MAKING BETTER ESSENTIAL

2022 CORPORATE RESPONSIBILITY HIGHLIGHTS

PENTAIR

ESG AT PENTAIR

- At Pentair, our Environment, Social and Governance (ESG) strategy is integrated with our business strategy and operations to help drive long-term sustainable impact and value for our stakeholders.
- Our long history of innovation has resulted in positive environmental impacts, positioning the Company as an industry leader in a business environment where investors, customers, and end consumers are looking for processes, products, and solutions that improve energy efficiency, reduce water consumption, address waste, and make life better for people and the planet.
- This Highlights Report captures our progress toward ***Making Better Essential*** through our products and solutions, for people and the planet.

Read Pentair's 2022 Corporate Responsibility Report at Pentair.com/Impact

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OUR ESG MILESTONES

1980s — Pentair adopted our original Code of Business Conduct and Ethics.

1998 — Company established the Pentair Foundation for philanthropic giving.

2004 — Pentair acquired Wicor Industries, enhancing the Company's presence in the water industry.

2005 — With IntelliFlo®, Pentair was the first company to introduce in the U.S. a variable speed pump with reduced energy usage of 30–70% compared to nonvariable speed pumps.

2007 — Pentair launched its Project Safewater initiative to sustainably deliver safer and cleaner water in the developing world.

2013 — Pentair received its first Environmental Protection Agency ENERGY STAR® Partner of the Year Award for the Company's high-efficiency pool pumps.

2015 — Pentair first implemented site-level Environmental Treasure Hunts to find efficiencies in energy and water use, as well as to reduce waste and emissions.

2016 — Pentair released its first Corporate Responsibility Report, reporting to the Global Reporting Initiative (GRI).

2018 — Pentair separated its Water and Electrical businesses into two industry-leading public companies, with the water business retaining the Pentair name and ticker symbol PNR.

2020 — Pentair conducted an ESG Materiality Assessment and appointed Karla Robertson as Chief Social Responsibility Officer, in addition to her positions as Executive Vice President, General Counsel, and Secretary.

2021 — Pentair released its first Social Responsibility Strategic Targets to track social responsibility progress in key areas.

2022 — Pentair adopted a standalone Human Rights Policy in December 2022, building on existing polices from our Code of Business Conduct and Ethics.

ABOUT PENTAIR

At Pentair, we help the world sustainably move, improve and enjoy water, life's most essential resource. From our residential and commercial water solutions, to industrial water management and everything in between, Pentair is focused on smart, sustainable water solutions that help the planet and people thrive.

OUR PURPOSE

To create a better world for people and the planet through smart, sustainable water solutions.

OUR MISSION

We help the world sustainably move, improve, and enjoy water, life's most essential resource.

OUR VISION

To be the world's most valued sustainable water solutions company for our employees, customers, and shareholders.

OUR IMPACT: MAKING BETTER ESSENTIAL

The decisions we make, the products we create, the solutions we offer, and the partnerships we form are opportunities to make the world better. Central to our Purpose, we take this responsibility seriously as we believe that **MAKING** life **BETTER** for people and the planet is **ESSENTIAL**.
MAKING BETTER ESSENTIAL guides our social responsibility efforts and program.

PENTAIR
MAKING BETTER
ESSENTIAL

OUR VALUES

WIN	RIGHT
CUSTOMER FIRST	ABSOLUTE INTEGRITY
INNOVATION AND ADAPTABILITY	RESPECT AND TEAMWORK
ACCOUNTABILITY FOR PERFORMANCE	POSITIVE ENERGY

2022 HIGHLIGHTS

PLANET

IN OUR OPERATIONS

29% REDUCTION
in Scope 1 and 2 **GHG EMISSIONS**
compared to a 2019 baseline

0.7% **DECREASE IN WATER WITHDRAWAL**
compared to a 2019 baseline representing
a 9.3% decrease compared to 2021

37% of Pentair's total electricity usage
came from **RENEWABLE RESOURCES**,
representing 18% of our total energy usage

IN OUR WORLD

ENERGY STAR®
PARTNER OF THE YEAR since 2013

83% of Pentair solutions
SUPPORT ENERGY EFFICIENCY
by requiring less energy to operate* or by aiding
broader systems to operate more efficiently**

71% of Pentair solutions
SUPPORT WATER EFFICIENCY helping reduce, reuse, or
recover water, directly or indirectly*

