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WaterFleet

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IMPACT REPORT

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ABOUT THIS REPORT

WaterFleet is proud to highlight the practices and values which we employ in our services and workplace in our first Impact Report.

In this 2022 Report on Environmental, Social, Governance (ESG) performance, WaterFleet, and its consolidated subsidiaries, may collectively be referred to as the “Company,” “we,” “us,” or “our.” Our 2022 Impact Report highlights the policies, processes, procedures, and performance from which we establish and advance our ESG goals and criteria, as well as how we aim to promote sustainable development in our communities. This report provides an overview of WaterFleet’s strategy for providing reliable and efficient water-supply solutions, using pioneering mobile technologies, to promote safe, productive workplaces and aid the goals of clients. We included information in this report based on internal discussions, external stakeholder feedback, and consultations with third-party experts. WaterFleet intends to regularly report on our ESG policies, procedures, and performance, both on our website and through our annual Impact Report.

Our Company

WaterFleet is a solutions-based company dedicated to the belief that clean, safe water is a basic human right, even in the most challenging situations. We work to resolve complex water supply issues; our services include on-site potable water, clean drinking water, wastewater treatment for reuse, and portable workforce relief.

Our mobile utility services bring you clean water wherever you need it. Our innovative approach provides the ultimate solution to safe, clean water to support living quarters and restrooms. WaterFleet can take your non-potable source and deliver a purified and chlorinated potable source under pressure directly to your connection points.

On-Site Potable Water

Domestic wastewater treatment on-site that dramatically reduces haul off and provides cleaner working and living conditions at your site. On-site processing means you can upgrade your restrooms from port-a-potties to WaterFleet's fully functional restrooms. WaterFleet also organizes all the permits and compliance to allow for reuse on your site, saving thousands of gallons per day and reducing carbon footprint.

Wastewater Treatment

Water treated to EPA drinking water standards, delivered directly to the worker, hassle free. We can produce verifiable drinking-quality water at the site to support the smallest to largest temporary populations. The Refresh'R drinking water kiosk can be located anywhere on the site to provide dispensable, properly-chilled water to the population.

Clean Drinking Water

Life is hard enough on remote work sites, that's why we provide climate controlled restrooms and break rooms, built to handle tough use. Fully-functioning, climate-controlled, and industrial-built. This is not your grandfather's worksite relief station!

Portable Workforce Relief

Our Company

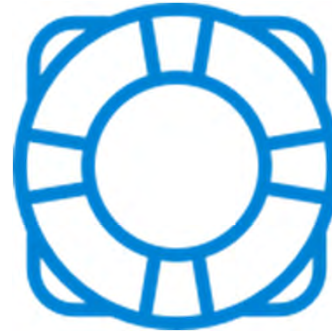
We provide solutions to issues related to worker illness, difficult site conditions, compliance concerns, and plastic trash buildup. We start with our mission statement and execute through our core values. WaterFleet is a solutions-based company of innovators dedicated to the belief that clean, safe water is a basic human right, even in the most challenging situations.

Industries We Support



Construction

Supporting commercial and industrial construction sites with drinking water, ice, workforce relief stations and wastewater processing for reuse.



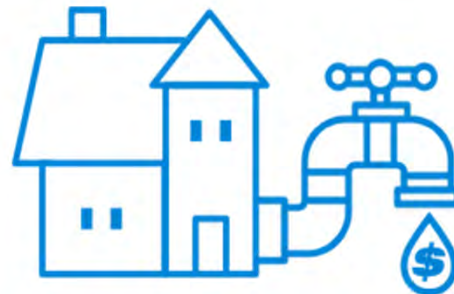
Emergency Support

Our solutions are perfect for emergency response camps where responders need to live or operate on a temporary basis.



Energy

The competitively-priced, pioneering solution to complete remote man-camp water and sewer management.



Decentralized Treatment Solution

Interim and long-term wastewater treatment and support. Temporary water or sewer processing that allows you to start building sooner or repair a system without pumping and hauling while saving you money and reducing your carbon footprint.

Report Scope

The focus areas of this report are guided by the recommended disclosures laid out by the Task Force on Financial Climate-related Disclosures (TCFD), topics recommended by the Sustainable Accounting Standards Board (SASB) framework, standards provided by the Global Reporting Initiative (GRI), and supported alignment for the UN's published Sustainable Development Goals (SDGs) with respect to our sustainability assessment, performance and reporting. In today's rapidly changing environment, we feel that these frameworks support our goal to engage more efficiently with investors about our ongoing sustainability work and other topics that are financially and socially significant to our business.



Materiality Assessment

As a company dedicated to emissions mitigation, responsible water stewardship, and ensuring our clients have access to clean water and safe housing installations, WaterFleet is committed to continual improvement around our ESG metrics and performance. As such, it is our priority to ensure that our ESG data is reliable, comparable, and relevant to effectively make decisions regarding our capital allocation, operational, and environmental performance. In developing this report, we engaged a consultant, Pickering Energy Partners, to support us in developing an assessment that balanced the critical importance of integrating both internal and external stakeholders throughout the process. Guidance was provided to us through all phases of the assessment, including feedback on the list of relevant Environmental, Social, and Governance issues to be assessed, relevant stakeholder groups, and the qualitative and quantitative information needed to develop our impact reporting.



MATERIAL TOPICS BY ISSUE

ENVIRONMENTAL

- Scope 1 and 2 emissions
- Other Air Emissions
- Climate Governance, Strategy, and Risks & Opportunities
- Energy
- Water
- Waste

SOCIAL

- Health & Safety
- Human Capital Management
- Diversity
- Supply Chain
- Community

GOVERNANCE

- Executive Leadership & Committees
- Business Ethics Policy
- Anti-Corruption & Bribery Policy
- Whistleblower Policy
- Crisis Management
- Cybersecurity

Letter From The CEO



WaterFleet is strongly committed to promoting environmental, social, and governing principles and benefits, both internally in our organization, and externally facing to those we serve. Our Core Values and our Mission echo our commitment to being a positive influence in the world.

This report provides demonstrable evidence of our progress in meeting the aforementioned objectives as well as our commitment to increase and improve initiatives as we go forward. Thank you for taking the time to review our annual report.

Sincerely,

Alan R. Pyle
President and CEO
WaterFleet, LLC

ESG At WaterFleet

WaterFleet was founded with the commitment to create solutions that solve unique problems that challenge remote work forces. WaterFleet's solutions and the specific industries that we choose to operate in reflect our commitment to bringing a material uplift in the health, safety, and quality of life for remote workers while also positively impacting our environment and the communities in which we serve. We do this while living and operating out of our Core Values of Radically Innovative, Quality, Respect, One Team, and Health & Well-being.

WaterFleet is proud to have the opportunity and responsibility to provide quality, potable drinking water to our end users 24/7/365. This responsibility influences and shapes the way we approach every facet of our business and is the driving force in the constant innovation within our company. Before environmental, social and governance was a topic of focus in our industries, WaterFleet was solving ESG issues. As WaterFleet approaches new opportunities to solve problems in the future, we are committed to approaching our solutions with environment, social and governance as our foundation.



Core Values



Respect

- We consistently treat others with kindness, honesty and courtesy
- We demonstrate respect for ourselves and those we serve through our attitude, appearance and performance
- We incorporate safety every day as we care for our employees, customers, neighbors, and environment
- We recognize and respect the rules and regulations we are asked to operate within



One Team

- We include customers and regulators as part of our team
- We promote growth through innovation, learning and common goals
- We approach our work enthusiastically and take pride in our mutual accomplishments
- We maintain a supportive atmosphere to promote teamwork and communication



Radically Innovative

- We challenge the status quo
- We are committed to positive change
- Our products and services improve the quality of life for our employees, customers, and the communities we serve
- Our services are disruptive for good
- We innovate with purpose



Health & Wellbeing

- We advocate safe work practices
- We provide evidence-based programs to promote overall wellness
- We consistently and continually exceed company and industry health standards
- We promote a fun and healthy work environment



Quality

- We are a reliable supplier of quality products and services
- We are clear in what we say and do
- Efficiency defines our behavior, actions and results
- We take pride in our products and services
- We are committed to quality in every decision we make and action we take

Aligning With The United Nations Sustainable Development Goals (SDGs)

In issuing our inaugural Impact Report, we've identified the United Nations Sustainable Development Goals (SDGs) as areas in which WaterFleet does have and will continue to have a positive impact. While WaterFleet supports all 17 of the UN SDGs, we have identified 7 goals that specifically align most with our business and our impact. Additionally, we plan to continue monitoring these 7 goals for additional positive impact as well as other SDGs in future reporting.



- Ensuring a safe and healthy workplace through our hazard identification and risk management
- Implementation of our fleetwide camera and AI system to track driver analytics and ensure safe travel and delivery of products
- Rigorous and continual safety training, inspections and monitoring to ensure working safety
- Company provided financial wellness planning and support
- Improved health & wellbeing for our client's workforce



- DEI policy implementation
- Diversity initiatives focused on practices and policies on recruitment, development, and promotion built on the premise of gender and diversity equity



- Products and services expressly focused on providing access to clean water and sanitation to workforces in remote locations that reduces the clients carbon footprint and water consumption
- In house WaterFleet team that monitors water quality and waste sanitation 24/7 to ensure consistent quality and reduce waste
- Recycles wastewater for industrial reuse thus reducing water consumption for clients



- Continue to invest in energy efficiency in our offices through LED lighting systems and remote-controlled thermostats to reduce non-renewable energy consumption
- We track fuel consumption and idle times through multiple software applications to operate efficiently and mitigate non-renewable fuels
- Support the industries providing the most affordable energy in the world while simultaneously helping them reduce carbon emissions and water usage from their operation and improve the health and safety of their workers



- Through our temporary on-site solutions, we enable clients to reduce their environmental impact through reduced need for permanent infrastructure that negatively impacts biodiversity, water consumption, noise pollution, road obstruction, and non-renewable energy consumption
- We capture rainwater and A/C condensate for landscape watering.
- Landscape includes drought-tolerant native species thus requiring less water, and includes added trees to increase the green canopy thus reducing temperatures in our cities



- WaterFleet strategy discussion on climate change and action through risks and opportunities identified by the Task Force on Climate Related Financial Disclosure (TCFD)
- Improvements made in 2021 and 2022 on energy and waste management efficiencies
- Clients implementing our services reduce their environmental impact as the need to truck potable water and waste sanitation in and out of worksites is reduced



ENVIRONMENTAL

Climate-Related Disclosure

CLIMATE GOVERNANCE

During 2021, WaterFleet appointed a new ESG committee at the executive level to oversee, assess, measure, and improve upon our ESG impact and profile. Within our executive management team, the Director of Operations and Director of Health & Wellbeing are responsible for managing specific environmental, social, and governance risks and opportunities, including climate-related risks. At WaterFleet, our Health and Wellbeing team oversees all health, safety, and environment (HSE) issues.

