

# Annual Review 2024



**evac**  
nothing to waste





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# Evac in 2024

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## OUR PROMISE

# Nothing to waste

## OUR PURPOSE

# Enable a future with no waste

For decades, Evac has been dedicated to sustainability. We focus on water, waste, and waste-water management, as well as hull protection and biofouling management, helping commercial, naval, and offshore maritime industries operate more responsibly and efficiently. On land, our solutions help remodel, expand, and renovate buildings – addressing water scarcity, the need for more flexible spaces as well as stricter hygiene requirements.

Evac has grown into a global leader in environmental solutions. We provide comprehen-

sive systems that reduce CO<sub>2</sub> emissions, protect marine ecosystems, and support industries in their shift toward a circular economy.

Our commitment goes beyond just meeting regulations. We aim to help our customers improve their sustainability efforts and set new industry standards. With decades of expertise, innovative technologies, and a strong global presence, we deliver an impact far greater than our size. Alongside our customers and partners, we're working toward a future without waste.





# 2024 in short

In € million or % 2024

Revenue	190
Adj. EBITDA	34
Adj. EBITDA-%	18

Revenue growth from 2023

8%

EBITDA growth from 2023

17%

Employees 539, growth

8%

Net Promoter Score (NPS)

46

n = 540

Record-breaking results across order intake, profitability, and customer satisfaction. Highly promising outlook thanks to strong order book which extends beyond 2027.







# 2024 milestones

**Orders for Regent Seven Seas Cruises and Oceania Cruises at Fincantieri**  
Evac to deliver a comprehensive solution including vacuum systems, wastewater treatment systems and waste management systems for newbuild luxury cruise ships.



**Fincantieri partnership**  
Evac joins Fincantieri Partnership program to foster collaboration and innovation among suppliers, driving the green transition of the shipbuilding industry.



**Ponant extension**  
Evac signed a 2.5-year service agreement with Ponant to take care of the maintenance and spare parts for their fleet of eight luxury cruise ships.



**Flexible construction for Tesla**  
Installation of vacuum drainage systems in Tesla's Berlin gigafactory.



**Marine industry awards**  
Evac won four awards at the 2024 Ship Technology Excellence Awards.



FEBRUARY

MARCH

APRIL

JUNE

AUGUST

SEPTEMBER

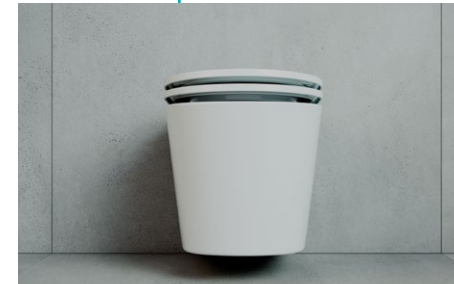
NOVEMBER



**USP DragGone™ launch**  
Cathelco introduces groundbreaking ultrasonic antifouling technology: USP DragGone™.



**Recognition for innovation**  
Evac's HydroTreat® technology listed among the top 30 circular innovations in Europe at the World Circular Economy Forum in Brussels.



**Optima® 7 launch**  
Evac announced the launch of the new Optima® 7, a stylish, quiet, and water-saving addition to the innovative Optima product family.



**Cathelco sales success**  
Cathelco received its all-time largest navy order.





## CEO'S REVIEW

# Delivering record results and paving the way for a waste-free future

2024 was a defining year for Evac, as we achieved record-breaking results across order intake, profitability, and customer satisfaction. Our order intake grew by 56% to an all-time record of EUR 266 million, while revenue increased by 8% (14% for Services, including spare parts, onboard service and retrofits), reaching EUR 190 million. Customer satisfaction also reached new heights, with our Net Promoter Score (NPS) rising to 46. These outcomes were made possible by the dedication and collaboration of our talented teams, an outstanding product and service offering, and our firm commitment to innovation and sustainability.

With a strong focus on delivering mission-critical equipment and responsive services, we have reinforced our leadership in water, waste, and wastewater management across our marine and

land-based customer base. The resilience of our business model is underpinned by the fact that service and spare parts account for over two-thirds of our revenue, representing c. 90% of profit. In 2024, our installed base grew to c. 30k, active installations, reflecting the continued expansion of our footprint.

## Capitalizing on a strong market environment

This year, favorable market dynamics provided an opportunity to accelerate growth in key sectors. The cruise industry performed well, driven by strong newbuild activity and high fleet occupancy rates. In the navy segment, we capitalized on opportunities stemming from our #1 market position with many of the global navies (incl. US & UK), preventative maintenance trends, and the

extensive installed base of vessels. Notably, our largest-ever navy orders in both business lines demonstrate the strength of our technical expertise and the trust our customers place in us.

On land, our solutions are addressing the growing demand for flexibility, speed, and sustainability. Highlights include the installation of vacuum systems in Tesla's Berlin Gigafactory and expanding partnerships with major UK supermarkets (e.g., Aldi, Lidl). We are placing increased emphasis on expanding our presence in the U.S. market and enhancing our capabilities in the building sector, particularly in remodeling, expansion, and renovation projects for supermarkets, health-care facilities, office-to-apartment conversions, and high-traffic areas.

Our teams are passionate about our customers. Whether it's optimizing water management, reduc-



Innovation remained a cornerstone of our success in 2024."



Björn Ullbro | CEO of Evac





ing waste, or extending the lifecycle of assets, we always endeavor to provide a great customer experience.

### Driving innovation and positive change

Innovation remained a cornerstone of our success in 2024. The launch of new products, including the Evac Optima® 7 vacuum toilet, has reinforced our position as the market leader in sustainable sanitation solutions. Similarly, the DragGone™ ultrasonic antifouling system has been a game-changer for biofouling management, helping customers increase uptime, while reducing both operational costs and environmental impact. We also advanced our internal sustainability initiatives, conducting a double materiality assessment to refine our ESG priorities. These efforts underline our commitment to driving positive change for our customers, colleagues, and the environment.

### Looking ahead to a promising future

As we enter 2025, we do so with a record-breaking order book extending beyond 2027, an exciting pipeline of innovative products, and a solid financial foundation. We are actively exploring M&A opportunities to drive growth, innovation, and market expansion, creating new possibilities for the future. With macro trends working in our favor, including increasingly stringent environmental regulations and the global push for circularity, we are well-positioned to seize emerging opportunities. Evac's purpose – enabling a future with no waste – remains at the heart of everything we do.

Lastly, I want to express my gratitude to our dedicated employees, valued customers, trusted partners, and supportive owners for making 2024 a remarkable year. Together, we are building a legacy of sustainable growth and innovation that will shape the future.



As we enter 2025, we do so with a record-breaking order book, an exciting pipeline of innovative products, and a solid financial foundation."







## CFO'S REVIEW

# Strong financial discipline driving long-term success

2024 has been a year of strong financial performance for Evac, driven by disciplined execution and a firm commitment to creating value across our operations.

Our revenue grew organically by 8%, increasing from EUR 176 million to EUR 190 million. Adjusted EBITDA reached EUR 34 million, with a margin of 18%, supported by strong underlying growth, improved project profitability, and higher contributions from our lifecycle services. Strong customer relationships and the high quality of products delivered further enhanced our market leading position.

Steady growth in our customers' investment capacity contributed to significant gains in both

newbuild and retrofit projects. Additionally, our spares and onboard services businesses continued to deliver robust growth (14%), reinforcing the value of our lifecycle approach. As revenue from our services business has grown as a percentage of total revenue in recent years, it has also contributed to an increase in overall profitability.

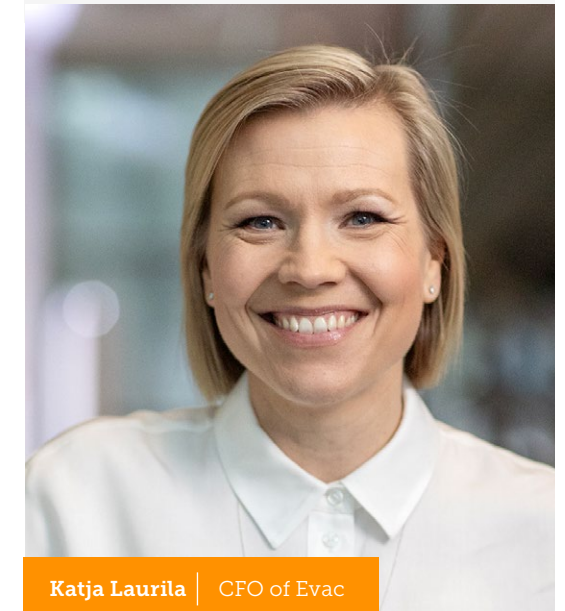
The success was not solely the result of favourable market conditions but also of targeted development initiatives. We prioritised operational efficiency by focusing on clarity in processes and responsibilities. We also have a robust framework for close monitoring of projects from the offering phase through to execution. Our earnings per employee have increased by 10% year-over-year.

Proactive cash flow and working capital management remain an integral part of our daily operations. We actively monitor our inventory levels and foster an open dialogue with both our customers and suppliers to optimize our net working capital. Effective overhead cost control and an agile organisational structure, enabling swift decision-making, were key contributors to our success.

Looking ahead to 2025, we are in an excellent financial position to capitalise on new opportunities. With a record-breaking order book extending beyond 2027, the outlook remains highly promising. Supported by strong market tailwinds, we are confident in our ability to continue delivering high value to our customers and stakeholders.



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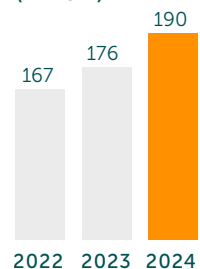


Katja Laurila | CFO of Evac

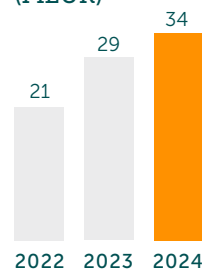


# Key figures

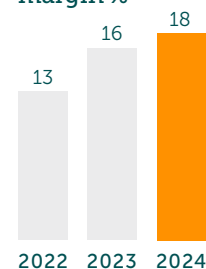
Revenue  
(MEUR)



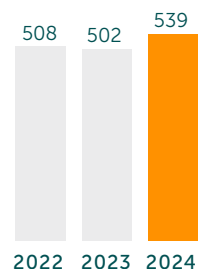
Adj. EBITDA  
(MEUR)



Adj. EBITDA  
margin %



Employees



With a record-breaking order book which extends beyond 2027, the outlook remains highly promising.







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# Market leading brands

Our solutions and services are sold under three respected brands



## Evac<sup>®</sup>

For decades, Evac<sup>®</sup> has been at the forefront of sustainability, empowering customers to eliminate waste, reduce emissions, and advance the green transition. As the market leader in integrated water and waste management systems, we are revolutionizing the maritime industry with solutions that embody a future of "nothing to waste."