100% of new products evaluated using
our new **SUSTAINABILITY SCORECARD**

7,767,579,509
SINGLE-USE PLASTIC
WATER BOTTLES AVOIDED
by customers using Pentair residential
water filtrations systems

414,974
TONS OF CARBON DIOXIDE (CO2)
EMISSIONS AVOIDED
by U.S. consumers using Pentair's
energy-efficient pool pumps

Supplied our customers with CO_2 recovery
solutions that had the capacity to
RECOVER 7.61
MILLION METRIC TONS (MT) ANNUALLY

NOTES:

**This is based on total sales in 2022 of Pentair's brands meeting this definition, as a percentage of total revenue.*

***Products subject to Department of Energy standards, effective July 2021, are not included if the model sold did not comply with the upcoming efficiency requirements. "Less" is defined as less than a prior version, less than a competitor (as known), or less than industry standard /norm.*

2022 HIGHLIGHTS

PEOPLE

550+ managers attended engagement and retention workshops

8 MANUFACTURING SITES with **ZERO RECORDABLE SAFETY INCIDENTS**
representing approximately 20% of our manufacturing sites

800+ suppliers attended our first global Supplier Show, which included an ESG component

Assessed the ESG maturity of approximately **46%** of our top **80%** of existing suppliers by spend in 2022

1.4 MILLION PEOPLE
were reached through 2022 Pentair Foundation Grants*

GOVERNANCE

ADOPTED A STANDALONE HUMAN RIGHTS POLICY
in December 2022, building on existing policies from our Code of Business Conduct and Ethics

INCREASED CYBER AWARENESS TRAINING

100% of our active professional-level employees completed Code of Business Conduct and Ethics training

Our Board members are**

33% RACIALLY OR ETHNICALLY DIVERSE

33% FEMALE

AWARDS AND RECOGNITIONS

ENERGY STAR® 2022 Partner of the Year, Sustained Excellence

2022 Sustainability Leadership Award – Business Intelligence Group

Forbes' 2022 Best Employers for Women

Pentair's ESG Risk Rating places us in the top 13th percentile of the Machinery industry group assessed by Sustainalytics

Real Leaders 2023 Impact Award

MSP/St. Paul Business Journal 2022 Corporate Diversity, Large Organizations

EcoVadis awarded Pentair with a Bronze medal in 2023

In 2022, Pentair improved to an MSCI ESG Rating of AAA

NOTES:
**Based on annual impact reports filed by grantees.*
***As of May 9, 2023.*

STRATEGIC TARGETS AND 2022 PROGRESS HIGHLIGHTS

CARBON FOOTPRINT REDUCTION

We are targeting reducing our Scope 1 and 2 greenhouse gas emissions by 50% from a 2019 baseline by 2030, and aim to achieve carbon neutrality by 2050.

PROGRESS HIGHLIGHTS

29% REDUCTION
in Scope 1 and 2 GHG emissions compared to a 2019 baseline.

WATER REDUCTION

We are targeting a 30% reduction in overall water withdrawal from a 2019 baseline by 2030.

PROGRESS HIGHLIGHTS

WATER WITHDRAWAL DECREASE
of 0.7% compared to our 2019 baseline, representing a 9.3% decrease compared to 2021.

PRODUCT DESIGN FOR SUSTAINABILITY

We plan to further assess, design, and commercialize our products for environmental sustainability to reduce our customers' impact on climate change.

PROGRESS HIGHLIGHTS

100% OF NEW PRODUCTS
assessed using our new product sustainability scorecard.

Read more about our Strategic Targets and 2022 Progress Highlights in our 2022 Corporate Responsibility Report

STRATEGIC TARGETS AND 2022 PROGRESS HIGHLIGHTS

RESPONSIBLE SUPPLY CHAIN

In partnership with our suppliers, we are expanding our social responsibility strategy beyond our operations to build a more sustainable supply chain.

PROGRESS HIGHLIGHTS

Launched a **NEW SUPPLIER ESG ASSESSMENT PROCESS** and assessed the ESG maturity of ~46% of our top 80% of existing suppliers by spend.

INCLUSION AND DIVERSITY

We aim to achieve an inclusive and diverse workforce and leadership team that embraces the communities in which we live, work, and serve, with a specific focus on increasing women in leadership positions globally and persons of color representation in U.S. leadership positions.