CLIMATE STRATEGY

CLIMATE-RELATED RISKS AND OPPORTUNITIES

WaterFleet recognizes the effects of industrialization and growth on our environment and the need to address the global impact. As many of our clients have a vital role in emissions output as well as reduction, we continually seek new opportunities to work together to actively contribute in mitigating the impacts. The proposed SEC rule for climate-related disclosures follows the existing disclosure frameworks and standards, such as the Financial Stability Board's Task Force on Climate-Related Financial Disclosures (TCFD) and the GHG Protocol. The SEC's proposed rule and TCFD divides climate-related risks into two major categories: (1) risks related to the transition to a lower-carbon economy and (2) risks related to the physical impacts of climate change. TCFD further divides physical risks resulting from climate change into event-driven (acute) or longer-term shifts (chronic) in climate patterns.

PHYSICAL RISKS

We continually monitor and assess physical risks that have the largest potential to negatively impact our business, as well as incorporate mitigation of these risks into our risk management activities. For WaterFleet, physical risks that have the largest potential to negatively impact our business include drought and hazardous weather in the areas in which we operate.

TRANSITION RISKS

Transition risks associated with climate change, as defined by the TCFD, include those policy, legal, market, technology, financial, and reputational risks incurred as a result of the transition to a low-carbon economy. Transition risks facing WaterFleet are regularly assessed by our executive team. The risks associated with the broader energy transition that specifically have the potential to negatively impact WaterFleet include government mandates for zero-emission vehicles or building electrification.

CLIMATE-RELATED OPPORTUNITIES

As a reliable partner to the conventional energy value chain, we are continually looking for Climate-related opportunities to actively participate in emissions reduction, more efficient water use, and responsible waste management. Considerations for climate-focused opportunities are reviewed by our executive management team on an annual basis.

Climate-Related Disclosure

CLIMATE RISK MANAGEMENT

Climate change-associated risks facing our business are discussed and considered at the company and investment levels. Specifically, WaterFleet's executive management team assesses the physical and transition risks facing our company as a whole and potential investments made to expand our business. In reviewing both physical and transition risks associated at the company level and at the asset level we can better prepare and implement mitigation strategy.

METRICS & TARGETS

Currently, WaterFleet is working internally and with 3rd party consultants to develop our medium and long-term goals and targets associated with ESG and climate metrics. It is our desire to hold ourselves accountable and to quantitatively track our progress to these goals and targets once developed. As such we are taking care to implement meaningful goals and targets in future reporting. For 2022, please see our performance data tables which track our trending ESG performance as well as map to relevant frameworks.



Water Management

Overview

WaterFleet's technology and services utilize the circular economy of water approach to ensure sustainable water management practices. Remote man camps often have to haul in water more suitable for human use even though a water source is present at the site. Wastewater has to be collected and hauled away. The method of water management has a negative environmental impact and represents the linear economy as opposed to the circular economy approach.

With WaterFleet services, a portion of the water onsite that is intended for industrial uses, can be “borrowed” and processed by WaterFleet's Water Rig technology, creating potable water that is delivered to the workers, thus eliminating the need to haul in an alternative source. The wastewater generated by the workers is then captured and treated back to an industrial reuse standard. This water is returned to the site for industrial reuse, thus returning the “borrowed” water and completing the circular economy of water for that site. WaterFleet performs this type of circular economy across more than 100 sites daily producing on average more than 5 million gallons of superior quality drinking water per month, and simultaneously providing reuse water for the industrial activities at that site.

During this process, WaterFleet uses its proprietary software solution, SONAR, to optimize water system performance, alert operators of issues, and provide customers with analytics and deep insight.



Water Management

The Water Rig ®

We strongly understand that water plays an important role not only in business operations across the country but is crucially important to all communities and individuals as well. As a primary provider of potable water services, WaterFleet is deeply devoted to the responsible management and stewardship of this vital resource. In order to advance and improve our management of water, we are transforming the potable water supply and sewage removal industry through pioneering technology. Our commitment to fierce innovation is changing both the mentality and methodology of providing clean, quality drinking water to remote locations and temporary housing sites.

WaterFleet's mobile water treatment system, the Water Rig, is a comprehensive solution that significantly enhances site safety and sustainability while reducing health risks, compliance issues, and plastic waste accumulation. This robust system is capable of supplying up to 6,000 gallons of drinking-quality water and 500 pounds of ice per day, ensuring that workers are well-hydrated and comfortable. The operation of the water rig system is fully automated, making it easy to start up and shut down.

This, coupled with remote 24/7 monitoring via either wired or wireless connection, ensures smooth and uninterrupted service. The system is designed to seamlessly integrate with multi-housing installations, with all necessary connections included. WaterFleet is an innovative company offering water management services to remote workforces. This ensures that even in harsh, remote environments, teams have consistent and safe access to water. The production of potable water enables on-site ice production, underlining our commitment to workforce comfort and safety. This ice not only enhances hydration practices but also improves the quality of life for these remote workers.

The Reclaimer Rig ®

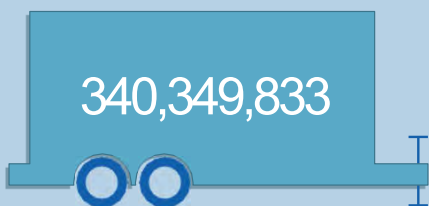
WaterFleet's wastewater management services enhance the experience for workers and residents by eliminating the need for raw sewage storage on site, thus mitigating the associated odor and spillage risks. This not only eradicates a significant discomfort but also dispenses with the 'old way' practices that often negatively impact those on-site.

Furthermore, by conducting compliant processing on-site, WaterFleet dramatically decreases the amount of truck traffic needed to transport raw sewage, thus minimizing hazards associated with frequent vehicle movement. This is particularly beneficial for both companies and residential areas aiming to reduce truck traffic.

Instead of the traditional approach of hauling wastewater off-site for processing while importing fresh water, WaterFleet innovatively reclaims wastewater, converting it back into a freshwater stream that can be reused on site. This circular approach reduces water wastage significantly.

Total Potable
Water Produced
On-site (gal.)

340,349,833



Water Management

Reclaimer Rig (Cont.)

Finally, the risk of non-compliance is mitigated through WaterFleet's cutting-edge processing systems, 24/7/365 remote monitoring, and the services of licensed operators. This ensures consistent compliance with standards, eliminating the risk of discharges that could potentially place companies in jeopardy due to non-compliance. Thus, WaterFleet ensures efficient wastewater management while enhancing safety, comfort, and compliance.

Internal Management of Water Resources

WaterFleet's core operations involve monitoring more than 200 mobile water and wastewater treatment systems situated in remote worksites with limited internet connectivity. To ensure and monitor water and wastewater quality under such conditions, we utilize our proprietary software solution, SONAR. This technology not only optimizes water system performance but also provides predictive analytics to anticipate issues before they occur, ensuring safety and efficiency.

Our innovative approach involves the use of mobile rig systems that deliver clean drinking water and ice to remote locations and temporary housing sites, thereby ensuring a healthy living and working environment. Each month, WaterFleet generates over 5 million gallons of high-quality potable water. These provisions play a crucial role in maintaining hydration, comfort, and safety standards for remote workforce operations.

In addition, we prioritize environmentally conscious methods by processing wastewater for beneficial recycling, significantly reducing the environmental impact associated with conventional water supply and processing techniques.

Our services include 24/7 monitoring, maintenance, and reporting, reinforcing our commitment to comprehensive water management services. As an industry innovator, WaterFleet streamlines operations and provides unparalleled water management services to remote workforces, ensuring access to safe water even in the harshest, most remote environments.

Total Waste
Water Treated
for reuse
on-site (gal.)

264,438,155



Emissions Management

WaterFleet continually seeks to play an active role in reducing emissions, from our own operations and assisting reduction from our clients. To this end, our environmental perspective is both outward and inward facing. Our systems are specifically designed to address environmental and health and safety issues that need a tangible solution. From an outward-facing environmental perspective, remote populations are being subjected to poor quality domestic water that is hauled in with heavy haul trucks, and the wastewater from those populations is hauled off location in the same manner. These high numbers of truck loads are emitting large amounts of carbon dioxide and harmful greenhouse gases into the atmosphere.



Our system treats water and wastewater on-site, reducing the need for heavy haul trucks required to deliver water and wastewater services to these remote populations, and the need for plastic bottles is eliminated. Emissions and energy consumption are readily tracked and logged daily through technology solutions, that observe our fleet trucking miles, fuel consumption, idle hours, and predictive emissions models based on fuel source.

Estimated Net Greenhouse Gas Emissions Mitigated

96,670,558
Total LBS During 2022

Emissions Management

GHG Mitigation

WaterFleet's greatest impact on emissions reduction is directly related to our services. Eliminating the need to haul secondary source water to the site and haul off wastewater dramatically reduces the number of heavy haul truck miles and the resulting GHG impact in the area of service.