On land, Evac<sup>®</sup> harnesses the transformative power of vacuum plumbing to reshape construction. Our innovations enable the industry to break free from traditional gravity-based systems, reimagine existing spaces, and extend the lifespan of built structures – all while driving decarbonization. By saving up to 90% of freshwater with every flush, we ensure access to clean sanitation and water for all, making a meaningful impact on the planet's resources.



## Cathelco<sup>®</sup>

Cathelco<sup>®</sup> is a market leader in vessel protection and a prominent provider of sustainable biofouling management solutions. With a diverse product portfolio tailored for every type of sea-going vessel, Cathelco offers advanced water maker systems, corrosion protection technologies, and marine growth prevention solutions.

Driven by a commitment to quality and exceptional customer service, Cathelco prioritizes reducing environmental impacts while delivering innovative and reliable solutions to meet the demands of the maritime industry.



## HEM<sup>®</sup>

HEM<sup>®</sup> is the market-leading brand recognized for its exceptional quality in a comprehensive range of reverse osmosis desalinators and freshwater treatment systems. Designed specifically to meet the unique requirements of superyachts, HEM's solutions exemplify precision and reliability.





# Experienced leadership team

**Björn Ullbro**

CEO of Evac and President of Evac Business Line  
Swedish & Finnish citizen, M.Sc. Econ  
Evac CEO since June 2023  
Member of Evac Leadership Team since October 2021

## Employment History

Wärtsilä Energy, Vice President 2019–2021  
Wärtsilä, several leadership positions 2008–2019  
Shell, various analytical positions 2005–2008

**Katja Laurila**

Chief Financial Officer  
Finnish citizen, M.Sc. Econ  
Member of Evac Leadership Team since 2024

## Employment History

FSP Corporation, Group Chief Financial Officer, 2022–2023  
Stark, Chief Financial Officer 2021–2022  
YIT, Vice President, Business control, Infrastructure segment 2018–2021  
Maersk, several positions 2015–2018  
Wärtsilä, several positions 2007–2015

**Nick Cowley**

President of Cathelco & HEM Business line  
British citizen, MBA, B.Sc.  
Member of Evac Leadership Team since 2023

## Employment History

MGI, CEO 2019–2023  
Cubis Systems, COO & Integration Director 2015–2018  
Eldon Group, several positions 2006–2015

**Senja Koivusalo**

Chief People and Culture Officer  
Finnish citizen, MBA, BBA  
Member of Evac Leadership Team since 2022

## Employment History

Metso Outotec, Vice President, Human Resources 2021–2022  
Wärtsilä, Vice President, Human Resources and Internal communications 2017–2021  
Microsoft, several leadership positions 2015–2017  
Nokia, Head of HR Dongguan Operations 2013–2015  
Itella, Senior HR Manager 2012–2013  
Nokia, several positions 2001–2012



# Evac Business Line

**E**vac is a research and development-driven company with a light asset base and a long-standing network of external manufacturing partners. The Evac® brand has become synonymous with water and waste treatment technologies in the maritime industry, while also expanding its footprint in the onshore building sector.

Our market-leading solutions in vacuum collection, wastewater treatment, dry and wet waste management, freshwater generation, and related services position us as a trusted system integrator for all our customers' water and waste treatment needs. We are the only supplier in the maritime industry to offer a comprehensive water and waste management solution across the commercial, naval, and offshore segments.

Through the continuous advancement of our state-of-the-art technologies, we empower our customers to future-proof their installations – ensuring compliance with current regulations and

preparing for those yet to come. Our ambitious purpose of enabling a future with no waste is a commitment to our customers and the planet. As leaders in circularity within the maritime industry, we are dedicated to driving the green transition forward and creating sustainable solutions for generations to come.

Our technologies have also been successfully adapted for land-based applications across various sectors, including real estate, retail, life sciences, and high-traffic locations. These opportunities are driven by the increasing need for decarbonization, construction flexibility, heritage preservation, water resource conservation, and enhanced hygiene requirements.

Evac business line operates in 14 countries and employs 309 people. Our sales network is complemented by a global channel partner network, delivering excellent local service to our customers.

## THE LATEST INNOVATIONS

### Evac Optima® 7 vacuum toilet:

#### The future of sanitation

The Evac Optima® 7 delivers exceptional water-saving performance, using 90% less water than a traditional gravity toilet. With a sleek Nordic aesthetics and extremely quiet operation, it's the sustainable choice for both marine and land-based customers.



"Innovating for a future with no waste remains central to our purpose. We are steadfast in accelerating the transition to a circular economy for the benefit of our customers, industries, and the planet."

**Björn Ullbro** | CEO and President of the Evac Business Line

Revenue

138 M€

Organic revenue  
CAGR 2022-2024

7%

Organic net sales growth

+9%  
year-on-year

Employees

309





# Cathelco & HEM Business Line

EVAC IN 2024

EVAC AT A GLANCE

PLATFORM FOR GROWTH

OUR ROLE IN SOCIETY



## THE LATEST INNOVATIONS

### Ultrasonic antifouling system, USP DragGone™

Cathelco USP DragGone™ redefines ultrasonic antifouling with patented Guided Wave and Heterodyning technology, delivering unmatched fuel efficiency, reduced emissions, and lower maintenance costs. Designed for

commercial maritime, it prevents biofouling while preserving hull integrity, cutting drag, and ensuring compliance with IMO regulations and decarbonization targets.

The year 2024 was pivotal for both Cathelco and HEM, marked by groundbreaking innovation, strategic growth, and a steadfast commitment to meeting customer needs.

Cathelco continues to build on its 70-year legacy as a trusted leader in corrosion protection and biofouling management. 2024 saw the launch of the Ultrasonic Antifouling system, DragGone™, bringing environmentally safe antifouling technology to the market. With its strong product-market fit confirmed, this category is well-positioned for further expansion, supported by dedicated production facilities in the UK.

Cathelco further expanded its presence in the commercial watermaker segment, reinforcing its reputation as a trusted partner for maritime businesses. A standout achievement in 2024 was Cathelco's success in the navy segment, securing its largest deal to date – a clear testament to its

technical expertise and ability to deliver complex, high-quality solutions.

HEM continues to lead in freshwater generation for luxury yachts and superyachts, with its systems now installed on 77 of the world's top 100 vessels. Supported by production facilities in France and the UK, HEM is well-positioned to sustain its leadership in this niche market while providing exceptional support to its customers. Looking ahead, HEM is gearing up to enter new markets and yacht segments through ongoing product development, driving innovation and future growth.

As both brands move forward into 2025, the focus remains firmly on advancing technologies, optimizing processes, and pursuing new opportunities in key markets. These efforts underscore their unwavering commitment to innovation and delivering exceptional value to customers.



"Our success over the past two years highlights our ability to adapt, innovate, and consistently deliver exceptional value to our customers across every segment we serve."

Nick Cowley | President of the Cathelco & HEM Business Line

Revenue

52 M€

Organic revenue  
CAGR 2022-2024

7%

Organic net sales growth

+4%  
year-on-year

Employees

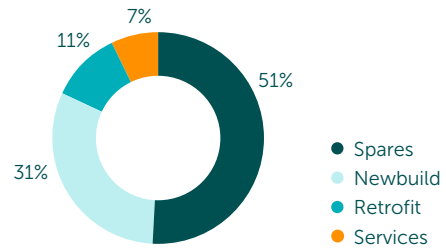
203



# Company overview

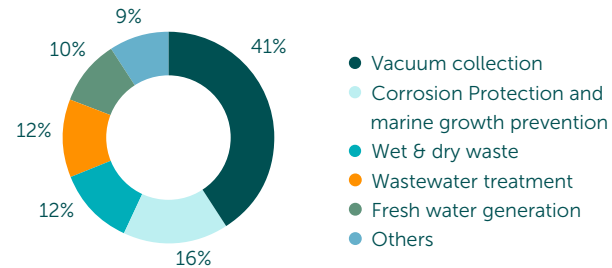
Evac provides one-stop-shop solutions tailored to meet the diverse needs of a wide range of customers.

Revenue by delivery type

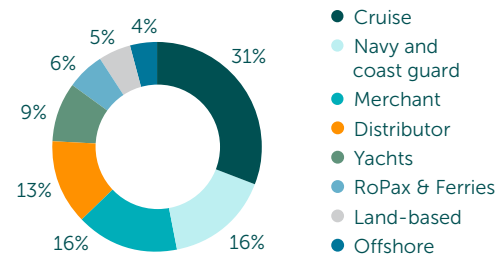


Aftermarket = 51%+11%+7% = 69%

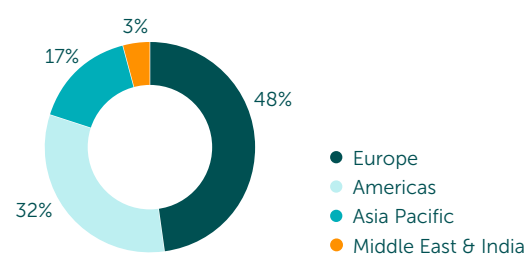
Revenue by product group



Revenue per customer segment



Revenue per customer region



EVAC IN 2024

EVAC AT A GLANCE

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OUR ROLE IN SOCIETY







# Platform for growth

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## STRATEGY

# Cleantech solutions for marine and land-based applications

## 1 MARKET LEADERSHIP

Evac is the leading global provider of water, waste, and wastewater management solutions, as well as hull protection and biofouling management technologies for the marine and offshore industries. The company is also expanding its presence in the building and construction sectors. NPS score of 46.

## 2 INNOVATION AND SUSTAINABILITY

Evac is at the forefront of research and development, continuously creating innovative and sustainable solutions for the marine and land-based markets. The adoption of these solutions is further accelerated by increasingly stringent environmental regulations.

## 3 LEADING SERVICE OFFERING

Evac's high-quality spare parts-focused service business, complemented by a leading onboard service team, accounts for 69% of the company's revenue. This success is supported by an established global service network strategically located near customers to ensure responsiveness and support.

## 4 ACCELERATING GROWTH

Evac has consistently expanded its product portfolio through a combination of in-house research and development and strategic mergers and acquisitions. The company boasts a proven M&A track record, with eight successful acquisitions completed over the past decade.

## 5 PEOPLE AND TALENT

Evac places a strong emphasis on diversity, with a team of 539 employees spanning 14 countries. The company prioritizes attracting and retaining top talent and is guided by an experienced leadership team. Women represent 33% of our workforce.