PROGRESS HIGHLIGHTS

Sustained positive progress since 2019 baseline in the **REPRESENTATION OF WOMEN** in our workforce and in leadership positions globally.

Read more about our Strategic Targets and 2022 Progress Highlights in our 2022 Corporate Responsibility Report

GREENHOUSE GAS EMISSIONS STEWARDSHIP

- Pentair recognizes that responsible energy consumption is a key component of making life better for people and the planet
- Pentair is focused on reducing our total environmental impact in our operations, including reducing GHG emissions. We plan to advance our progress through the continued implementation of our Low Carbon Transition Plan (LCTP).
- Our LCTP is a dynamic, site-specific, multi-year strategy that was designed to meet our GHG emissions reduction target by 2030 (for Scope 1 and 2 emissions).
- In 2022 critical components of our LCTP included:
  - Energy Efficiency Improvements
  - Electrification
  - Renewable Electricity
  - Solar

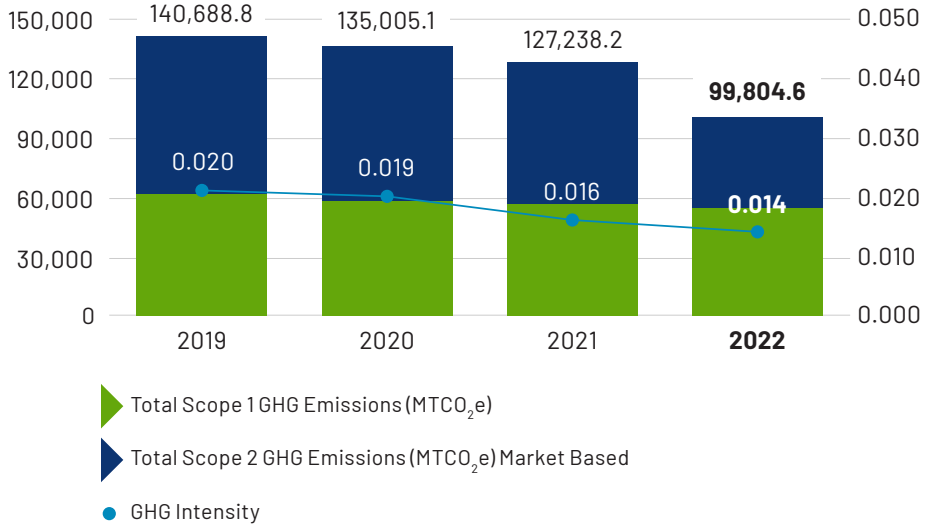
KEY PERFORMANCE METRICS

REDUCED OUR TOTAL SCOPE 1 AND 2 GHG EMISSIONS BY 29%

COMPARED TO A 2019 BASELINE

TOTAL SCOPE 1 AND 2 GHG EMISSIONS ($MTCO_2e$)

Market Based



NOTES:

- GHG emission data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
- GHG intensity is calculated by dividing the total $MTCO_2e$ used by total earned hours for Pentair in the same time period. Where actual earned hours data was not available, it was estimated using Pentair actual data.
- GHG intensity was not included in the assurance.
- See the About This Report section of this Highlights Report for additional information.

WATER STEWARDSHIP

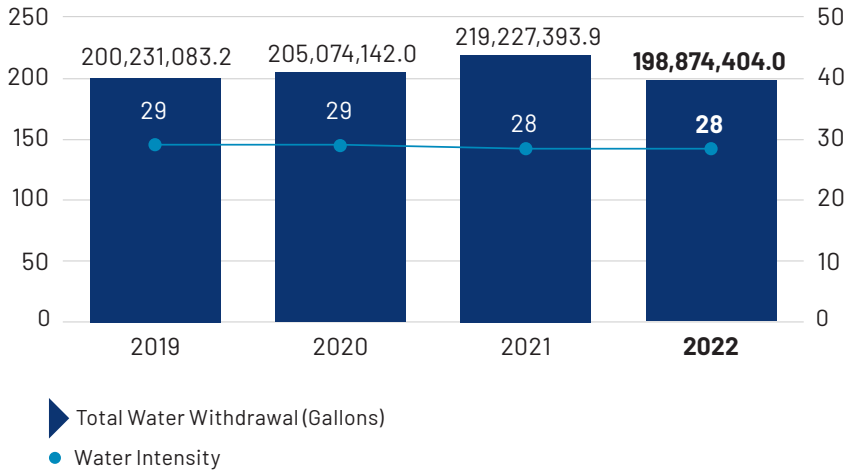
- Making the most of water, life's most essential resource, is at the core of all that we do.
- As a part of the belief that water is life's most essential resource, we have set an ambitious water withdrawal reduction target of 30% by 2030 as a critical deliverable in our operations.
- As we strive to achieve our water withdrawal goal we created our Water Conservation plan, which is a global, multi-year strategy to implement water use reduction and increase reuse activities.
- We plan to utilize internal expertise, Pentair solutions, and best practices at strategic sites, including our recent acquisitions, to continue the momentum of decreasing our water withdrawal.