In addition to this, WaterFleet's service truck fleet emissions and energy consumption are tracked and logged daily through technology solutions that observe our fleet trucking miles, fuel consumption, idle hours, and predictive emissions models based on fuel source.

WaterFleet's commitment to reducing GHG emissions also extends to its corporate headquarters. The office uses energy- saving measures such as motion-activated LED lighting and programmable thermostats. Additionally, efforts to eliminate plastic usage have been implemented to minimize the indirect GHG emissions associated with the production, delivery and disposal of plastic items.

Internally, WaterFleet is dedicated to minimizing its own environmental impact. Utilizing software applications like VerizonConnect, Lytx, and ServiceMax, the company closely monitors fuel consumption, truck idling hours, and miles traveled. To ensure accountability and drive improvements, WaterFleet sets monthly Key Performance Indicators (KPIs) for energy consumption. Moreover, the company's ability to remotely control its systems greatly reduces the need for on-site visits, further decreasing its GHG and CO2 emissions. WaterFleet's commitment to reducing GHG emissions also extends to its corporate headquarters. The office uses energy-saving measures such as motion-activated LED lighting and programmable thermostats. Additionally, efforts to eliminate plastic usage have been implemented to minimize the indirect GHG emissions associated with the production and disposal of plastic items.



Environmental Impact



Overview

WaterFleet is driven to continue operating as an accountable leader in reducing environmental impact. We take pride in our line of products and services that directly reduce our client's impact on the environment. Our services inherently provide land impact reduction through reduced need to haul water and wastewater. Creating reuse opportunities for our clients creates a positive environmental impact through a reduction in wastewater discharge and reducing the need for potable water to be used for non-potable activities such as irrigation and dust suppression. In our commitment to preserving the environment, WaterFleet systems support on-site implementation of leadership in Energy and Environmental Design (LEED) standards through elimination of sewage removal and water-supply

truck traffic that crowds and damages area roads, putting undue burden on small municipal centers. Additionally, we implement automated systems that support regulatory compliance for our customers. This is achieved through enhanced data collection, reducing long-term costs within an environmentally responsible model that is both HSE and OSHA compliant. Twenty-four hour remote monitoring allows on-site supervisors to focus on their people and productivity rather than the logistics of supplying workers with clean water, sewage haul-out, and the threat of related health and environmental concerns.

Waste Management

As a responsible stakeholder of the communities in which we work, WaterFleet strives to reduce waste-related inefficiencies and build strong mitigation practices.

We define the minimization of waste as the reduction or total elimination of waste generation, as well as environmentally friendly recycling practices. To meet our definition of minimization, we have introduced technologies and initiatives to help both ourselves and our clients minimize waste. WaterFleet's mobile rig systems replace the outdated method of hauling in water to temporary housing installations and the potentially hazardous removal of untreated sewage. Our unique process also eliminates plastic bottle trash build-up, creates an environment free of odors and risks from on-site sewage storage, and processes wastewater for approved recycling. In our commitment to preserving the environment, WaterFleet systems support on-site implementation

of leadership in Energy and Environmental Design (LEED) standards through elimination of sewage removal and water-supply truck traffic that crowds and damages area roads, putting undue burden on small municipal centers. Additionally, we implement automated systems that support regulatory compliance for our customers. This is achieved through detailed data collection, reducing long-term costs within an environmentally responsible model that is both HSE and OSHA compliant.

On a corporate level, our headquarters utilize a water reclamation system to collect A/C condensate and rainwater for use by our landscape irrigation system. We have also worked to eliminate all plastic usage by installing a filtered water fountain, discontinued bottled water services, and elimination of plastic ware and dishes by using real utensils and plates or paper goods if necessary.



Waste Management

Plastics Reduction

WaterFleet is not only committed to reducing greenhouse gas emissions, but also to tackling waste issues, particularly in the context of plastic waste. The company recognizes the environmental impact of plastic waste, both in terms of its contribution to landfill volumes and the energy and resources consumed in its production, delivery and disposal.

One of the significant ways WaterFleet has addressed this issue is by eliminating the need for plastic water bottles through our innovative water chilling and dispensing kiosks called Refresh'Rs. By introducing on-site water treatment services for remote populations, the company has removed the necessity for bottled water deliveries for our clients. This move not only reduces the use of heavy haul trucks but also negates the need for single-use plastic bottles, which often end up in landfills or in the ocean, causing harm to wildlife and ecosystems.

In addition to eliminating plastic water bottles, WaterFleet has also taken steps to reduce other forms of plastic waste within its operations. In its corporate headquarters, employees provide their own refillable containers to be used at the filtered water fountains. Additionally, the company has discontinued the use of plastic ware and dishes. Instead, employees are encouraged to use real utensils and plates, significantly reducing the volume of plastic waste generated on a daily basis. Waste is further reduced in our operations by rebuilding and repairing motors, pumps, and other materials in lieu of discarding for new items. Only after reviewers' assessment are items discarded.

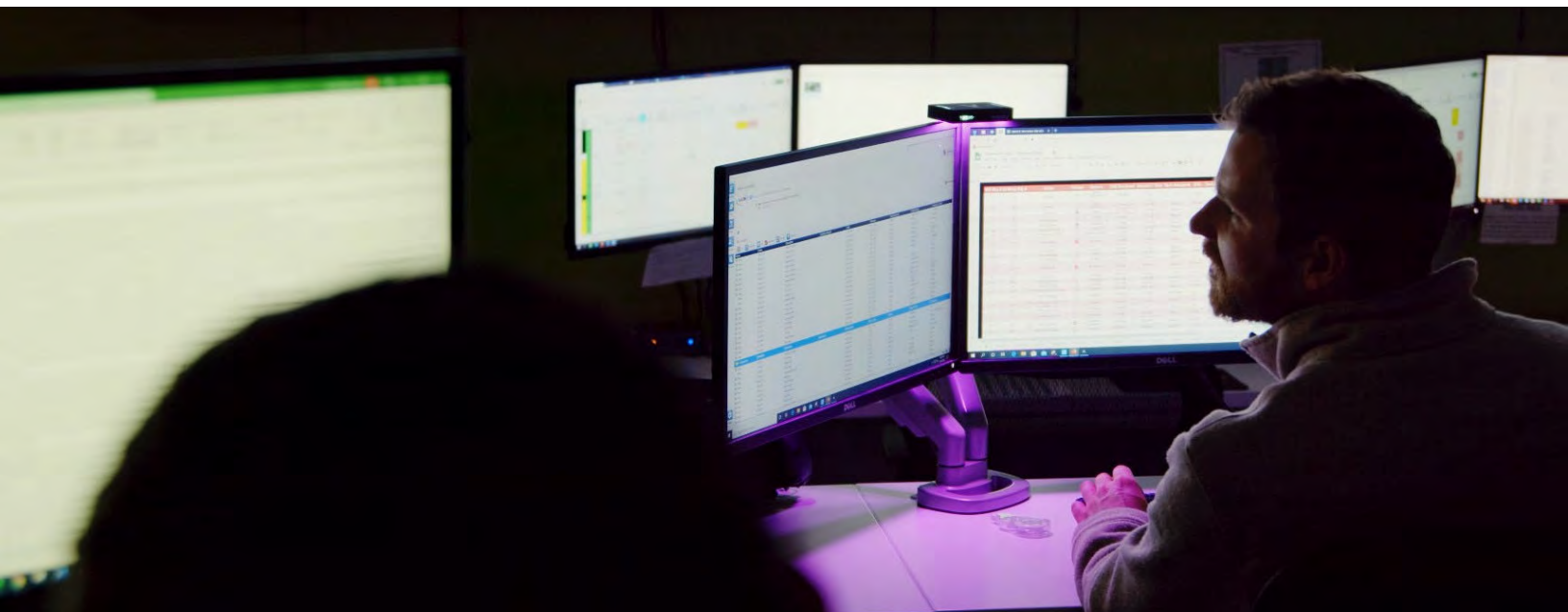
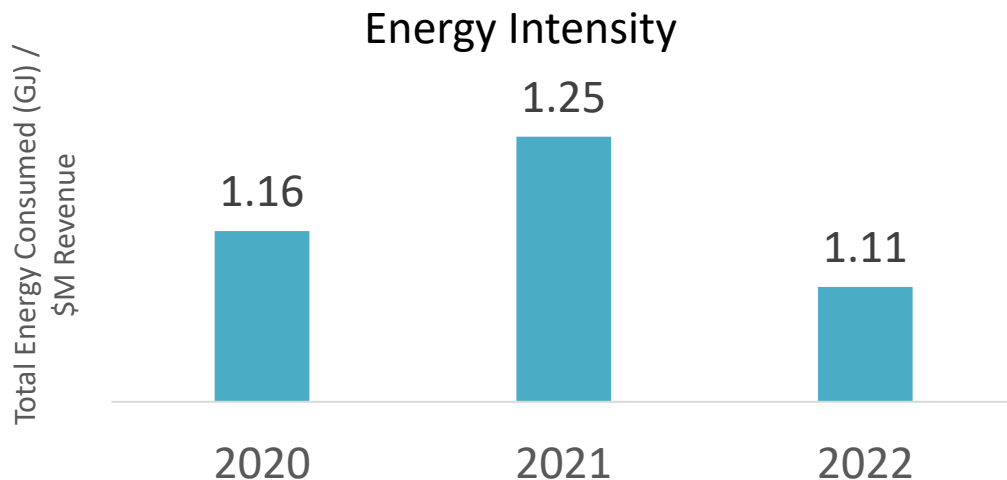


Energy Use

WaterFleet is also committed to tracking our internal operational impacts on the environment. To address this, WaterFleet closely monitors our fuel consumption, truck idling hours and truck miles utilizing software applications like VerizonConnect, Lytx and ServiceMax. Monthly KPI's are maintained to hold company personnel accountable for their energy consumption as well as provide specific performance targets for our operations team to meet. Furthermore, Waterfleet can operate our

systems remotely so energy consumption is greatly reduced by the ability to change setpoints and operate the critical functionality of the systems from any mobile device as opposed to having to travel to the site in person to make the changes.