## MARKET LEADING PORTFOLIO

1979



Vacuum systems

1985



Wastewater treatment

2007



Dry waste treatment



Wet waste treatment

2012



Fresh water generation

2018



Corrosion protection



Marine growth prevention

2024



Ultrasonic antifouling

Evac provides one-stop shop solutions tailored to meet the diverse needs of a wide range of customers.

Diversified end market exposure – long-standing customer relationships





# 1 MARKET LEADERSHIP

## Evac has a market leading offering

	VACUUM COLLECTION	WET & DRY WASTE	WASTEWATER TREATMENT	FRESH WATER GENERATION	CORROSION PROTECTION	MARINE GROWTH PREVENTION	ULTRASONIC ANTIFOULING
PRODUCTS	 <p>Vacuum-based blackwater (sewage) collection systems and toilets ensure energy efficiency and significant water savings.</p>	 <p>Waste recycling units, efficient compacting and hydrothermal carbonization (HTC) empower the circular economy.</p>	 <p>Advanced wastewater treatment systems ensure the highest quality effluent entering our seas.</p>	 <p>Seawater converted to potable and technical water with reverse osmosis eliminate the need for shoreside water supplies.</p>	 <p>Impressed current cathodic protection (ICCP) prevents hull corrosion and extends the lifecycle of vessels.</p>	 <p>Marine growth prevention systems protect vessels from biofouling by preventing the settlement and growth of marine organisms in niche areas and seawater pipework.</p>	 <p>Ultrasonic antifouling prevents biofouling on vessel hulls, ensuring eco-friendly, low-maintenance protection.</p>
KEY BENEFITS	<ul style="list-style-type: none"><li>• Proven track-record and extensive customer references</li><li>• Market leading energy efficiency in vacuum production</li><li>• Optimized footprint and refitting possibility on land and sea</li></ul>	<ul style="list-style-type: none"><li>• Decreases customers' costs by reducing landed waste volume</li><li>• Extensive portfolio fitting for all marine vessels</li><li>• Advancing circular economy of recycled material</li></ul>	<ul style="list-style-type: none"><li>• Fulfilling the strictest marine regulation and matching the best municipal wastewater treatment quality</li><li>• Microplastic removal and treated wastewater reuse possible</li><li>• High level of automation</li></ul>	<ul style="list-style-type: none"><li>• Highest quality for yacht segment</li><li>• Low CAPEX – low energy consumption, specially with energy recovery in large Cruise solutions</li></ul>	<ul style="list-style-type: none"><li>• Low maintenance</li><li>• Prolong hull lifespan and integrity</li><li>• Propeller and rudder protection</li><li>• Reduced hull maintenance</li></ul>	<ul style="list-style-type: none"><li>• Reduces the risk of system failure, maintenance costs, and fuel consumption by keeping critical seawater systems free of fouling and corrosion</li><li>• Adapts to new builds, retrofits, and vessels of all sizes</li></ul>	<ul style="list-style-type: none"><li>• Uses high-frequency sound waves to prevent biofouling without disrupting vessel operations</li><li>• Reduces cleaning requirements, extends equipment lifespan, and lowers operational costs</li><li>• Up to 13% reduction in fuel consumption and CO<sub>2</sub> emissions</li></ul>
KEY END MARKETS	<ul style="list-style-type: none"><li>• All marine segments</li><li>• Building, e.g., hotels, hospitals and supermarkets</li></ul>	<ul style="list-style-type: none"><li>• Yacht</li><li>• Offshore</li><li>• Navy</li><li>• Cruise</li><li>• RoPax</li></ul>	<ul style="list-style-type: none"><li>• All marine segments</li></ul>	<ul style="list-style-type: none"><li>• Yacht</li><li>• Offshore</li><li>• Cruise</li><li>• Navy</li></ul>	<ul style="list-style-type: none"><li>• All marine segments</li></ul>	<ul style="list-style-type: none"><li>• All marine segments</li></ul>	<ul style="list-style-type: none"><li>• All marine segments</li></ul>



# Marine total solution

## for water and waste management and vessel protection



**1 Vacuum toilets:** Evac vacuum toilets use 90% less water and related energy use than gravity systems. Their flexible plumbing design also reduces material use, overcoming the strict layout requirements of gravity systems.

**2 Vacuum collection:** Evac's vacuum collection systems, including the Evac Ecovac, deliver one of the most energy-efficient solutions on the market – ensuring long-term sustainability and financial savings.

**3 Wastewater treatment:** Evac MBR® removes nutrients and 99% of suspended particles, including microplastics, ensuring one of the highest quality effluent entering our oceans, comparable to advanced municipal systems.

**4 Wet waste:** Evac HydroTreat® redefines onboard circular waste management, transforming wet waste into a new resource - HTC-biochar, while reducing CO<sub>2</sub> emissions by 80% compared to conventional methods.

**5 Dry waste:** Evac recycling units advance sustainability by optimizing waste compaction and empowering the circular economy.

**6 Fresh water generation:** Energy-efficient fresh-water systems enhance vessel autonomy, eliminating reliance on shoreside water supplies.

**7 Ultrasonic antifouling:** Cathelco's USP Drag-Gone™ prevents fouling on ship hulls, reducing drag, improving hydrodynamic performance, and increasing fuel efficiency while combating the spread of invasive aquatic species.

**8 Corrosion protection:** Cathelco's impressed current cathodic protection systems shield the hull from harmful corrosion, extending the vessel's lifespan.

**9 Marine growth prevention:** Marine growth prevention systems protect vessels from biofouling by preventing the settlement and growth of marine organisms in niche areas and seawater pipework.





# Building total solution for sustainable sanitation on land

Vacuum technology revolutionizes how buildings can evolve - whether office-to-retail, office-to-residential, or a dynamic multi-use space.

**1 Vacuum toilets:** Designed for both form and function, the Evac Optima® 7 features a patented Nordic design, soft-close mechanism, and hidden fixings for a sleek, effortless aesthetic. The toilet operates at just 72 dB, quieter than many traditional toilets on the market. Its rimless, antimicrobial design eliminates 99.99% of surface bacteria.

**2 Vacuum interface:** Evac's vacuum technology gives retailers the freedom to redesign their spaces. By collecting condensate water anywhere - without invasive gravity piping or underground trenching, it enables flexible cooling equipment placement, optimizing layouts with ease.

**3 Vacuum collection:** The Evac HQE vacuum collection unit seamlessly handles wastewater and condensates, delivering energy-efficient performance in high-load environments like airports, stations, arenas, and hotels, bringing the power of vacuum technology to building conversions of any scale.

**4 Breaking free from gravity:** Unbound by traditional plumbing constraints, Evac's vacuum technology navigates structural obstacles, accommodates vertical lifts, and adapts to any layout. Evac systems unlock new possibilities for building conversions.

**5 No invasive interventions:** Evac's vacuum technology requires no slab penetration, concrete trenching, or underground work. Designed to integrate within faux ceilings and walls, it blends into existing structures.



## THE PINNACLE OF ELEGANCE, COMFORT, EFFICIENCY AND SUSTAINABILITY

**Shorter timeline and lower investment:** By targeting only the areas that need renovation, Evac's vacuum systems prevent widespread shutdowns. This results in shorter timelines and reduced operational impact - keeping businesses running while transformation takes place.

**Preserving history to power the future:** Evac's vacuum technology delivers modern efficiency to histor-

ically significant spaces. Its flexibility adapts to strict preservation codes where gravity systems simply can't comply.

**Built-in sustainability value:** Evac's vacuum technology uses less piping materials and reduces water consumption by up to 90% compared to gravity systems, helping projects secure sought-after green certifications.



# Diversified end market exposure with a large customer base

## MARINE

Evac caters to a large variety of vessel types in different sizes, resulting in a dominant position in a growing marine market and long-standing customer relationships.

- Cruise vessels & ferries
- Ropax vessels
- Yachts
- Merchant fleet
- Navy & coast guard
- Offshore
- Windfarm installation vessels



## LAND-BASED

Evac offers solutions for a large variety of facilities in different sectors for the land-based segment.

- Healthcare facilities
- Laboratories & life science facilities
- Supermarket, cold storage, & warehouse facilities
- Mobile & transportable facilities
- High traffic areas, e.g. stadiums, train stations
- Universities & educational facilities
- Hospitality & accommodation

## CUSTOMER EXAMPLES







## 2 INNOVATION AND SUSTAINABILITY

# Advancing innovation beyond compliance

**F**or over 40 years, Evac has been a leader in waste and wastewater management, driven by a commitment to innovation that fuels our growth and sets industry standards.

Our R&D facilities in the UK and Finland are at the forefront of developing cutting-edge solutions, establishing new benchmarks for environmental sustainability. Collaborating closely with customers, regulatory bodies, and industry partners, our teams design advanced technologies that address the evolving needs of our society.

This dedication to innovation is exemplified by our latest products, such as the Evac HydroTreat® and Cathelco USP DragGone™, which significantly reduce carbon emissions. These groundbreaking technologies are transforming the maritime industry while also unlocking promising opportunities for land-based applications.

We view circularity as a cornerstone of sustainable operations and remain committed to developing solutions that minimize environmental impact. Expanding from marine to land-based applications underscores the versatility and potential of our innovations to drive the green transition.

Through ongoing R&D efforts, Evac strives to lead the industry in resource-efficient and sustainable practices.

Currently Evac has

**149** and **19**  
patents filed applications

EVAC IN 2024

EVAC AT A GLANCE

PLATFORM FOR GROWTH

OUR ROLE IN SOCIETY





## CASE

# Supporting naval operations through long-standing collaboration

From initial design and installation to long-term maintenance and retrofitting, Evac and Cathelco provide end-to-end support to naval fleets.



Evac's and Cathelco's advanced, reliable and space-efficient systems have been integrated into a wide range of naval vessels worldwide, from patrol boats and frigates to submarines and aircraft carriers. The 40+ naval organizations that have benefited from our solutions include the Italian and French Navies, the Royal Canadian Navy, the Polish Navy, the US Navy and the UK Royal Navy, where we have provided equipment for e.g. type 26 frigates and aircraft carriers such as HMS Queen Elizabeth and HMS Prince of Wales.

With decades of experience working alongside naval forces, we understand the unique operational challenges these vessels face, including space

constraints and extreme conditions. This expertise enables the delivery of robust, compact, and durable systems tailored to their requirements.

Our comprehensive solutions include vacuum collection, wastewater treatment, freshwater generation, marine growth prevention, corrosion protection, and waste management for dry, wet, and food waste. These technologies contribute to the efficiency and sustainability of naval operations. Overall vacuum solutions are the most prioritised non-weapon focus area for these vessels.