KEY PERFORMANCE METRICS

WATER WITHDRAWAL DECREASE OF 0.7%

COMPARED TO 2019 BASELINE, REPRESENTING A **9.3% DECREASE** COMPARED TO 2021

WATER WITHDRAWAL SUMMARY BY YEAR IN GALLONS



NOTES:

- Water data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
- Water intensity is calculated by dividing the total gallons withdrawn by total earned hours for Pentair in the same time period. Where actual earned hours data was not available, it was estimated using Pentair actual data.
- Water intensity was not included in the assurance.
- See the About This Report section of this Highlights Report for additional information.

PRODUCTS AND SOLUTIONS

- Pentair strives to create a better world for people and the planet through smart, sustainable water solutions.
- In 2022, 100% of our new products were assessed using our new product sustainability scorecard.
- We innovate with sustainability in mind, aiming to create products and solutions that our customers can feel confident about and that helps them reach their own sustainability goals.
- Many of our products and solutions help our customers make better use of the world's essential resources by helping to reduce water use, drive energy efficiency, and reduce GHG emissions.

CASE STUDIES: WE HELP THE WORLD SUSTAINABLY MOVE, IMPROVE AND ENJOY WATER

MOVE WATER

Pentair ClearWater Tech ozone technology helps Denver Water save 13.5 million gallons of water annually*. Learn how.

Manitowoc®

IMPROVE WATER

With 56 ENERGY STAR certified models, Manitowoc Ice is a champion of energy-saving efforts in the ice machine industry. In 2022, Manitowoc Ice's ENERGY STAR ice makers helped consumers save over 21 million kWh of energy. Learn more.

ENJOY WATER

Since 2005, Pentair's ENERGY STAR pool pumps have been responsible for a cumulative 39 billion kWh of energy savings, a reduction of 15.9 million tons of CO_2 emissions and $5.3 billion in operative cost savings for U.S. consumers**. Read more.

NOTES:

*Source: DenverWater.org.

**Savings are based on a weighted average annual kWh savings from the Consortium for Energy Efficiency (CEE) at $0.14/kWh. Individual Weighted Energy Factor (WEF) scores and savings may vary by model. For more information regarding the energy-efficient features of current Pentair pool pump offerings, including WEF scores, please visit Pentair.com/energystar.

DIVERSITY, EQUITY, AND INCLUSION

- Diversity, equity, and inclusion (DEI) is a strategic imperative, and it is integral to our success at Pentair.
- By leveraging diverse teams, we enable strong business performance and improve the employee value proposition.
- We continue to expand our business resource groups (BRGs) to enhance the forums in which we celebrate diversity, identify additional opportunities to drive equity, and bring to life an inclusive corporate culture.
- Through our company-wide DEI strategy, built upon our Win Right values, we are making a focused effort to continue to build an inclusive and diverse workplace.

KEY PERFORMANCE METRICS

EMPLOYEE DIVERSITY		2019	2020	2021	**2022**
WOMEN	Percentage in the Workforce	30%	31%	32%	**32%**
	Percentage of Directors and Above	28%	28%	31%	**32%**
POC	Percentage in the U.S. Workforce	39%	42%	43%	**40%**
	Percentage of U.S. Workforce Directors and Above	23%	25%	26%	**25%**

NOTES:

- Inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Asian, Native Hawaiian/Other Pacific Islander. Data for U.S. employee population only.
- Data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
- Leadership roles are those of employees who are director level and above.