At the corporate level we have implemented a LED System that is motion activated for all offices and open workspaces, and scheduled, remote-controlled thermostats to limit unnecessary electricity usage.





Social

Health & Safety

At WaterFleet, health and safety is not just a top priority, but a necessity. Our commitment to engendering a strong culture of health and safety throughout our organization is exemplified by our continual work to improve safety policies and procedures. During 2021 WaterFleet appointed a new ESG committee at the executive level to oversee, assess, measure and improve upon our HSE and ESG impact and profile. Our HSE program requires cooperation in all safety and health matters, not only between on-site supervisors and employees, but also between each employee and our clients. We believe that an enhanced cooperative effort and policy on HSE drives the highest quality safety program and serves the best interest of all our employees and clients. Our objective is to reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of other operations similar to ours.

To achieve this, our process begins at the leadership level. Management provides, to the greatest extent possible, all mechanical and physical facilities required for personal safety and health in keeping with the highest industry standards. Additionally, supervisors are responsible for developing our safety and health culture at the local level in those they supervise, and for ensuring that all operations are performed with the utmost regard for the health and safety of all personnel involved, including themselves. Another tool that is regularly utilized in hazard identification is our Job Safety Analysis (JSA). JSAs help us identify new hazards in our work and implement corrective actions to protect employees and mitigate risk. There are three essential elements in a JSA, a sequential list of tasks leading up to the identified hazard,

individual risks associated with each task, and the controls that must be implemented to control each risk and identified hazard. To adequately address risks at our worksites managers follow OSHA rules and ensure compliance with our four-step process of risk identification, assessment, control, and Review/Monitoring-evaluation of results. Additionally, we implement cameras and telematics in company trucks that enhances worker safety on the road. These health and safety technologies are also accompanied by driver coaching to improve responses to live events.

QHSE (Quality Health, Safety & Environmental) Team Spotlight

In 2021 we formed the QHSE (Quality Health, Safety and Environmental) team to confront many of the familiar challenges of rapid growth, diversification, and geographic expansion. We were doing more—for different customers, in many more places, with many more people involved--and that reality demanded a new kind of attention and expertise. The QHSE's goal today is to, identify, document, and control/correct conditional and behavioral hazards so that no one gets hurt using our products or services and ensure that we abide by relevant regulations. By conducting training, inspections, audits, Behavior Based Safety (BBS) observations, technical coaching, and staff mentorship, we can protect that which has been so carefully built. At an even greater level, our team's value rests on our ability to protect human-beings, capital, and assets that make this organization run, and that make WaterFleet special.

CONTROL

Supervisors identify underlying causes of hazards and put measures in place to prevent an occurrence of the risk, focusing attention on the most urgent hazards employees face on the job.

REVIEW/MONITOR EVALUATE RESULTS

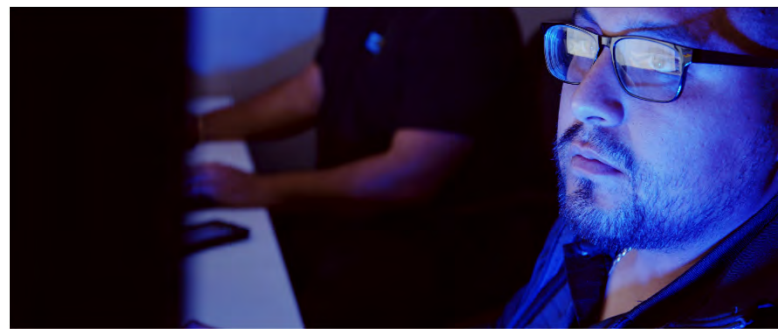
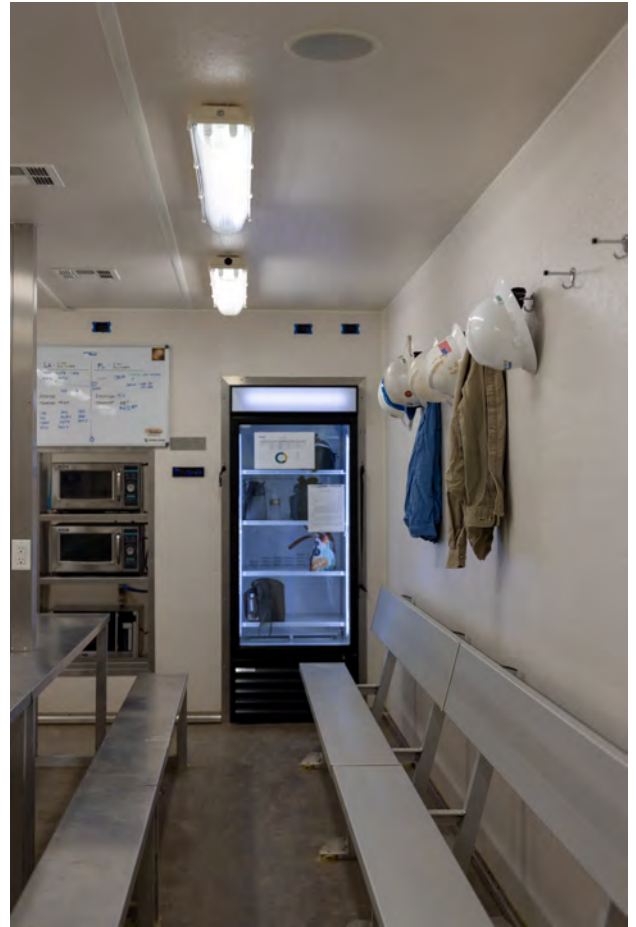
Supervisors review safety solutions regularly to make sure they are effective and ensure controls do not introduce new hazards.

IDENTIFICATION

Supervisors consider the structure of the workplace and will identify activities undertaken in the work area for which a risk assessment is required. They will then complete a JSA that lists the hazards associated with each activity.

ASSESSMENT

Supervisors determine which hazards are more serious than others and make a priority list on which to address first.



Human Capital Management

Overview

Human capital management plays a critical role in our work and future success. At WaterFleet, we believe in building a well-founded human capital management program based on inclusivity and diversity of experience and background. As such, developing programs and a culture that treats all employees fair and equitably is important to us. These values are the foundation upon which we think about recruiting, retaining, and developing current and potential talent.

RECRUITING TOP TALENT

To recruit a broad range of backgrounds, knowledge, and experience, we utilize a variety of tools in our recruiting efforts. Of these tools, the avenues used the most are recruitment through job-sharing websites such as LinkedIn and Indeed, recruiting firms to source candidates, as well as attending job fairs and university recruiting events. Additionally, we are proud to provide a robust package of benefits to attract top talent to our organization. We offer discretionary profit-sharing bonuses as a percentage of salary and company performance, accruing paid time off, paid holidays, insurance benefits covering health, dental, and vision in which WaterFleet will pay 95% of employee premiums and up to 50% of family premiums, plus 401k matching.

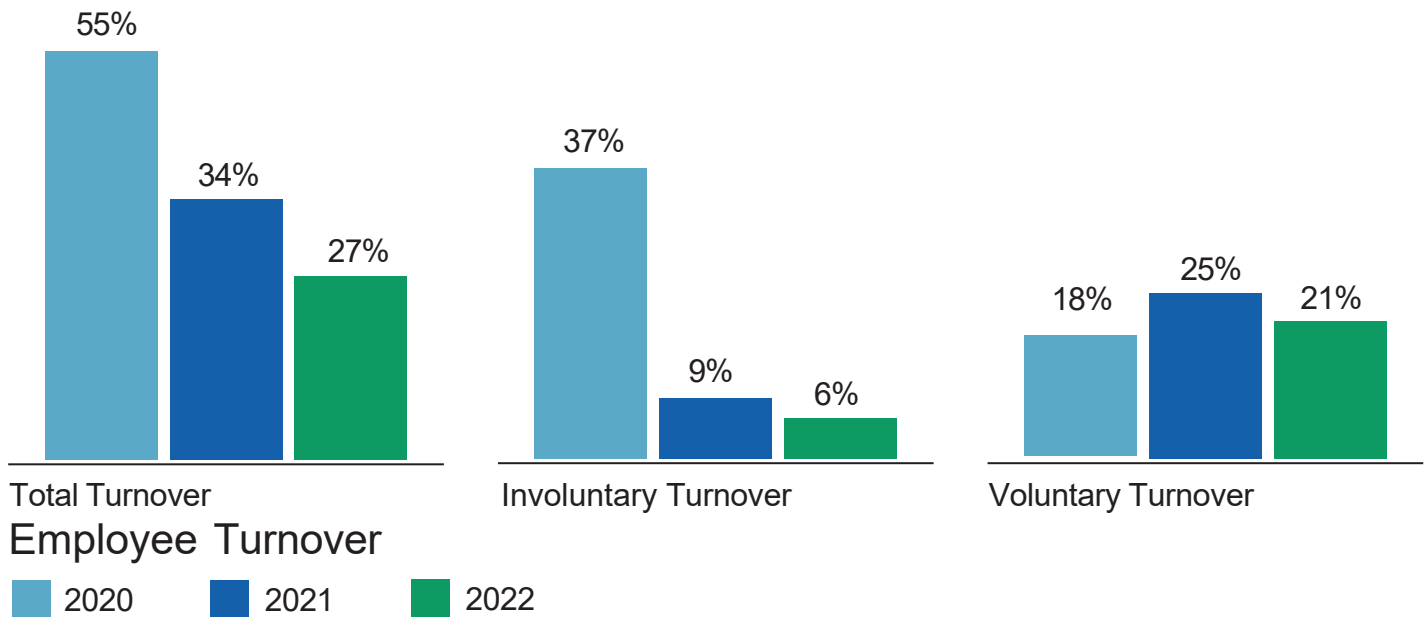
RETAINING OUR TALENTED EMPLOYEES

Once we bring in quality talent, we regularly engage with personnel to strengthen retention and build a contiguous and strong workforce. We have implemented a retention initiative to oversee and improve retention at WaterFleet through enhanced engagement such as employee interviews, coaching, and training. Training includes job specific training, but also monthly Lunch and Learn programs to address topics such as financial wellness, mental wellbeing, maximizing health benefits, etc. Additionally, WaterFleet focuses on performing and behaving in accordance with our Core Values. To promote and encourage this focus, we have a monthly Core Value Awards program (the “Coin” program) and an annual grand prize drawing from the pool of Core Value Coin Recipients. To help our teams stay connected, we also have quarterly company-wide meetings broadcast across all locations. It is our goal to instill a sense of appreciation and connectedness throughout the organization and for each individual. We want every employee to feel driven and inspired by their work at WaterFleet. Receiving feedback is crucial to understanding how we are doing as a company at enabling individual success and building purpose.