In May 2024, we were awarded a large contract by the U.S. Department of Defense for the procurement of sewage pumping units, reinforcing our role in supporting the sanitation infrastructure of the U.S. Navy's fleet. This contract is one example of our broader, long-standing partnership with U.S. defense forces, backed by our local operational presence, agile support, and durable, certified solutions.

From initial design and installation to long-term maintenance and retrofitting, Evac and Cathelco provide end-to-end support to naval fleets. Services and spare parts play a key role in this ongoing collaboration, with dedicated service hubs in North America, Europe, and Asia ensuring reliable assistance worldwide. Through this global reach, Evac and Cathelco continue to contribute to the operational readiness and longevity of naval vessels.

## INVESTMENTS IN OPERATIONAL READINESS

Naval forces continue to prioritize both the enhancement of their existing fleet's operational readiness and the acquisition of new vessels. Maintenance and service operations, including spare parts, contribute to more than two-thirds of Evac's revenue, ensuring a stable revenue stream year-round. In 2024, we leveraged preventive maintenance initiatives across our extensive installed base to maximize performance and reliability.







## CASE

# R&D developments for circularity in cruise industry

The cruise industry is transitioning toward more sustainable practices due to a combination of ambitious company target-setting, customer demand, public opinion and stricter regulations. While carbon emissions dominate discussions, waste management onboard remains a critical challenge. With recycling rates at just 20–30%, traditional methods like incinerating all waste are no longer viable. Adopting circular economy principles in the maritime sector reduces environmental impact and offers economic benefits. The demand for innovative technologies and expert services to improve recycling and reuse is growing. Evac's R&D efforts are focused on transitioning from traditional waste treatment methods to circular and biocircular solutions. Years of field studies onboard ships have provided valuable insights, enabling us to deliver tailored, comprehensive solutions that address operational challenges.

For our customers, reliability is mission-critical. Many of Evac's systems are essential to daily oper-

ations, and failures can carry major cost and reputation risks:

- Vacuum collection: Breakdowns can force affected cabins to close, and lead to costly guest compensation.
- Freshwater generation: Interruptions may require rerouting to port, impose water use restrictions, and disrupt vital onboard systems
- Corrosion protection and marine growth prevention: Failures can result in inefficient engine cooling, leading to increased fuel consumption, potential engine damage, delays, and reduced voyage range

These are not just technical systems – they are core to cruise operations and guest experience. That's why product reliability is a key factor for customers when selecting Evac solutions.

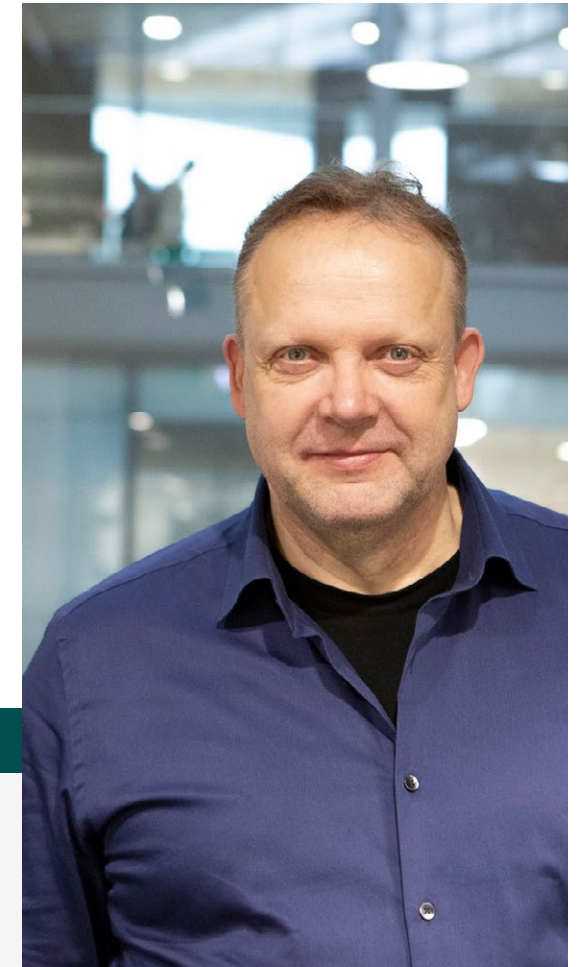
### Ambitious goals for 2030

Evac aims to transform the maritime industry through circular practices by 2030. We've identified numerous opportunities to optimize onboard

waste operations and equip customers to navigate these challenges. Shipbuilders, cruise operators, regulators and technology providers must work together to share best practices and support sustainable development. This collaborative approach is driving advancements in ship design, incorporating sustainable materials and waste-reducing technologies. By the end of the decade, we expect both the marine as well as the building industries we serve to make significant strides toward circularity. Evac is facilitating this transition through innovative offerings.

### FACILITATING CHANGE

Evac's R&D efforts are focused on transitioning from traditional waste treatment methods to circular and biocircular solutions. Years of field studies onboard cruise ships and collaborations with ecosystem partners have provided valuable insights.



Jari Jokela | Head of Research & Development



## CASE

# Ship Technology Excellence Awards

The Ship Technology Excellence Awards is one of the most prestigious and widely recognized programs in the maritime industry, celebrating outstanding achievements and innovations that are driving transformative change.

In the 2024 competition, Evac received four awards for its groundbreaking maritime technologies, including the Cathelco USP DragGone™ system and the Evac HydroTreat® system. These awards highlight Evac's position as a leading industry innovator and its significant contributions to maritime sustainability and technological advancement. The company was honoured in the categories of Innovation, Product Launches, Research and Development, and Environmental Excellence.

The Cathelco USP DragGone™, Evac's non-toxic biofouling prevention system, received the Innovation award for its patented ultrasound technology, which effectively removes unwanted organisms such as bacteria, algae, and mussels from vessel hulls. Biofouling presents a significant challenge for the shipping industry, as it increases

Evac HydroTreat® received the Environmental award for its significant waste volume reduction and climate impact.

drag, fuel consumption, and greenhouse gas emissions while also threatening marine ecosystems by spreading invasive species. Positive customer feedback has highlighted the system's exceptional effectiveness, as well as its ease of installation and operation.

HydroTreat® system awarded in three categories

The Product Launches award celebrated the market debut of Evac's transformative Evac HydroTreat® system, designed for onboard wet waste treatment. This innovative system sustainably processes food waste and bio-sludge, retaining



90% of its thermal energy and reducing onboard organic waste volume by up to 90%.

HydroTreat® also earned the R&D award, recognizing its scalability and broad applicability beyond the maritime industry. Additionally, the system received the Environmental award for its significant waste volume reduction and climate impact. By transforming wet waste into HTC bio-char, HydroTreat® supports global sustainability efforts. The resulting biochar can currently be used as biogenic fuel for energy production, and Evac is working to certify it as a fertilizer, further closing the loop in alignment with the principles of a circular economy.

### LEADING INDUSTRY INNOVATOR

Evac received four awards for its groundbreaking maritime technologies, including the Cathelco USP DragGone™ system and the Evac HydroTreat® system. These awards highlight Evac's position as a leading industry innovator and its significant contributions to maritime sustainability and technological advancement.





### 3 LEADING SERVICE OFFERING

Evac has a global reach through a mix of in-house sales team and a strong channel partner network

Evac has a global presence and is able to support and service our customers wherever they are, ensuring the success of our installed systems.

Employees globally

530+

Representation in

70+  
countries

Installed base

~30,000

Over

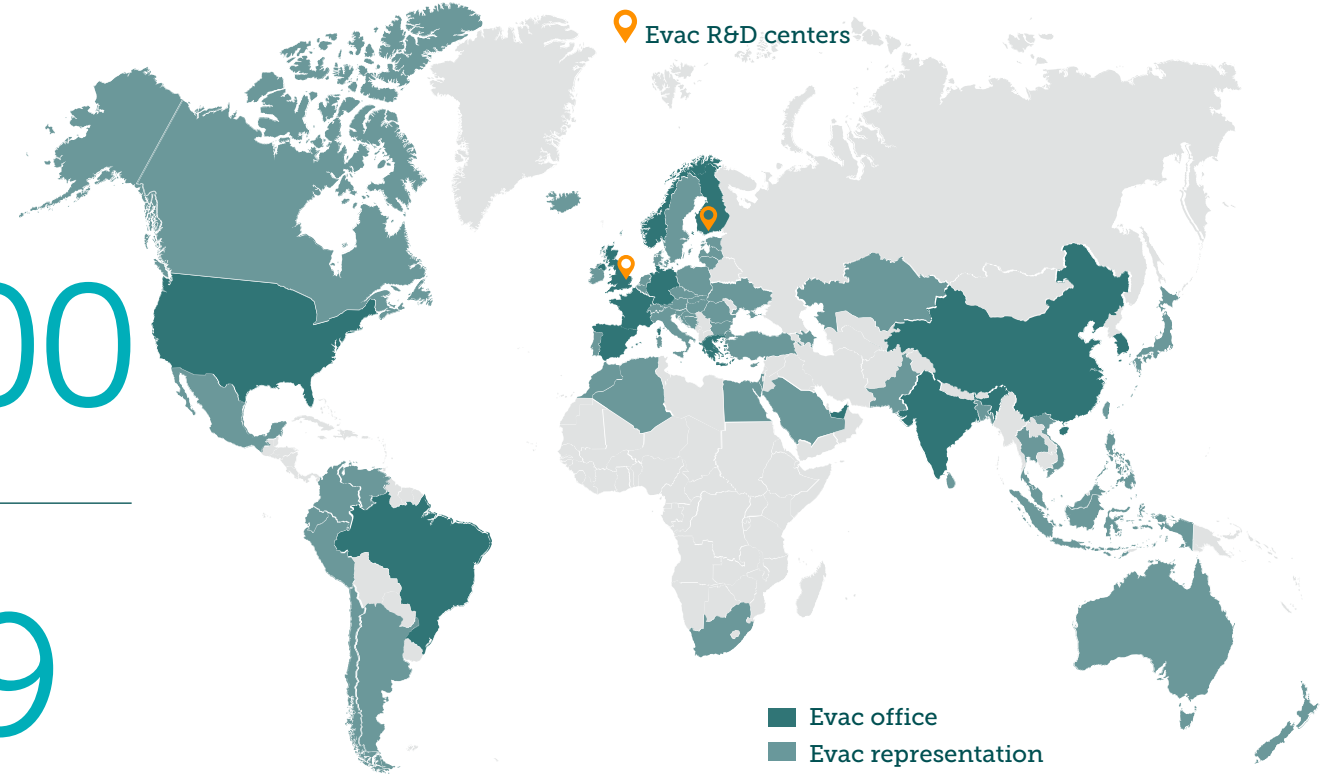
~90  
service professional

Over

~70  
agents and  
distributors worldwide

Established in

1979



# Market-leading solutions and services to the marine and building industries

Evac provides a comprehensive suite of solutions and services designed to meet the lifecycle needs of ships and buildings around the globe. These offerings include preventive maintenance and technical support delivered by Evac's in-house service engineering teams, as well as the supply of spare parts.