RESPONSIBLE SUPPLY CHAIN

- At Pentair, our social responsibility strategy extends beyond our operations to include building a more sustainable supply chain.
- In 2022, we released a refreshed and enhanced Supplier Code of Conduct, including updates to the human trafficking and forced labor sections.
- We also launched a new supplier ESG assessment process and assessed the ESG maturity of approximately 46% of our top 80% of existing suppliers by spend in 2022.
- We have established a process to identify new suppliers with a projected spend of greater than $1 million to help us achieve our 2025 assessment target for new suppliers. We are in the process of determining the assessment schedule that will also assist with the achievement of our 2025 goal related to new suppliers.

ESG GOVERNANCE

- Pentair's Board of Directors provides ESG oversight by periodically reviewing the company's ESG strategy, including our Social Responsibility Strategic Targets, communications, and risks.
- The Chief Social Responsibility Officer leads Pentair's cross-functional ESG team and program and provides regular ESG updates at least annually to our Board of Directors and its Governance Committee.
- As part of the social responsibility program, we have a team of professionals dedicated to executing our ESG strategy and managing sustainability policies, initiatives, and public reporting. Cross-functional leaders work with our dedicated social responsibility team of professionals to integrate ESG into their functions and businesses and drive the ESG culture.
- As part of our shareholder engagement process in 2022, in the fall, we reached out to our largest shareholders representing a majority of our shares to engage specifically around various topics including ESG matters, and shareholders representing approximately nine percent of our shares accepted our invitation to meet and discuss.
- Pentair's 2022 Management Incentive Plan (MIP) included an ESG component addressing progress towards our Social Responsibility Strategic Targets in the form of a potential modifier to the final MIP financial calculation for executive officers. This modifier may be applied to the MIP payout that is determined based on achievement of the MIP financial targets, to increase or decrease such payout by up to 10%.
- Annually through our enterprise risk review process and periodically throughout the year, as applicable, we assess climate-related risks across our portfolio, including natural disasters such as flood and earthquakes, as well as other ESG-related risks. These assessments provide us with insights for determining the correct risk mitigation measures for our business so that we can take preventive measures to improve and promote business continuity for our customers.

For a complete description of the Pentair corporate governance structure, practices, and our approach to risk management, please refer to our 2023 Proxy Statement and our Annual Report on Form 10-K or visit the Investor Relations page on our website

ABOUT THIS REPORT

SCOPE

This Highlights Report summarizes our 2022 Corporate Responsibility Report, which was published on April 18, 2023, and describes the Pentair strategy, initiatives, performance, management systems, and goals related to ESG. Content is focused on our priority ESG areas and supplements information in our Annual Report on Form 10-K for the fiscal year that ended on December 31, 2022. Unless otherwise noted, data in this report is based on calendar year 2022 (January 1, 2022 through December 31, 2022), or provided as of December 31, 2022, as applicable. Restatements of previously reported information are indicated where necessary. Data and information are collected and managed through various internal reporting and management systems.

Please note the boundaries within footnotes associated with the graphs. Due to rounding, the numbers presented throughout this report may not add up precisely to the totals provided.

CAUTION CONCERNING FORWARD-LOOKING STATEMENTS

This report contains statements that we believe to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical fact, are forward-looking statements. Without limitation, any statements preceded or followed by or that include the words "targets," "plans," "believes," "expects," "intends," "will," "likely," "may," "anticipates," "estimates," "projects," "should," "would," "could," "positioned," "strategy," or "future" or words, phrases, or terms of similar substance or the negative thereof are forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions, and other factors, some of which are beyond our control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements, including the risk that we will be unable to execute our strategy because of market or competitive conditions. All forward-looking statements speak only as of the date of this report. Pentair plc assumes no obligation, and disclaims any obligation, to update the information contained in this report.

ASSURANCE STATEMENT

In 2022, Lloyd's Register, a third-party assurance provider, provided limited assurance of our Scope 1 and 2 GHG emissions, water data, injury rate data, and selected diversity and inclusion and energy data. View the assurance certifications in our 2022 Corporate Responsibility Report.

FEEDBACK CONTACT

We recognize the dynamic nature of ESG risk and disclosure and the associated financial implications. We believe organizations that understand their ESG risks and proactively incorporate them into their holistic business strategy are well-positioned for success, sustainability, and future growth. Our 2022 Corporate Responsibility Report and this Highlights Report can be used in the future to demonstrate commitment to ESG and to measure and compare performance over time. We intend to continue annual reporting.

For questions or comments, please contact PentairCSR@Pentair.com.