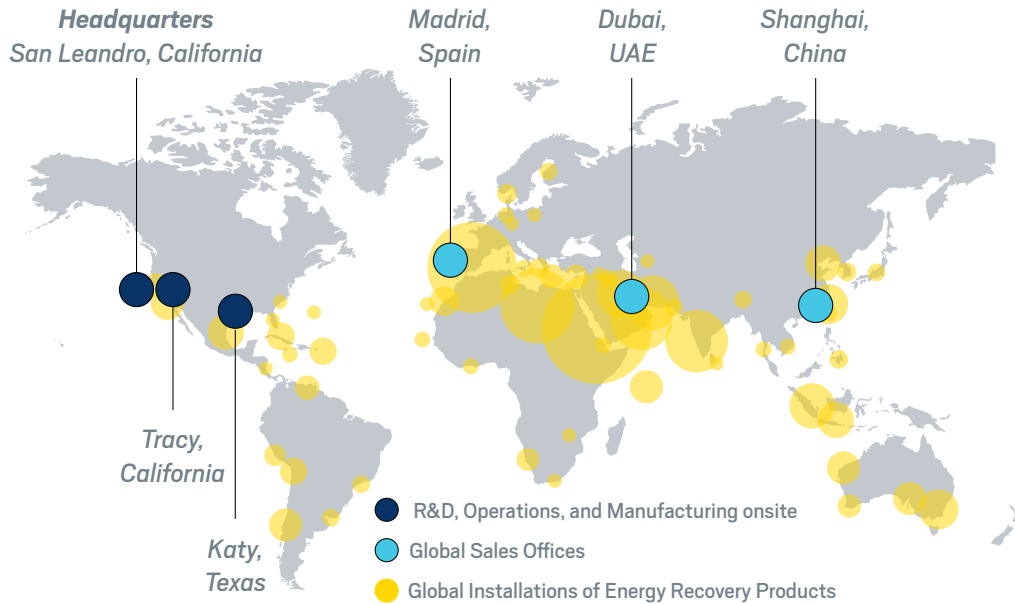


Energy Recovery at a Glance

Energy Recovery (NASDAQ: ERII) is a trusted global leader in energy efficiency technology. Building on our pressure exchanger technology platform, we design and manufacture reliable, high-performance solutions that generate cost savings and increase energy efficiency across several industries. With a strong foundation in the desalination industry, Energy Recovery has delivered transformative solutions that optimize operations and deliver positive environmental impact to our customers worldwide for more than 30 years. Headquartered in the San Francisco Bay Area, Energy Recovery has manufacturing and research and development facilities across California and Texas with sales and onsite technical support available globally. For more information, please visit www.energyrecovery.com.



2022 Highlights

36.2 TWh *Saved in Electricity Consumption**

17.2M *Metric Tons of Carbon Emissions Avoided**

\$5.9B *Energy Expenses Saved by Customers**

100% *of New Hires Began Receiving Sustainability Training*

Certification to ISO 14001:2015 Environmental Management System

Employees in 12 Countries

\$125.6M *Product Revenue*

Goal Progress



Achieved and Ongoing



ISO Certification Achieved



On Track

Goal	Target	Status
<u>Report climate-related risk strategy and management aligned with the TCFD by end of 2024</u>		
<u>Double emissions reductions from Energy Recovery products by end of 2025 vs. 2019 baseline</u>		
<u>Certification to ISO 14001 Environmental Management Standard by end of 2022</u>		
<u>Deliver products and solutions customers can trust</u>	Maintain warranty expenses below 1% of total product revenue	
	Maintain zero monetary losses associated with legal proceedings due to product health and safety incidents	
<u>Develop workforce to deliver sustainable, diversified growth</u>	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%	
	Maintain Great Place to Work survey participation rate above 70%*	
<u>Protect the lives and livelihoods of our employees by providing a safe and healthy work environment</u>	Certification to ISO 45001 Occupational Health and Safety Management Standard	
	Near miss frequency rate	
	Aim towards a total recordable incident rate (TRIR) of zero	
<u>Reduce emissions intensity to 10 MT CO₂e** per million dollars of revenue by 2026 from a 2021 baseline*</u>		

New Goal (as of 2023)

*Goals marked with an asterisk created in 2023. All other goals created in 2020.

**Metric tons of carbon dioxide equivalents

Ratings and Recognition

Industry Average 2021 2022 2023



As of 2023, Energy Recovery, Inc. received an MSCI ESG Rating of AAA.