An increasing portion of these services is offered through multi-year service agreements, reflecting a strategic focus on long-term customer partnerships. Evac is also leveraging the maritime industry's transition toward environmental sustainability, driven by a growing demand for retrofit and modernization solutions for existing vessels.

Services are mission-critical for Evac's customers and contribute to 69% of the company's revenue. Evac supports a global installed base, including installations by competitors, ensuring broad market reach. With product lifecycles often exceeding 25 years, these installations generate long-term, recurring service revenue streams, driven by a growing demand for retrofit and modernization solutions for existing vessels. Evac's Services revenue has over time grown twice as fast as the new build revenue.

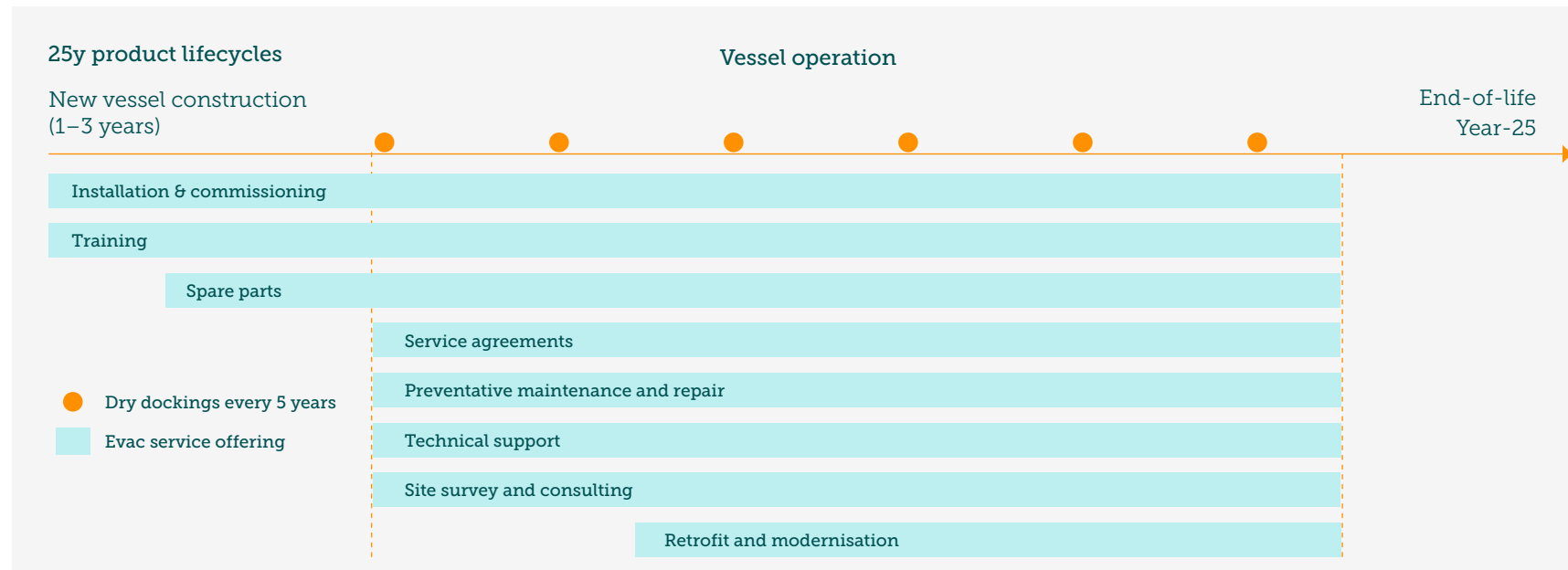
Our team of onboard service professionals is strategically positioned in key locations worldwide,

including Antibes, Miami, Palma de Mallorca, and Shanghai. Over the years, Evac has built a strong reputation for reliability and a steadfast commitment to delivering high-quality service with efficiency.

This dedication is further supported by a well-established global distribution network, featuring strategically located logistics centres across major maritime hubs in North America, Europe, and Asia. These

centres ensure seamless operations and timely support for our customers, no matter where they are in the world.

## VESSEL LIFECYCLE AND EVAC'S SERVICE OFFERING







## 4 ACCELERATING GROWTH

# M&A history

Evac has a successful track-record of acquiring and integrating acquisitions in the last ten years

The history of Evac dates back to 1970's

Acquisition of Headworks' technology

2014

Acquisition of Deerberg-Systems

2015

Acquisition of Uson Marine

2016

Acquisition of Cathelco & HEM

2018

Acquisition of Virtus

2019

Acquisition of Transvac

Acquisition of Environmental Systems International

Acquisition of Allied Marine Services

2020

Acquisition of the vacuum spare part business of Environmental Protection Engineering S.A.

2022



## CASE

# Evac rides the wave of growth in watermakers

Fresh water is a lifeline on the high seas. With vessels often operating far from ports, watermakers are essential for producing a continuous supply of potable water. By reducing reliance on shore-based resources, these desalination units preserve onboard water stores, enable longer voyages and give crews more operational flexibility – while also delivering significant economic benefits.

Mandates from the International Maritime Organization (IMO) on low-sulphur fuels and greenhouse gas emissions – as well as other regulatory shifts – have spurred significant changes to onboard systems, including those for water generation. These changes create a substantial opportunity for reverse osmosis (RO) technology, as it operates independently of engine heat and provides a reliable freshwater supply regardless of the vessel's fuel type.

Evac addresses the diverse freshwater needs of the naval, commercial and luxury yacht sectors through its Cathelco® and HEM® brands. In addition, the Evac® brand delivers for the cruise sector.

### Mid-sized yacht market is a key growth area

In addition to the commercial sector, the mid-sized yacht market is another key growth area. More than half of the motor yachts built in 2023 were between 30 and 60 meters in length. These mid-sized vessels – along with a booming retrofit market in Florida – represent significant untapped potential for flexible watermaker solutions.

Cathelco and HEM drove watermaker orders up 35% in 2024. Now the entities are planning a new product range to address untapped markets.

Momentum is building fast. In the latter half of 2024, Cathelco and HEM's monthly order intake for watermakers was significantly accelerated. "Our

EVAC IN 2024	EVAC AT A GLANCE	PLATFORM FOR GROWTH	OUR ROLE IN SOCIETY
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order intake for watermakers has increased by 35% in 2024," says Nick Cowley, President of Cathelco & HEM Business Line at Evac.

"We're now working on a new design for smaller watermakers that combine the strengths of both Cathelco and HEM," says HEM Managing Director, Jaco Conradie. Part of the team's re-engineering approach is to make it easier to assemble the watermakers and tailor them for different needs.

Service is also an important part of the picture. HEM's hubs in Antibes, Palma de Mallorca and Florida provide spare parts and expert assistance.

Cathelco operates entities in Dubai, Singapore and India.

"When you look at the broader Evac network, we can support vessels anywhere in the world. We're also looking to expand our activity in Fort Lauderdale into a full-service centre. This will allow us to provide better support for yachts crossing between Europe and the US, so we can meet customer needs efficiently on both sides of the Atlantic," says Cowley.

### REVERSE OSMOSIS FOR FRESH WATER

Evac addresses the diverse freshwater needs of the naval, commercial and luxury yacht sectors through its Cathelco® and HEM® brands. In addition, the Evac® brand delivers for the cruise sector.







## CASE

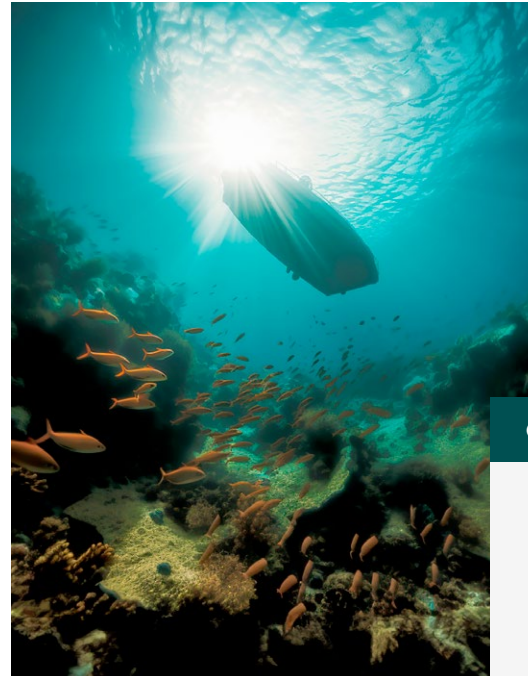
# Chief Engineer reviews DragGone™ ultrasonic antifouling on superyacht

Launched in 1993 and retrofit in 2014, MMM was the first-ever expedition yacht designed specifically for global exploration. At 49 meters (161 feet) in length, she offers luxurious accommodations for 12 guests across five cabins. Built with global expeditions in mind, MMM required reliable and proactive biofouling management to meet the strict local cleaning regulations in protected waters. A robust system was essential to keep the vessel's hull free from marine growth.

### MMM's hull stays pristine with DragGone™

According to Chief Engineer Liam Worden, MMM's hull remained virtually spotless with DragGone™ after several months of cruising through the Eastern and Western Mediterranean as well as extended stationary periods in biofouling-prone marinas.

When MMM was hauled out for inspection due to an unrelated issue, the condition of its hull was



remarkable. While other vessels in the same dry-dock had hulls encrusted with barnacles and hard fouling, MMM's hull was in pristine condition. The difference between MMM and the surrounding yachts, which had all been cruising in the same waters and conditions, was a clear testament to the effectiveness of the DragGone™ system.

One of the key benefits Worden emphasizes is how unobtrusive the DragGone™ system is. Despite continuous operation, the transducers are virtually silent, with no perceptible vibrations inside or outside the vessel. "You can't feel it or hear the DragGone™, it's like it's not there," Worden says.

### Reliable biofouling protection during global expeditions on MMM

While MMM has not yet experienced noticeable changes in fuel efficiency, Worden mentioned that larger vessels could see fuel savings of up to 13% with a clean hull. This reduction in drag could

"We've cruised all over – Eastern Mediterranean, Western Mediterranean, from Turkey to Palma de Mallorca – and the hull has stayed in great shape throughout, which is impressive given the conditions," says Chief Engineer Liam Worden.

translate into significant operational cost-savings for superyachts and commercial vessels alike.