PROVIDING OPPORTUNITIES FOR CAREER DEVELOPMENT

We believe part of building a robust and cohesive human capital management program also includes ample opportunity for learning and skill development. At WaterFleet we make seeking out latitudes for additional advancement and education readily available to our workforce. We offer and encourage employees to attend water and wastewater-specific classes and extended education through the Texas Commission on Environmental Quality (TCEQ), and support their efforts

through pay increases and company-covered costs of certifications upon successful completion. Outside of incentivized skill development and learning opportunities, we also provide our employees with industry-specific and HSE training, lunch and learn programs, as well as career development plans to assist employees in identifying growth plans for future roles in the short term (1-5) as well as the long term (5+ years). We believe this encourages skilled personnel to stay at WaterFleet which in turns boosts growth to our current and future success as well as reduces voluntary turnover.

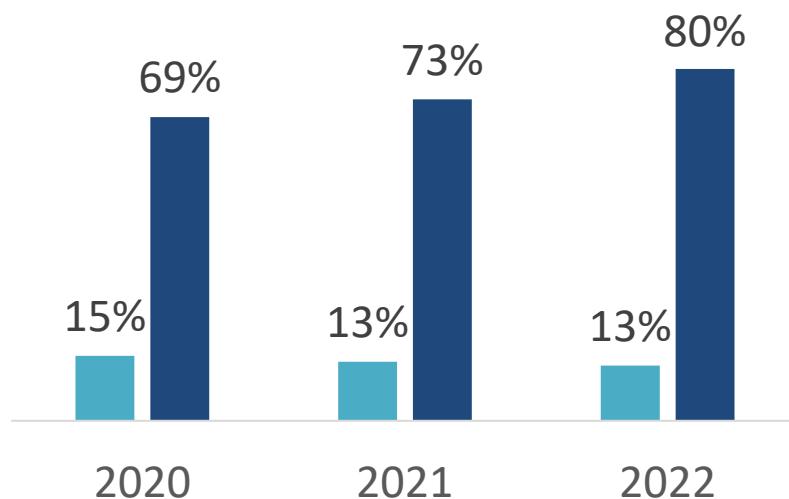


Diversity, Equity & Inclusion

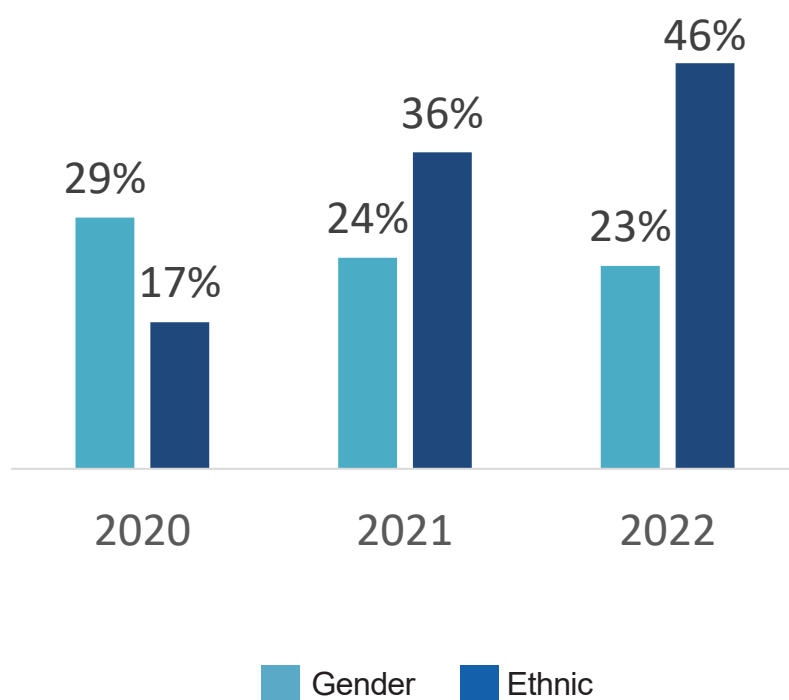
Just as inclusivity and diversity drive our thinking on human capital management, these values also direct us in creating a diverse and open company culture. We are committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion in our workforce and as part of the industries we serve. We believe a wide range of knowledge and backgrounds is crucial to opening new paths for problem-solving and innovating towards growth and success. Our team members are the most valuable asset we have, and the most challenging to attempt to replace. We, therefore, place great value on individuality and personal & professional fulfillment. The collective sum of the individual differences, life experiences, knowledge, creativity, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture but our reputation and brand. We are also firmly committed to maintaining a working environment that encourages mutual respect and is free from all forms of discrimination and harassment that provides all employees with equal opportunity. Our diversity, equity and inclusion policy encourages and focuses on respectful communication and cooperation between all employees, teamwork and employee participation, work/ life balance through flexible work schedules, and company contributions to the communities we serve.

Over the past three years, ethnic diversity representation of our workforce has been increasing. Both managers & directors as well as non manager employees have seen increases since 2020.

Non-Manager Employees



Managers & Directors



Community Involvement

While our work in providing clients with top- quality potable water as well as best-in-class waste sanitation disposal plays the largest role of WaterFleet's positive impact and engagement with our communities, our individual employee and company initiatives also seek to positively impact the communities in which we work. Inherently, our products provide companies engaged in activities that naturally generate noise pollution and impact the environment, and help them to minimize these negative impacts which benefits local communities. To further engage with local communities, we also partner with outside organizations such as More Water For Africa to provide avenues for our employees to engage in additional outreach.

Additionally, we offer our services to the Special Olympics, leveraging our expertise in mobile water and wastewater treatment solutions to ensure the health and safety of all participants, staff, and attendees. By providing these essential services, WaterFleet contributes to the smooth operation and overall success of the Special Olympics events.



Community Involvement

Case Study

Special Olympics

Background

Special Olympics is a global movement of people creating a new world of inclusion and community, where every single person is accepted and welcomed, regardless of ability or disability. We are helping to make the world a better, healthier and more joyful place—one athlete, one volunteer, one family member at a time.

Issue

The Texas chapter of Special Olympics holds a summer competition in San Antonio, TX annually that draws more than 1,500 athletes and another 2,000+ attendees. Providing drinking water for this population during the 3-day event was proving expensive and difficult to manage. Without access to sufficient potable water stations, the event was forced to bring in thousands of bottles of water per day, along with thousands of pounds of ice. The management of that level of distribution and management, not to mention the significant trash impact, overburdened the volunteer staff, taking away from other necessary activities.



Community Involvement

Case Study

Special Olympics



Solution

WaterFleet volunteered its significant capabilities to solve this issue for Special Olympics. Activating our potable water hauling tankers, mobile water treatment systems, cold water kiosk dispensers, and a capable Special Operations crew, WaterFleet was able to provide cold drinking water stations throughout the event without the use of Special Olympics volunteer staff.

Outcome

WaterFleet's efforts eliminated approximately 32,000 plastic bottles from landfills, and saved Special Olympics more than \$70,000 in bottled water expenses while providing safe clean drinking water to the thousands of athletes and fans. This also freed Special Olympics volunteer staff to focus on the athletes, event preparation and wellbeing.

Social Supply Chain

WaterFleet has a robust approach to supply chain that carefully balances economic feasibility, local community engagement, and a strong commitment to human rights. Recognizing the importance of local economies and sustainable practices, we prioritize collaborating with local suppliers whenever it is economically viable. This approach not only supports regional business development but also reduces the environmental footprint associated with long-distance shipping.

We are committed to **fostering**, **cultivating**, and **preserving** a culture of diversity, equity and inclusion in our workforce and as part of the industries we serve.





GOVERNANCE

Executive Management

OVERVIEW

At WaterFleet, while we believe that employees at all levels are responsible for building culture, our executive management team drives cultivation at the top. Our executive leadership team is guided by, and committed to, high moral and ethical principles. These apply both at a personal level and through corporate policies and initiatives that enhance our ethical governance and enhance stakeholder value.

GOVERNANCE STRUCTURE

We understand that strong leadership is driven by a myriad of background, knowledge, and perspectives.

We are proud to have an executive leadership team that is diverse in age, gender and ethnicity and truly represents our culture and our brand. Having diverse leadership creates more room for open discussion, problem solving, and balanced decision-making. This ensures WaterFleet is maximizing engagement with external stakeholders, employees, and driving sustainable growth.

ESG COMMITTEE

WaterFleet has recently established an Environmental, Social, and Governance (ESG) Committee dedicated to evaluating and enhancing the company's impact on environmental, social, and governance factors at both local and national scales. The Committee is currently crafting a comprehensive ESG policy to systematically assess and measure these impacts, with a goal to constantly improve and enhance WaterFleet's sustainability policies and practices.