For MMM, which typically applies antifouling paints every two years to maintain the vessel's aesthetics and protect against fouling, the DragGone™ system offers the potential to extend the maintenance interval. By preventing biofouling on the hull, the system reduces the need for divers and underwater cleaning operations, especially when operating in regions with strict biofouling regulations. This not only helps reduce maintenance costs but also ensures compliance with international guidelines designed to prevent the spread of invasive aquatic species.

### OPERATIONAL COST-SAVINGS

Larger vessels could see fuel savings of up to 30% with a clean hull. This reduction in drag could translate into significant operational cost-savings for superyachts and commercial vessels alike.



## CASE

# Ponant signed a new 2.5 year service agreement

The French luxury cruise operator Ponant signed the second service agreement with Evac in February 2024. It covers annual maintenance for all Evac systems installed on eight cruise ships.

The agreement ensures that the Evac systems are maintained by our qualified and experienced service engineers, who have access to the latest technical information and tools.

The Evac systems provide advanced solutions for wastewater treatment, solid waste management, freshwater generation, and food waste processing. They are designed to meet the highest environmental standards and reduce cruise ship operational costs and environmental footprint.

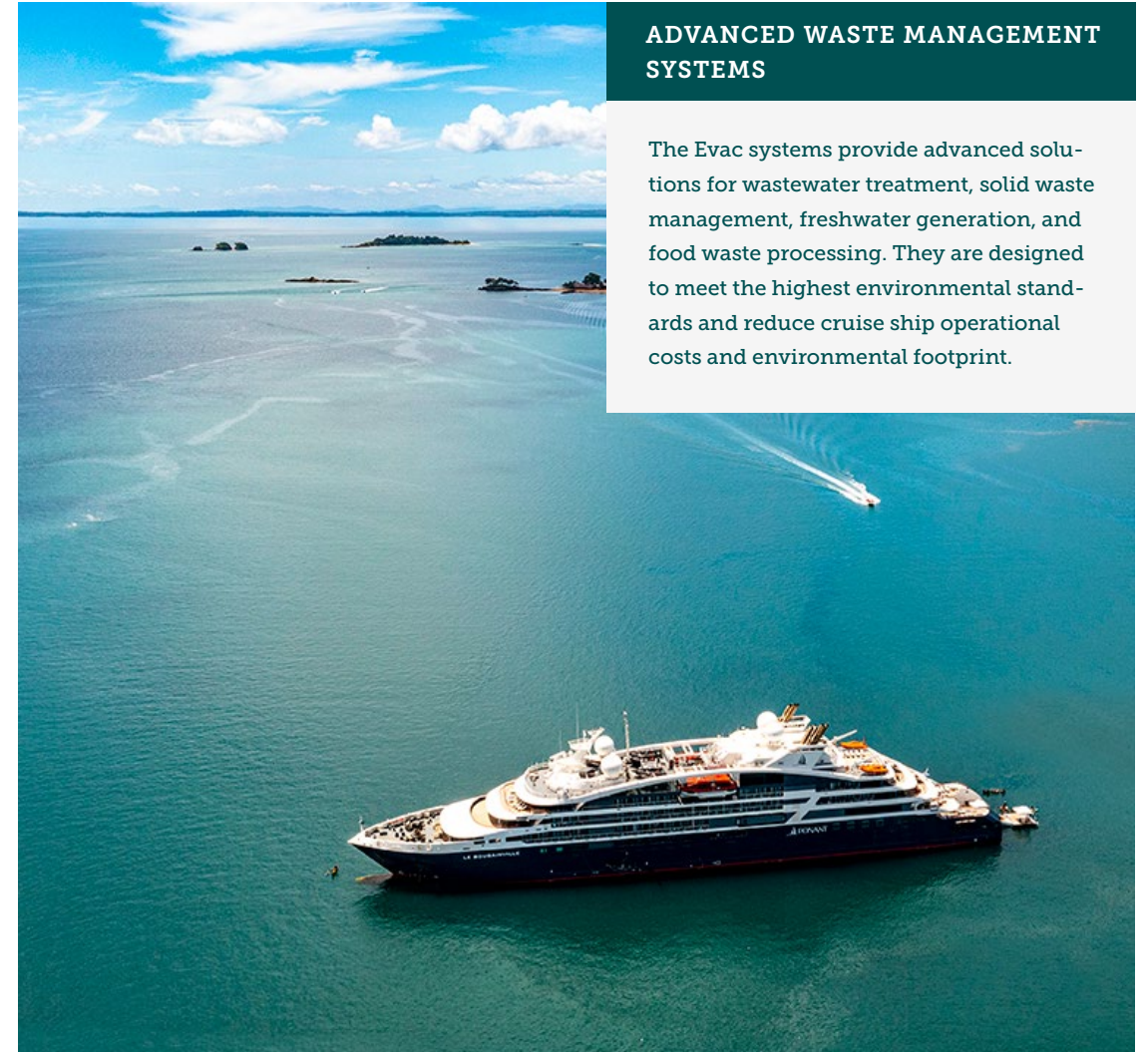
The covered ships are part of Ponant's luxury expedition vessel fleet, offering unique itineraries to remote destinations such as the Arctic, Antarctica, and the Pacific Islands. The ships feature state-of-the-art technology, elegant design, and expectational comfort for the passengers and crew. Le Commandant Charcot, delivered in 2021, is the world's first hybrid electric polar exploration ship powered by liquefied natural gas (LNG) and battery packs.

The agreement ensures that the Evac systems are maintained by our qualified and experienced service engineers, who have access to the latest technical information and tools.

"For Ponant, the agreement ensures that the Evac systems are maintained by our qualified and experienced service engineers, who have access to the latest technical information and tools. The agreement also helps Ponant to optimize its maintenance budget and avoid unexpected breakdowns and downtime. The agreement strengthens our long-term relationship with Ponant and demonstrates our commitment to delivering high-quality service and support to our customers," says Miia Pokkinen, Service Sales Manager at Evac.

## ADVANCED WASTE MANAGEMENT SYSTEMS

The Evac systems provide advanced solutions for wastewater treatment, solid waste management, freshwater generation, and food waste processing. They are designed to meet the highest environmental standards and reduce cruise ship operational costs and environmental footprint.







## CASE

# Flexibility and water savings drive US uptake of Evac vacuum systems

Evac’s vacuum systems are gaining traction in the U.S. construction industry due to the flexibility they provide for various building projects. Examples include their application in life science facilities and supermarkets.

### Boston labs and H-Mart grocery chain chose Evac for adaptability

The Greater Boston area serves as a global hub for life sciences – a dynamic sector where funding is often directed toward lab renovations or layout modifications to accommodate shifting research priorities.

In the New England region, J. H. Pokorny Associates LLC represents Evac’s plumbing solutions. The company is focused on expanding the adoption of vacuum drainage systems in Boston’s laboratories. These efforts are spearheaded by Plumbing and Fire Protection Design Engineer John P. Callahan, CPD, who collaborates with architects, engineers, contractors, and wholesalers to ensure Evac’s solutions are specified in new projects.

“Vacuum drainage is great for labs, because of its flexibility and adaptability. You can easily adjust the piping within your lab – to add or remove

sinks, or any other fixtures – without needing to run a gravity line.”

By providing vacuum drainage for H-Mart grocery stores, Evac is helping the company to move quickly without disturbing its customers and neighbours.

H-Mart is the largest American grocery chain specializing in Korean and other Asian products. Director at H-Mart Manhattan, Kingston Shih, has worked with teams managing store expansions across North America.

“Part of my role is to find the most efficient way of doing things. We discovered Evac’s vacuum drainage solutions when trying to solve some specific challenges at our locations serving New York University (NYU) and Columbia University,” explains Kingston.

The NYU project involved merging four separate ground-floor locations into a single store, without disturbing a student dormitory on the second floor. Each of the original store spaces had different flooring heights, creating obstacles for re-routing traditional plumbing. Evac’s vacuum drainage as a solution was easy to install without causing disturbance.

“Traditional gravity plumbing is expensive, noisy and takes time – both to do the work and to get it approved through inspection,” explains Kingston. “Vacuum drainage makes it also easier to do quick remodelling changes later.”

H-Mart’s Columbia University store on Broadway was previously a supermarket run by another company.

While H-Mart was able to utilize some of its existing plumbing lines, the store’s layout necessitated the installation of Evac vacuum drainage systems as well. This hybrid approach enabled H-Mart to meet its needs while avoiding the challenges typically associated with construction.

“With Evac, you can do quick remodelling in one night. When the store closes, all you need to do is move your case, reconnect the lines and you’re good to go. The service we get from Evac’s representative DRD Systems has always been excellent,” says Kingston.

### ADAPTABLE LAB LAYOUTS

Vacuum drainage is great for labs, because of its flexibility and adaptability. It is easy to adjust the piping within the lab – to add or remove sinks, or any other fixtures – without needing to run a gravity line.





## 5 PEOPLE AND TALENT

# A year of growth and development

**E**vac's success is built on fostering talent, motivating employees, and cultivating a company culture that offers everyone the opportunity to develop and grow. Our work community is guided by core values that emphasize customer understanding, high quality, collaboration, and accountability.

To support the execution of our strategy in 2024 we organized strategy roadshows for employees. These events aimed to provide clarity on our strategic goals while strengthening engagement and fostering a sense of belonging across the company.

In February, we held a global sales event for our sales teams, focusing on driving the implementation of our growth strategy. This growth was reflected in our workforce, with employee numbers increasing by 8% to 539 employees, thanks to successful recruitment efforts. Additionally, we insourced expertise in automation and mechanical engineering and restructured our U.S. operations.

In 2024, we actively expanded our training portfolio, making significant investments in diversified training programs. The total number of training hours exceeded our target by 1,520 hours, focusing on business acumen, sales, project management, product training, sustainability, and workplace safety.

To support our growth strategy, we launched a comprehensive Sales Excellence training program, training more than 58 key employees, including sales leaders and managers. We also introduced a training program on sustainable development, achieving 95% participation across the company.

Nationalities

39

Female personnel

33%

EVAC IN 2024

EVAC AT A GLANCE

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OUR ROLE IN SOCIETY





Additionally, specialized sustainability training was provided to our sourcing, procurement, and product management teams.

### Fostering engagement

We operate in 14 countries and employ professionals from over 39 nationalities. Women represent 33% of our workforce, and 50% of group leadership team. We remain committed to advancing gender diversity and inclusion within our industry. We believe that diversity and inclusion are key drivers of success, enabling us to better understand the needs of our diverse customers and partners.

Our commitment to open communication and a culture of discussion is supported by our low-hierarchy organization. At the Business Line level, all employees are invited to monthly information sessions to learn about Evac’s strategy, business updates, financial results, and people-related news.

To further foster engagement, we conduct two global employee surveys each year: a comprehensive annual survey and a shorter pulse survey. In 2024, these surveys engaged employees on key topics such as Evac’s strategy, company culture, teamwork, and inclusion. The survey results are reviewed regularly, with action plans developed collaboratively at all organizational levels.

At Evac, we strive to build a workplace that fosters a strong sense of community, where employees feel supported and encouraged by one another. Our highly popular value-based recognition system empowers colleagues to nominate peers for rewards based on their demonstration of our core values, further strengthening collaboration and appreciation across the organization.

### Recruiting and developing talent

Our success is built on the strong skills of our employees and their commitment to continuous development. To meet our future business needs, we focus on attracting and nurturing the right talent.

Recruitment volumes increased in 2024, driven by our growth strategy and the insourcing of key competencies. One of our main priorities remains targeting new skills and increasing diversity through recruitment. Systematic talent attraction initiatives and the development of robust talent pipelines have enabled us to maintain strong time-to-hire and quality-of-hire metrics, even in a competitive talent market.

### In 2024, our employee engagement improved by 5 percentage points to 65%.

We strive for an effective talent management process that supports the growth and career aspirations of every employee. Individual competence development plans are created annually during growth discussions with each employee. While engaging customer projects and challenging assignments serve as the foundation for skill enhancement, we also provide additional opportunities for professional growth, including mentoring, training programs, and certification courses.

### Zero-accidents target

At Evac, safety is our top priority, and our ultimate goal is to achieve zero harm, ensuring that employees, contractors, and partners can safely return home each day.

Our approach centers on effective risk management and a proactive safety culture. We encourage employees to report safety observations, and systematic accident prevention actions are taken based on identified risks and improvement opportunities. We place strong emphasis on both the mental and physical well-being of our employees.

In 2024, we continued our focus on risk management and accident prevention through initiatives such as safety walks, toolbox talks, management safety talks (Town Halls), and Occupational Health and Safety (OHS) awareness training.

The Occupational Health and Safety Policy was updated in 2024 to further emphasize the importance of employee training and the responsibility to stop work if it is unsafe or presents a health or safety risk. The 3rd Evac Global Safety Week was held in 2024 to highlight the importance of workplace safety and to strengthen our safety culture.

Longer term, our safety efforts are guiding the Evac community to ensure everyone’s safety and wellbeing at work. We view psychological safety as an important part of this. We exceeded our safety actions target (>250) during the year with 380 actions taken. Although we did not meet the LTIF (Lost Time Injury Frequency) target or the safety observation reporting target, we view these outcomes as opportunities for growth and improvement. We had 4 LTIs in 2024 compared to 2 LTIs in 2023, while reported safety observations decreased

by 8.5%, from 236 in 2023 to 216 in 2024, below our target of 250 observations. We are more committed than ever to strengthening our safety practices to ensure progress in these critical areas.





## EMPLOYEE STORY

# Anh Nguyen thrives in international assignments

Anh Nguyen's journey at Evac began in March 2023 as a summer trainee, and she has since advanced to the role of Project Procurement Leader. Born and raised in Saigon, Vietnam, Anh's path to Evac led her through Kouvola, Finland. "I decided to move to Finland to pursue my studies abroad, eager to immerse myself in a new culture and grow my career in an international environment," Anh explains. She graduated from the South-Eastern Finland University of Applied Sciences in 2020, earning a degree in International Trade.

In her role, Anh oversees project purchasing, which includes defining the scope, specifications, quantities, budget, and timeline for materials and services critical to product development. Her responsibilities also involve monitoring procurement progress, addressing any concerns, and ensuring smooth delivery processes. "We focus on optimizing project outcomes by enhancing efficiency, analyzing data, incorporating feedback, and learning from past projects. This enables us to create streamlined, cost-effective procurement processes," Anh shares.

### A role full of variety

Anh highlights the importance of a strong customer service mindset and clear, open communication in her work.

"It's fulfilling to be part of a team dedicated to innovation and sustainability, knowing that my work not only contributes to the company's success but also positively impacts the environment and the industries we serve."

Understanding customer needs and finding effective solutions is particularly rewarding for her. Transitioning from a trainee position to a more demanding role was a dream come true: "What I enjoy most is the opportunity to work at the intersection of procurement, project management, and sustainable solutions. I get to

collaborate with different teams, manage supplier relationships, and ensure the timely delivery of high-quality products. The variety of tasks—from negotiating with suppliers and problem-solving to coordinating between teams and keeping project schedules on track—makes every day unique and exciting."

### Colleagues: the best part of Evac

Evac's purpose and community are key motivators for Anh: "I wanted to work for a company that strives for a sustainable future. When I first saw Evac's job advertisement, I was inspired by the company's values and purpose. It's fulfilling to be

part of a team dedicated to innovation and sustainability, knowing that my work not only contributes to the company's success but also positively impacts the environment and the industries we serve," she says. Anh notes that Evac's core philosophy aligns perfectly with her own motto: Never settle for less.

For Anh, however, the best part of working at Evac is her colleagues. "I've been fortunate to receive guidance and tremendous support from my managers and teammates. Their encouragement has helped me grow and manage my responsibilities more effectively," she says.



Anh Nguyen | Procurement Project Leader





# Our role in society

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## SUSTAINABILITY

# A pioneer in circular economy

**E**vac offers a broad range of solutions designed to help our customers enhance their sustainable practices while exceeding regulatory requirements. Our offerings play a key role in combating climate change, advancing the circular economy, and supporting the conservation of freshwater and marine biodiversity.

As the world's leading company in water, waste, and wastewater management for its core sectors, Evac has long been a strong advocate for sustainable development. We are committed to continuously improving the sustainability of our solutions and the responsibility of our operations.

### Double materiality assessment conducted in 2024

In 2024, we undertook a comprehensive internal process to strengthen our sustainability efforts and prepare for the upcoming sustainability reporting requirements set by the European Union. As part of this, we updated the materiality assessment conducted in 2021 by performing a double materiality assessment (DMA).

During the workshops, we discussed key sustainability topics with both our employees and representatives from our value chain. We analyzed the impacts of our operations on people and the environment, considering both the economic materi-

**Beyond our own operations, we aim to inspire and drive industry-wide transformation.**

ality of these impacts and the associated risks and opportunities. This analysis covered Evac's entire value chain.

The results of the double materiality assessment reaffirmed our understanding that environmental issues, particularly climate change mitigation and energy efficiency, are the most critical sustainability topics for our business. Social issues, such as employee well-being, health and safety, and the working conditions within our value chain,

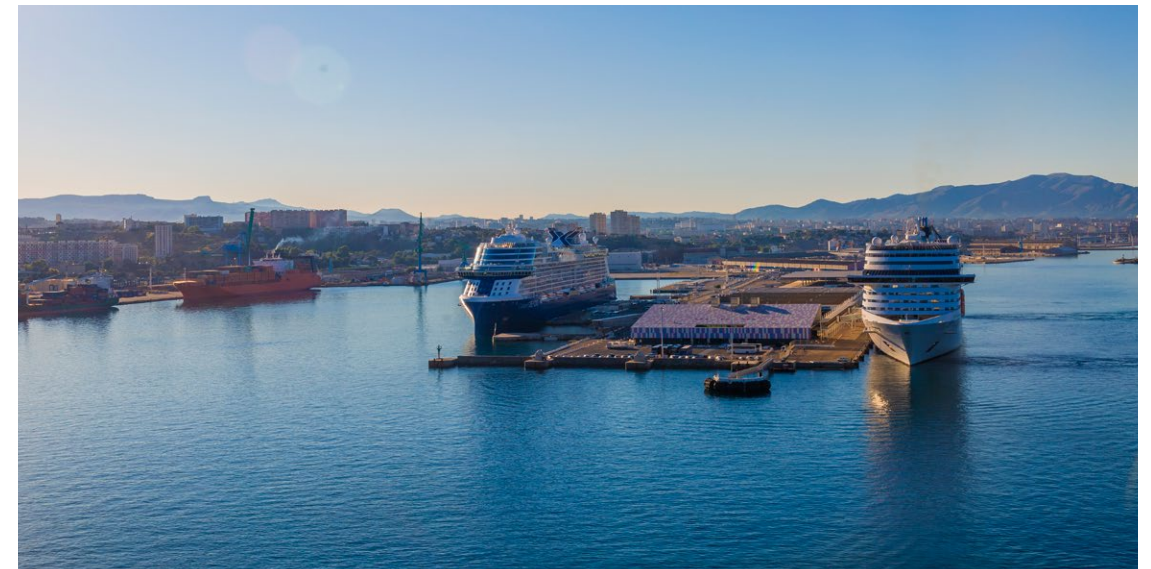
also emerged as key priorities, along with a commitment to respecting human rights. Regarding governance, we placed strong emphasis on ethical practices, compliance, and ensuring business resilience.

### Driving industry-wide transformation

Following the completion of the double materiality assessment process, we updated our sustainability program, incorporating clear targets, key performance indicators, and actionable steps to advance our commitment to responsibility. This program also reflects our dedication to the UN Sustainable Development Goals. At the same time, we reaf-

firmed that our strategy and purpose already align strongly with sustainable development, as our ultimate goal is a waste-free future.

Our ambitious sustainability agenda focuses not only on minimizing negative impacts but also on maximizing positive contributions to people, the planet, and prosperity. Beyond our own operations, we aim to inspire and drive industry-wide transformation by sharing our expertise and fostering a broader shift toward sustainability in the maritime and building construction sectors.







## CASE

# Tesla chooses Evac vacuum solution

Tesla's gigafactory near Berlin is a massive undertaking. Opened in March 2022, the site spans approximately 300 hectares – roughly the size of 420 soccer fields. Aside from producing thousands of vehicles, it also has a battery production facility integrated with Tesla's global supply chain. At least 12,000 people work at the location.

The size of the factory poses several challenges from the perspectives of water usage and drainage.

Environmentalists have expressed concern about the impact on the local water table. At the same time, toilets need to be placed close to production lines so that staff do not need to walk too far. Traditionally this requires trenching to install gravity toilets, which is an expensive and disruptive process.

To address these challenges Tesla chose to replace traditional lifting-pump technology in one of the factory's seven sanitary blocks with a vacuum solution from Evac. The installation included 52 vacuum toilets, 17 urinals, water collection from all the wash basins, as well as a vacuum power unit.

While a standard gravity toilet requires between four and nine litres of water per flush, an Evac vacuum toilet uses only 1.2 litres.

"We wanted to solve the issue of water usage and the distance that people have to walk to reach a toilet facility. The vacuum system from Evac works very well and the team is very helpful," says Mario Sabino, a Technical Engineer at the Berlin gigafactory.