2021-2022 Corporate Governance Highlights

- Established an ESG Committee overseeing implementation and development of long term ESG strategy and policies
- Creation of Quality, Health, Safety and Environmental (QHSE) team focused on driving and pushing HSE initiatives in the field
- Published inaugural Impact Report
- Completed multiple ESG rating reviews from firms such as EcoVadis and APEX

Management of the Legal & Regulatory Environment

Handling potable water and waste material, we are subject to various regulations and view our regulators as key stakeholders. We work closely alongside regulators such as the Texas Railroad Commission (RRC) and the Texas Commission on Environmental Quality (TCEQ) to meet the standards of the state. We see the regulators as part of our team and critical to protecting our end users and the environment. Our dedication to compliance provides our customers with the same effect of complying with applicable laws and can be easily seen by our customers due to our commitment to transparency.



Management of the Legal & Regulatory Environment

Case Study

Railroad Commission of Texas (RRC): Permit Process Revision

Background

WaterFleet positively disrupted the oil and gas man camp operations by providing on site water treatment and wastewater treatment. Since on-site treatment had not been previously performed, the regulatory framework was missing. While early in the marketplace,

WaterFleet engaged the overseeing authority for discharge on an Oil and Gas site, in this case, the RRC, to develop the regulatory pathway for permitting the wastewater treatment and reuse process, which opened the market to widespread use of this application.



Issue

The original permit pathway required the operator of the site (WaterFleet's customer) to file a permit application for each location and required WaterFleet to test and report reuse water at a high frequency. After 4 years of operation under this permit scheme, the success of the program overwhelmed the RRC and WaterFleet's (and other providers') personnel who managed the significant testing and reporting required. WaterFleet made several attempts to convince the commission to modify the permit process, but the staff level of the commission was powerless to make the changes.

Management of the Legal & Regulatory Environment

Case Study

Railroad Commission of Texas (RRC): Permit Process Revision

WaterFleet engaged strategists and lobbyists to write and introduce legislation at the Texas House of Representatives that would direct the RRC to develop a new permit process. The emphasis was streamlining the reporting and testing requirements, lessening the burden on the operator, the provider of the services, and the RRC staff. Once this legislation passed the house, the Director of the RRC indicated a commitment to develop the new program as requested by WaterFleet. WaterFleet and RRC staff then worked together to develop the new permit framework.

Solution

The RRC issued a new permit process to the industry, making it simpler and less burdensome for the permit holder, improving the program and encouraging more reuse of treated water at sites, all while maintaining protection of the workers on site, and the environment. This new process benefitted all parties, including other providers of services that compete with WaterFleet. Today, nearly 50% of Texas oil and gas man camps sites use the permit process pioneered by WaterFleet, impacting the resulting reuse of treated water, saving valuable water resources, removing trucks from the road, and saving money compared to hauling wastewater away from the site. Working together with regulators as One Team is a WaterFleet core value that has benefitted all.

Outcome

Business Ethics

COMPENSATION

Our executive compensation plan is currently determined largely by company and executive performance on an annual basis.

We are committed to the highest standards of integrity and ethics in how we conduct our operations. The successful business operation and reputation of WaterFleet is built upon the principles of fair dealing and ethical conduct of our employees. Our reputation for integrity and excellence requires careful observance of the spirit and letter of all applicable laws and regulations, as well as scrupulous regard for the highest standards of conduct and personal integrity. Our continued success is dependent upon our clients' trust, and we are dedicated to preserving that trust. The use of good judgment, based on high ethical principles, guides our lines of acceptable conduct.

ANTI-BRIBERY & ANTI CORRUPTION

We believe that fair competition is a key driver of our integrity as a company. In line with our code of business ethics, bribes, and expensive gifts, internally or externally, of any kind are not allowed. We do not buy business. We believe performance and quality alone should determine our success in acquiring new business and clients. Additionally, all employees at the company have an obligation to conduct business within guidelines that prohibit actual or potential conflicts of interest. If an actual or potential conflict of interest occurs, it is imperative that employees disclose to an officer of WaterFleet as soon as possible the existence of any actual or potential conflict of interest.



WHISTLEBLOWER POLICY

Managers and Directors, alongside HR, maintain an open-door policy to facilitate the reporting of any unethical behavior. We have a zero-Tolerance policy toward unethical behavior and encourage all employees to speak up in good faith when and if lapses in ethics and rules occur on matters such as corruption, sexism, racism, theft, bribery, violence, fraud, nepotism, harassment, abuse, hostility, deception, and disregarding safety. All reports will be investigated with heightened discretion and total confidentiality. To ensure comprehensive follow up we have a three-step plan for investigating claims

1. Gather information, 2. Interpret information, and
3. Take action based on that information.

HUMAN RIGHTS

WaterFleet is committed to conducting all our business in a manner that respects the sanctity of human rights. Abiding by and fostering respect for human rights is important to the way we do business. Our status as an Equal Opportunity Employer, as well as the inclusion of anti-discrimination and affirmative action policies within our Code of Business Ethics, demonstrates this. We are committed to promoting respect for people and fundamental freedoms for all without distinctions of any kind such as race, color, sex, language, religion, or political or other opinions. Further, we do not work with, hire or contract with anyone who violates our policy or that of the State of Texas.



Crisis Risk Management

While our executive management team oversees company risk, our managers, directors, and field employees oversee day-to-day risk.

Additionally, the ESG committee is responsible for managing environmental, social, and governance risks, including climate-related risks. When considering risk, we break impacts up into two categories: crisis management and HSE risk.

Our Internal Communications committee established a companywide messaging system in the event of a crisis affecting a large number of our workforce. We define crises as events that disrupt or stop business operations such as national weather events (i.e. Hurricanes, tornadoes, earthquakes etc.), national health emergencies (COVID-19), reputational events, or large-scale work-related accidents impacting employees or clients. Additionally, we follow a company standard and action tree that is followed and performed in the event of a crisis. This crisis management tree outlines business continuity plans, roles and responsibilities of key employees and the executive management team, as well as highlights recovery actions in the event that a crisis impacts critical personnel.

Crisis Management

We consider risks stemming from HSE to encompass events and activities from our operations in the field. Our Director of Health & Well-Being oversees the identification and minimization of risks related to the health & safety of personnel in the field and risks posed to the company from any environmental impact from operations. We issue regular guidance and information to personnel during their employment and orientation on topics such as working at heights, driving safety, contaminants, fire prevention, electricity exposure, confined spaces, equipment handling, and hand safety. To further assist employees on identifying and mitigating risks on the job, we have published a hazard and risk management matrix which lists potential on the job hazards by type, what the source of these hazards are, a detailed description of what to look out for, and the personal protective equipment (PPE) required for mitigation. Our newly established ESG committee also considers environmental risks and minimization efforts that may occur through the course of our business operations such as spill Prevention Control & Countermeasures (SPCC), firewalls to protect storage containers, and proper disposal of waste materials.

HSE Risk

Cybersecurity

WaterFleet prioritizes information security across physical, technological, and human domains. Our physical safeguards include 24/7 secure premises accessible only through employee-issued fobs, with visitors strictly monitored. Technologically, we enforce strict application whitelisting, employ SentinelOne Antivirus, and use Barracuda Firewall for network protection, along with regular data backups, PII storage on secure servers, secure hardware disposal, and device encryption. Our human-centric measures involve regular security training, phishing tests, availability of IT staff for guidance, strict rules against PII storage on removable media, data minimization, immediate access revocation for terminated employees, and prompt, serious response to security incidents.

Cybersecurity is a growing area of concern across all industries. We take information security seriously and have documented policies in place to help keep the information of our employees, clients, and partners secure. Our security procedures and protocols fall into three overarching categories, physical security, technological security, and human awareness and training.

TECHNOLOGICAL

Considering IT infrastructure we implement strict application whitelisting, any attempt to run any application requires an administrator's direct approval, Sentinel One Antivirus solution, which includes active scanning and threat hunting. This includes anti-ransomware measures. We also utilize Barracuda Firewall including email filtering to prevent unwanted traffic from reaching the internal network and regular backups through our managed IT partner. Additionally, personally Identifiable Information is stored on secure and physically isolated servers. Retired hardware or storage devices used to store PII are destroyed and disposed of properly. Encryption via BitLocker on all devices to prevent unauthorized access if the device is stolen or lost.

PHYSICAL

To handle information and cyber security from the physical perspective we implement external doors secured 24/7, unlockable only with a fob issued to each employee, areas secured separately by fob access given only to necessary employees, and visitors are never unmonitored or given access to any sensitive areas or information.

HUMAN AWARENESS & TRAINING

Regular security awareness training through PII protect. Regular phishing test campaigns to identify and correct potentially dangerous behaviors. IT staff available to answer any questions and teach employees about good information security practices. Personally Identifiable Information is never stored on removable media (including flash drives, CDs, etc.) We only collect the data necessary to the task at hand, nothing more. Terminated employees have all data, device, and building access revoked immediately. Any security incident is responded to promptly and taken very seriously.