## Quick return on investment

Evac vacuum drainage systems significantly lower water usage compared to traditional gravity-based toilets. While a standard gravity toilet requires between four and nine litres of water per flush, an Evac vacuum toilet uses only 1.2 litres. This is because water is used solely for cleaning the bowl

– not for moving waste through the system. In the case for the Tesla gigafactory, the team demonstrated annual water savings of at least two Olympic-sized swimming pools.

Vacuum systems also eliminate the need for the continuous slope required by traditional drainage methods. The piping is directed up towards the ceiling of the gigafactory, avoiding the need to penetrate the concrete slab.

Hygiene is another critical consideration. Traditional toilets release around 80,000 contaminated droplets with each flush, while Evac toilets completely eliminate overspray. This feature is beneficial in preventing the spread of diseases in factories housing thousands of employees.



## FACILITIES FOR EMPLOYEES NEAR BERLIN

Tesla chose to replace traditional lifting-pump technology in one of the factory's seven sanitary blocks with a vacuum solution from Evac.



## CASE

# Evac Optima® 7 - the future of sanitation

Over the past 25 years, Evac has delivered over 1 million vacuum toilets worldwide, saving an estimated 255 million cubic meters of freshwater. The Evac Optima® 7, the latest addition to the Evac Optima® line, offers a sustainable choice for marine and land-based customers.

Building on a legacy of vacuum innovation, the Evac Optima® 7 sets new standards in user experience, design, hygiene, and sustainability. It uses 90% less water than traditional gravity toilets, delivering exceptional water-saving performance.

The innovative flushing system achieves a noise level of just 72 decibels, matching or surpassing traditional gravity toilets in quiet operation.

### Designing for style, comfort and hygiene

Featuring a modern and sleek Scandinavian design, the Evac Optima® 7 meets the requirements of

even the most demanding users. Its soft-closing cover and patent-protected hidden fixings make installation and maintenance effortless. The innovative flushing system achieves a noise level of just 72 decibels, matching or surpassing traditional gravity toilets in quiet operation.

The all-new rimless design, combined with antimicrobial surfaces, prevents bacterial growth and eliminates 99.99% of surface bacteria, delivering unparalleled hygiene and comfort.

"The Nordic design language of the Evac Optima® 7 is simply beautiful. Our customers wanted a solution that feels at home wherever it's installed. With the Evac Optima® 7, we deliver that elegance, along with all the sustainability benefits of vacuum technology," says Lauri Aalto, Product Line Manager for Vacuum Systems at Evac. "Optima® 7 is versatile enough to fit anywhere, empowering limitless architectural freedom and maximizing the lifespan of built structures."

Evac Optima® 7 delivers exceptional water-saving performance, using 90% less water than a traditional gravity toilet.

### NORDIC DESIGN AND COMFORT

The all-new rimless design, combined with antimicrobial surfaces, prevents bacterial growth and eliminates 99.99% of surface bacteria, delivering unparalleled hygiene and comfort.





## CASE

# Evac expertise shines in a complex cruise vessel retrofit project

When Cruise Saudi took delivery of Aroya, the company committed to making it a flagship for sustainability on the Red Sea. Formerly known as World Dream – serving the Asian market out of Hong Kong – the vessel underwent a significant

transformation with the extensive retrofit of Evac HydroTreat® for wet-waste processing.

Evac HydroTreat® uses heat and pressure to convert organic wet waste into biochar pellets, which can potentially be repurposed as fertilizer.



## SOLUTION FOR ORGANIC WET WASTE

Evac HydroTreat® uses heat and pressure to convert organic wet waste into biochar pellets, which can potentially be repurposed as fertilizer. The enhanced energy efficiency also translates to lower operating costs.

This innovative process eliminates the need to dry and burn wet waste, reducing the ship's CO<sub>2</sub> emissions by up to 80%. Enhanced energy efficiency also translates to lower operating costs.

### Customization for specific requirements

Installing Evac HydroTreat® aboard Aroya required meticulous planning, sourcing, and engineering expertise from the Evac team. Beyond the physical installation, the solution was seamlessly integrated with the ship's existing equipment and systems, ensuring optimal functionality.

**This innovative process eliminates the need to dry and burn wet waste, reducing the ship's CO<sub>2</sub> emissions by up to 80%.**

"This is by far the most technically complex system that Evac sells, and it was our first time retrofitting it. The larger a system is, the more interfaces it has to existing onboard equipment. We needed to do extensive design work with both the owner and the shipyard to ensure everything functioned seamlessly," explains Senior Project Manager, Janne Takainen.

"We were able to develop the technical solution within a very tight schedule, even accommodating the customer's change requests. Everything

was delivered within the required time frame," says Takainen.

### Specialist onsite support

An Evac specialist was onsite in Rotterdam to assist the retrofit team with any installation questions. When operational, several Evac technicians remain onboard to fine-tune the hardware and software and provide training for the crew.

The system includes a central cabinet with a 15-inch LCD touchscreen, offering operators a clear and intuitive interface. Additionally, a computer in the engine control room mirrors this functionality, enabling remote monitoring and control.

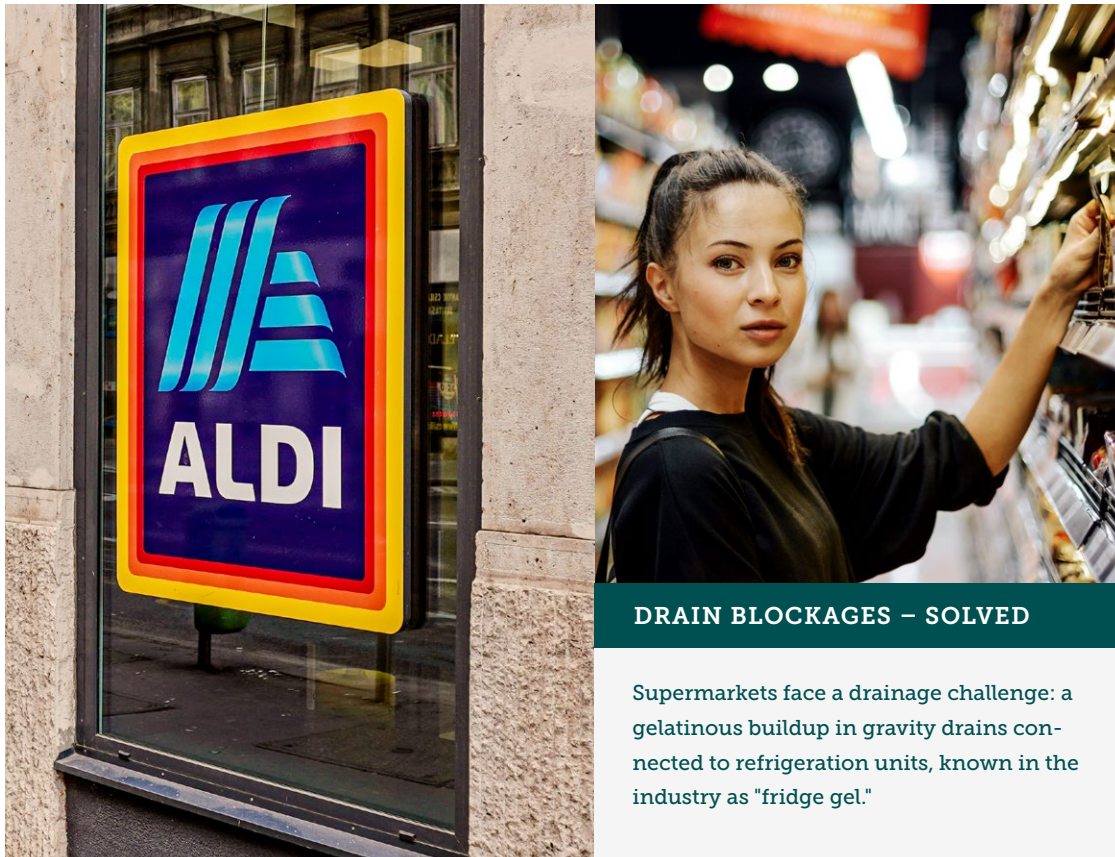
"It really takes the whole organization to develop and deliver a solution of this complexity. Many of the components are highly specialized. For example, in certain parts of the system we need to use materials that can tolerate 200-degree Celsius temperatures and pressures of up to 20 bars," explains Takainen.

"There's also special planning required to achieve the best energy efficiency possible. We need to get the heat exchanger and other units close to each other. This is more straightforward when working on a new build, as you have some flexibility with the space. But in a retrofit, you need to develop an efficient arrangement within given constraints. I'm happy to say that the outcome was very good," he concludes.



## CASE

# UK supermarkets go for vacuum drainage



## DRAIN BLOCKAGES – SOLVED

Supermarkets face a drainage challenge: a gelatinous buildup in gravity drains connected to refrigeration units, known in the industry as "fridge gel."

EVAC IN 2024

EVAC AT A GLANCE

PLATFORM FOR GROWTH

OUR ROLE IN SOCIETY

Supermarkets face a drainage challenge: a gelatinous buildup in gravity drains connected to refrigeration units, known in the industry as "fridge gel." Over time, this substance clogs electric pumps, leading to drain blockages and water spills on the store floor – a significant health and safety concern.

More than 140 supermarkets in the UK have chosen the safety benefits and convenience of vacuum drainage solutions from Evac.

Repairing gravity drainage is often complicated. Many supermarkets operate in rented properties with strict restrictions on floor excavation. Additionally, store closures for repairs disrupt sales and inconvenience communities that rely on these essential outlets.

A growing number of supermarkets in the UK are recognizing the advantages of vacuum drainage systems. Unlike traditional underfloor drainage prone to clogs, vacuum drainage lifts wastewater to an above-ground piping network, which routes it to an external vacuum collection unit.

Jerry Faulkner, Technical Sales Manager for EVDS, Evac's UK distributor, has been driving UK supermarket installations to record levels. "When vacuum drainage is installed, it eliminates the water leakage on the floor that the buildup in gravity drains causes," he says. "Supermarkets are very concerned about people slipping on the floor, as the legal ramifications can be enormous. It's important to approach this also from the health and safety angle," explains Faulkner.

### Waitrose and Aldi trust in Evac

Evac's largest customer in the UK is Waitrose & Partners. Known for its high-quality offering and commitment to ethics, Waitrose is modernising stores across the country. As these upgrades happen, Faulkner and his team are there to provide vacuum drainage. "We've just had another record year with Waitrose. Our solutions are now installed in 97 stores, with more to come," says Faulkner.

One of the breakthroughs in 2024 was the start of a customer relationship with Aldi – now the fastest growing supermarket group in the UK. Seven of the German company's newly opened UK stores now have Evac vacuum drainage installed.



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**evac**

nothing to waste

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