2022 Performance Data Chart

Datapoint	Unit	2020	2021	2022	SASB O&G	SASB Waste	SASB Non-Alcoholic Beverages	SASB Professional Services	GRI
Scope 1 Emissions	Metric Tons CO2e	1,574	1,790	2,913		IF-WM-110A.1			305-1
Scope 1 Intensity	Tons CO2e/Revenue \$M	0.08	0.08	0.07					305-4
Scope 1 Emissions	Metric Tons CO2	1,569	1,785	2,905					305-1
Scope 1 Emissions	Metric Tons CH4	1.46	1.66	2.62					305-1
Scope 1 Emissions	Metric Tons N2O	3	3	5					305-1
Scope 2 Emissions	Metric Tons CO2e	149	167	173					305-2
Scope 2 Intensity	Tons CO2e/Revenue \$M	0.01	0.01	0.00					305-4
Scope 2 Emissions	Metric Tons CO2	148	166	172					305-2
Scope 2 Emissions	Metric Tons CH4	0.24	0.26	0.27					305-2
Scope 2 Emissions	Metric Tons N2O	0.38	0.42	0.45					305-2
Total GHG Emissions	Metric Tons	1,722	1,957	3,086					
GHG Emissions Intensity	Scope 1 + 2 / Revenue \$M	0.08	0.09	0.08					305-4
Other Air Emissions									
NOX Emissions	Metric Tons	28	32	48		IF-WM-120A.1			305-7
SOX Emissions	Metric Tons	1.85	2.13	3.16		IF-WM-120A.1			305-7
VOC Emissions	Metric Tons	2	3	4		IF-WM-120A.1			305-7
Energy									
Energy Use Total	GJ	23,811	27,006	43,646	EM-SV-110.a.1		IF-WU-130a.1	FB-NB-130a.1	302-1
Renewable Energy Total	GJ	358	402	418					
Electricity Used Total	Thousand Megawatt Hours	1,434	1,606	1,672					302-1
Energy Intensity	Total Energy Used GJ / Revenue \$M USD	1.16	1.25	1.11					
Total Fuel Consumed	Gallons	152,727	173,355	286,476	EM-SV-110.a.1				302-1
Diesel Consumed	Percentage	60%	61%	55%					302-1
Gasoline Consumed	Percentage	40%	39%	45%					302-1
Water									
Fresh Water Withdrawal Total	Thousand cubic meters (m³)								
Water Withdrawal Total	Thousand cubic meters (m³)								
Total water handled in Operations	Thousand cubic meters (m³)	118	41	67	EM-SV-140a.1				
Water Intensity	Thousand cubic meters (m³)/Revenue \$M	0.01	0.00	0.00					
Water Sourced	Thousand cubic meters (m³)						IF-WU-440a.1 IF-WU-000.B	FB-NB-440a.1	
Total Water Delivered	Thousand cubic meters (m³)						"IF-WU-440a.2 IF-WU-000.C"		
Wastewater Treated	Thousand cubic meters (m³)								
Human Capital Management									
Average Training Hours	Hours / Employee			66					404-1
Total Turnover	%	46%	74%	56%					401-1
Involuntary Turnover	%	43%	23%	13%				SV-PS-330a.1	
Voluntary Turnover	%	3%	51%	43%				SV-PS-330a.2	

Datapoint	Unit	2020	2021	2022	SASB O&G Services	SASB Waste Management	SASB Non-Alcoholic Beverages	SASB Professional Services	GRI
Diversity									
Company Diversity Data	###	See Diversity Tab 2022 Data						SV-PS-230a.1 SV-PS-230a.2	
Health & Safety									
Employee Health & Safety Training Hours	Hours/Employee			42	EM-SV-320a.1				
TRIR Total	###			0.00	EM-SV-320a.1	IF-WM-320A.1			403-9
LTIR Total	###			0.00	EM-SV-320a.1	IF-WM-320A.1			403-9
Donations Total									
Charitable Donations Total	\$M								
Crisis Management									
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate				EM-SV-540a.1				

SASB OIL & GAS SERVICES (SV)

Disclosure	Code	Data	Location
Emissions Reduction Services & Fuels Management			
"Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment"	EM-SV-110a.1	Performance data tables	Performance data tables
"Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts"	EM-SV-110a.2		
"Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions"	EM-SV-110a.3		
Water Management Services			
(1) Total volume of fresh water handled in operations, (2) percentage recycled	EM-SV-140a.1	Performance data tables	Performance data tables
"Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities, and impacts"	EM-SV-140a.2		Page 16
Chemicals Management			
Volume of hydraulic fracturing fluid used, percentage hazardous	EM-SV-150a.1		N/A
"Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts"	EM-SV-150a.2		N/A
Ecological Impact Management			
Average disturbed acreage per (1) oil and (2) gas well site	EM-SV-160a.1		N/A
Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	EM-SV-160a.2		Page 18 & 19
Workforce Health & Safety			
"(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees"	EM-SV-320a.1		Performance data tables
"Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle"	EM-SV-320a.2		Page 22 & 23
Business Ethics & Payments Transparency			
"Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index"	EM-SV-510a.1		N/A
"Description of the management system for prevention of corruption and bribery throughout the value chain"	EM-SV-510a.2		Page 32
Management of the Legal & Regulatory Environment			
"Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry"	EM-SV-530a.1		Page 36
Critical Incident Risk Management			
"Description of management systems used to identify and mitigate catastrophic and tail-end risks"	EM-SV-540a.1		Page 34

SASB WASTE MANAGEMENT (WM)

Disclosure	Code	Data	Location
Greenhouse Gas Emissions			
(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	IF-WM-110a.1	Performance data tables	Performance data tables
(1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy	IF-WM-110a.2		N/A
Discussion of long-term and short-term strategy or plan to manage Scope 1 and lifecycle emissions, emissions reduction targets, and an analysis of performance against those targets	IF-WM-110a.3		Page 17
Fleet Fuel Management			
(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	IF-WM-110b.1	Performance data tables	Performance data tables
Percentage of alternative fuel vehicles in fleet	IF-WM-110b.2		N/A
Air Quality Management			
Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	IF-WM-120a.1	Performance data tables	Performance data tables
Number of facilities in or near areas of dense population	IF-WM-120a.2		N/A
Number of incidents of non-compliance associated with air emissions	IF-WM-120a.3		N/A
Management of the Leachate & Hazardous Waste			
(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	IF-WM-150a.1		N/A
Number of corrective actions implemented for landfill releases	IF-WM-150a.2		N/A
Number of incidents of non-compliance associated with air emissions	IF-WM-150a.3		N/A
Labor Practices			
Percentage of active workforce covered under collective bargaining agreements	IF-WM-310a.1		TBD
(1) Number of work stoppages and (2) total days idle	IF-WM-310a.2		N/A
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	IF-WM-320a.1	Performance data tables	Performance data tables
Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	IF-WM-320a.3		N/A
Number of road accidents and incidents	IF-WM-320a.2	0	
Management of the Leachate & Hazardous Waste			
(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	IF-WM-420a.1		N/A
Percentage of customers receiving (1) recycling and (2) composting services, by customer type	IF-WM-420a.2		N/A
Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	IF-WM-420a.3		N/A
Amount of electronic waste collected, percentage recovered through recycling	IF-WM-420a.4		N/A

SASB WATER UTILITIES (WU)

Disclosure	Code	Data	Location
Energy Management			
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	IF-WU-130a.1	Performance data tables	Performance data tables
Distribution Network Efficiency			
Water main replacement rate	IF-WU-140a.1		N/A
Volume of non-revenue real water losses	IF-WU-140a.2		N/A
Effluent Quality Management			
Number of incidents of non-compliance associated with water effluent quality permits, standards, and regulations	IF-WU-140b.1	2022: 0	
Discussion of strategies to manage effluents of emerging concern	IF-WU-140b.2		N/A
Water Affordability & Access			
Average retail water rate for (1) residential, (2) commercial, and (3) industrial customers	IF-WM-240a.1		TBD
Typical monthly water bill for residential customers for 10 Ccf of water delivered per month	IF-WM-240a.2		N/A
Number of residential customer water disconnections for non-payment, percentage reconnected within 30 days	IF-WM-240a.3		N/A
Discussion of impact of external factors on customer affordability of water, including the economic conditions of the service territory	IF-WM-240a.4		N/A
Drinking Water Quality			
Number of (1) acute health-based, (2) nonacute health-based, and (3) non-health-based drinking water violations	IF-WM-250a.1		N/A
Discussion of strategies to manage drinking water contaminants of emerging concern	IF-WM-250a.2		Page 16
End-Use Efficiency			
Percentage of water utility revenues from rate structures that are designed to promote conservation and revenue resilience	IF-WM-420a.1		N/A
Customer water savings from efficiency measures, by market	IF-WM-420a.2		N/A
Water Supply Resilience			
Total water sourced from regions with High or Extremely High Baseline Water Stress, percentage purchased from a third party	IF-WM-450a.1		N/A
Volume of recycled water delivered to customers	IF-WM-450a.2		N/A
Discussion of strategies to manage risks associated with the quality and availability of water resources	IF-WM-450a.3		Page 16
Network Resiliency & Impacts of Climate Change			
Wastewater treatment capacity located in 100-year flood zones	IF-WM-450a.1		N/A
(1) Number and (2) volume of sanitary sewer overflows (SSO), (3) percentage of volume recovered	IF-WM-450a.2		N/A
(1) Number of unplanned service disruptions, and (2) customers affected, each by duration category	IF-WM-450a.3		N/A
Description of efforts to identify and manage risks and opportunities related to the impact of climate change on distribution and wastewater infrastructure	IF-WM-450a.4		Pages 14 & 15

SASB NON-ALCOHOLIC BEVERAGE (NB)

Disclosure	Code	Data	Location
Fleet Fuel Management			
Fleet fuel consumed, percentage renewable	FB-NB-110a.1	Performance data tables	Performance data tables
Energy Management			
(1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-NB-130a.1	Performance data tables	Performance data tables
Water Management			
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-NB-140a.1		N/A
Discussion of strategies to manage drinking water contaminants of emerging concern	FB-NB-140a.2		Page 16
Health & Nutrition			
Revenue from (1) zero- and low-calorie, (2) noadded- sugar, and (3) artificially sweetened beverages	FB-NB-260a.1		N/A
Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	FB-NB-260a.2		N/A
Product Labeling & Marketing			
Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines	FB-NB-270a.1		N/A
Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	FB-NB-270a.2		N/A
Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-NB-270a.3		N/A
Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	FB-NB-270a.4		N/A
Packaging Lifecycle Management			
(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	FB-NB-410a.1		N/A
Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-NB-410a.2		N/A
Environmental & Social Impacts of Ingredient Supply Chain			
"Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances"	FB-NB-430a.1		N/A
Ingredient Sourcing			
Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-NB-440a.1		N/A
List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	FB-NB-440a.2		N/A

SASB PROFESSIONAL COMMERCIAL SERVICES (SP)

Disclosure	Code	Data	Location
Data Security			
Description of approach to identifying and addressing data security risks	SV-PS-230a.1		Page 35
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2		Page 35
(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	2020: 0 2021: 0 2022: 0	
Workforce Diversity & Engagement			
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	SV-PS-330a.1	Performance data tables	Performance Data tables
(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	Performance data tables	Performance Data tables
Employee engagement as a percentage	SV-PS-330a.3	2020: 100% 2021: 100% 2022: 100%	
Professional Integrity			
Description of approach to ensuring professional integrity	SV-PS-510a.1		Page 30, 32, 33
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	2020: \$0.00 2021: \$0.00 2022: \$0.00	

GRI DISCLOSURE

GRI Standard	Disclosure	Code	2022 Data	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	2-1		Page 3-4
	2-2 Entities included in the organization's sustainability reporting	2-2		Page 5
	2-3 Reporting period, frequency and contact point	2-3		page 5
	2-4 Restatements of information	2-4		NA
	2-5 External assurance	2-5		Page 37
	2-6 Activities, value chain and other business relationships	2-6		Page 28
	2-7 Employees	2-7		Pages 24-26
	2-8 Workers who are not employees	2-8		NA
	2-9 Governance structure and composition	2-9		Pages 30-31
	2-10 Nomination and selection of the highest governance body	2-10		Pages 30-31, 34
	2-11 Chair of the highest governance body	2-11		Pages 30-31, 34
	2-12 Role of the highest governance body in overseeing the management of impacts	2-12		Pages 13, 30-31, 34
	2-13 Delegation of responsibility for managing impacts	2-13		Pages 13, 30-31, 34
	2-14 Role of the highest governance body in sustainability reporting	2-14		Pages 13, 30-31, 34
	2-15 Conflicts of interest	2-15		Pages 32-33
	2-16 Communication of critical concerns	2-16		Pages 32-34
	2-17 Collective knowledge of the highest governance body	2-17		NA
	2-18 Evaluation of the performance of the highest governance body	2-18		NA
	2-19 Remuneration policies	2-19		Page 31
	2-20 Process to determine remuneration	2-20		Page 31
	2-21 Annual total compensation ratio	2-21		Page 31
	2-22 Statement on sustainable development strategy	2-22		Pages 2, 5, 10
	2-23 Policy commitments	2-23		Pages 9, 17, 18, 19, 20, 22, 24, 26, 28, 32, 33, 35
	2-24 Embedding policy commitments	2-24		Pages 9, 17, 18, 19, 20, 22, 24, 26, 28, 32, 33, 35
	2-25 Processes to remediate negative impacts	2-25		Pages 32-33
	2-26 Mechanisms for seeking advice and raising concerns	2-26		Pages Pages 22-23, 32-33
	2-27 Compliance with laws and regulations	2-27		Pages 32, 36
	2-28 Membership associations	2-28		Pages 36
	2-29 Approach to stakeholder engagement	2-29		Pages 2, 6, 36
	2-30 Collective bargaining agreements	2-30		NA
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3-1		Page 6
	3-2 List of material topics	3-2		Page 6
	3-3 Management of material topics	3-3		Page 6
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	201-1		NA
	201-2 Financial implications and other risks and opportunities due to climate change	201-2		Pages 13-15
	201-3 Defined benefit plan obligations and other retirement plans	201-3		Pages 24-25
	201-4 Financial assistance received from government	201-4		NA
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	202-1		NA
	202-2 Proportion of senior management hired from the local community	202-2		NA
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	203-1		Pages 17, 18, 27
	203-2 Significant indirect economic impacts	203-2		NA

GRI Standard	Disclosure	Code	2022 Data	2022 Data
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	204-1		NA
	205-1 Operations assessed for risks related to corruption	205-1		Page 32-33
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	205-2		Page 32-33
	205-3 Confirmed incidents of corruption and actions taken	205-3	0	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	206-1	0	
	207-1 Approach to tax	207-1		NA
	207-2 Tax governance, control, and risk management	207-2		NA
GRI 207: Tax 2019	207-3 Stakeholder engagement and management of concerns related to tax	207-3		TBD
	207-4 Country-by-country reporting	207-4		NA
GRI 301: Materials 2016	301-1 Materials used by weight or volume	301-1		NA
	301-2 Recycled input materials used	301-2		NA
	301-3 Reclaimed products and their packaging materials	301-3		NA
GRI 302: Energy 2016	302-1 Energy consumption within the organization	302-1	43,646	Page 38
	302-2 Energy consumption outside of the organization	302-2		NA
	302-3 Energy intensity	302-3	1.11	Page 38
	302-4 Reduction of energy consumption	302-4		Page 20
	302-5 Reductions in energy requirements of products and services	302-5		Page 20
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1		Pages 3, 9, 10, 16
	303-2 Management of water discharge-related impacts	303-2		NA
	303-3 Water withdrawal	303-3		NA
	303-4 Water discharge	303-4		NA
	303-5 Water consumption	303-5		NA
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	304-1		NA
	304-2 Significant impacts of activities, products and services on biodiversity	304-2		Page 11, 16-19
	304-3 Habitats protected or restored	304-3		Page 11, 16-19
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	304-4		NA
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	305-1	2022: 2,913	Performance Data Table
	305-2 Energy indirect (Scope 2) GHG emissions	305-2	2022: 173	
	305-3 Other indirect (Scope 3) GHG emissions	305-3		NA
	305-4 GHG emissions intensity	305-4		0.08
	305-5 Reduction of GHG emissions	305-5		NA
	305-6 Emissions of ozone-depleting substances (ODS)	305-6		NA
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	305-7	NOx 2022: 48 SOx 2022: 3.16	Performance Data Table
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1		Page 19
	306-2 Management of significant waste-related impacts	306-2		Page 19
	306-3 Waste generated	306-3		NA
	306-4 Waste diverted from disposal	306-4		NA
	306-5 Waste directed to disposal	306-5		NA
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	308-1		Page 28
	308-2 Negative environmental impacts in the supply chain and actions taken	308-2	0, None	

GRI Standard	Disclosure	Code	2022 Data	2022 Data
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	401-1	Total Turnover 2022: 56% Voluntary Turnover 2022: 43% Involuntary Turnover 2022: 13%	Performance Data Table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2		Pages 24-25
	401-3 Parental leave	401-3		Pages 24-25
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	402-1		NA
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	403-1		Pages 22-23
	403-2 Hazard identification, risk assessment, and incident investigation	403-2		Pages 22-23
	403-3 Occupational health services	403-3		Pages 22-25
	403-4 Worker participation, consultation, and communication on occupational health and safety	403-4		Pages 22-25
	403-5 Worker training on occupational health and safety	403-5		Pages 22-25
	403-6 Promotion of worker health	403-6		Pages 22-25
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7		Pages 22-25
	403-8 Workers covered by an occupational health and safety management system	403-8		Pages 22-25
	403-9 Work-related injuries	403-9	TRIR 2022: 0	Performance Data Table
	403-10 Work-related ill health	403-10	None	TBD
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	404-1		Pages
	404-2 Programs for upgrading employee skills and transition assistance programs	404-2		Pages
	404-3 Percentage of employees receiving regular performance and career development reviews	404-3	100%	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	405-1		Page 26
	405-2 Ratio of basic salary and remuneration of women to men	405-2		NA
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	406-1	None	NA
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	407-1	None	NA
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	408-1	None	NA
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	None	NA

GRI Standard	Disclosure	Code	2022 Data	2022 Data
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	410-1		NA
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	411-1		NA
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	413-1		Pages 27, 28
	413-2 Operations with significant actual and potential negative impacts on local communities	413-2	None	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	414-1		Page 28
	414-2 Negative social impacts in the supply chain and actions taken	414-2	None	
GRI 415: Public Policy 2016	415-1 Political contributions	415-1	\$0.00	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	416-1		NA
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	416-2	None	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	417-1		NA
	417-2 Incidents of non-compliance concerning product and service information and labeling	417-2	None	
	417-3 Incidents of non-compliance concerning marketing communications	417-3	None	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	None	

Forward Looking Statements

These forward-looking statements relating to WaterFleet's operations are based on management's current expectations, estimates, and projections about the water treatment and supply industry. Words or phrases such as "anticipates," "expects," "intends," "plans," "targets," "advances," "commits," "designs," "drives," "aims," "forecasts," "projects," "believes," "seeks," "schedules," "estimates," "positions," "pursues," "may," "could," "should," "will," "budgets," "outlook," "trends," "guidance," "focus," "on schedule," "on track," "is slated," "goals," "objectives," "strategies," "opportunities," "poised," "potential," and similar expressions are intended to identify such forward-looking statements.

These statements are not guarantees of future performance and are subject to certain risks, uncertainties, and other factors, many of which are beyond the company's control and are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecasted in such forward-looking statements. The reader should not place undue reliance on these forward-looking statements, which speak only as of the date of this report.

Unless legally required, WaterFleet undertakes no obligation to update publicly any forward-looking statements, whether as a result of new information, future events, or otherwise. Among the important factors that could cause actual results to differ materially from those in the forward-looking statements are: changing economic, regulatory, and political environment; general domestic and international economic and political conditions; the company's ability to compete effectively in the market; the impact of public health crises on the company's operations and financial performance; the company's ability to expand its customer base and increase revenue; the ability to successfully execute on growth strategies, including acquisitions and partnerships; fluctuations in demand for water treatment and supply services; technological developments and the company's ability to adapt to them; the results of operations and financial condition of the company's suppliers, vendors, partners, and equity affiliates; the potential disruption or interruption of the company's operations due to war, accidents, political events, severe weather, cyber threats, terrorist acts, or other natural or human causes beyond the company's control; and the potential liability for remedial actions or assessments under existing or future environmental regulations and litigation.

Other unpredictable or unknown factors not discussed in this report could also have material adverse effects on forward-looking statements. Investors should carefully consider the foregoing factors and the other risks and uncertainties described in WaterFleet's publicly published documents before making any investment decision.