2024
SUSTAINABILITY
REPORT

Making Better Essential

PENTAIR

CONTENTS

Report Photography

Pentair invited employees to submit photos for potential inclusion in our 2024 Sustainability Report, bringing our purpose to life through their eyes. Please enjoy the imagery and perspectives of our employees, where indicated, as you read this report.

Photo credit: Fernando Moreno, Technical Instructional Designer

FROM OUR LEADERSHIP

Dear Stakeholders,

Through Pentair's mission of helping the world sustainably **MOVE, IMPROVE, and ENJOY water**, life's most essential resource, we aim to help address the world's water challenges and create a better world for people and the planet through smart, sustainable water solutions. Each of our three segments is uniquely positioned to help meet the world's evolving needs and deliver value to our customers.

▶ Pentair Flow delivers solutions to **MOVE** water where it's needed and removes water from where it's not wanted — efficiently and reliably.

▶ Pentair Water Solutions helps **IMPROVE** water quality and taste while minimizing water waste and reducing the need for single-use plastic water bottles.

▶ Pentair Pool enables sustainable wellbeing through pool products that use fewer chemicals and consume less energy, helping people truly **ENJOY** water.

As we strive to be the world's most valued sustainable water solutions company, we recognize that it is important that we are responsible stewards of the planet's resources in our own operations to help strengthen our business for today and for the future. I am extremely proud of our progress to significantly reduce our own water withdrawal and greenhouse gas (GHG) emissions. This progress allowed us to achieve our 2030 social responsibility strategic targets released in 2021 in these areas in 2024, well ahead of our target date.

In this report, you can read more about our product design for sustainability efforts focused on increasing value for our customers while reducing environmental impacts across the product lifecycle. Below are examples of new products developed in 2024:

▶ **MOVE WATER:** Next-Generation Submersible Solids Handling Pumps

▶ **IMPROVE WATER:** Manitowoc Indigo NXT

▶ **ENJOY WATER:** IntelliChlor® Plus and LT Salt Chlorine Generators

These efforts demonstrate the power of aligning our sustainability strategy with our business strategy to deliver positive impacts for our customers, people, and the planet and to drive value for our shareholders.

We were incredibly honored to be recognized in 2024 by Investor's Business Daily as a Top 100 Sustainable Company for our positive contribution to the environment through business activities and strong stock performance.

As we move into 2025, we remain focused on our sustainability efforts and the opportunity to have a positive impact while further driving growth for our business through innovative products and solutions that address water use and water quality, improve energy and material efficiency, and enable sustainable wellbeing.

As we continue to advance, I believe we are focused on the right priorities to drive our business for growth while building a more sustainable and resilient future. I am grateful to our employees, customers, shareholders, and Board of Directors for their continued support. Together, we are **Making Better Essential**.

Sincerely,

[signature]

John L. Stauch
Pentair President and CEO

> "We remain focused on our sustainability efforts and the opportunity to have a positive impact while further driving growth for our business through innovative products and solutions."

INVESTOR'S BUSINESS DAILY
2024's TOP 100
Sustainable Companies

FROM OUR LEADERSHIP

Dear Stakeholders,

At Pentair, we help the world sustainably **MOVE, IMPROVE, and ENJOY** water, life's most essential resource. This year, I am excited to announce that we:

▶ Achieved our social responsibility strategic targets focused on GHG emissions and water withdrawal reduction

▶ Established new Sustainability Strategic Targets focused on where we believe we can have the greatest impact in alignment with our strategy

▶ Further advanced our sustainability leadership through our focus on sustainable product design

We are especially gratified to have achieved these milestones while delivering value for our stakeholders. This important work could not be done without our dedicated employees, customers, and partners. Together, we are having a positive impact through **Making Better Essential**.

Celebrating Our Achievements

In 2021, we released our first set of social responsibility strategic targets, including environmentally focused 2030 targets to reduce our water withdrawal and GHG emissions. We are excited to announce that we achieved these targets in 2024, well ahead of our 2030 goal for achieving these targets by:

▶ **Exceeding our water social responsibility strategic target** of 30% absolute water withdrawal reduction by reducing our withdrawal by **32.8%** compared to the 2019 baseline

▶ **Exceeding our Scope 1 and 2 GHG emissions social responsibility strategic target** of 50% reduction by decreasing our Scope 1 and 2 GHG emissions by **51.3%** compared to the 2019 baseline

These achievements are the result of meaningful partnership and collaboration across our businesses. I continue to be inspired by what our teams can accomplish when they come together around a common purpose.

Continuing to Lead on Sustainability by Creating Value Through Our Products and Solutions

The Pentair business is built on delivering smart, sustainable water solutions. Sustainability is essential to our business strategy as we recognize the opportunity for meaningful impact and growth is through solutions that help address the world's water challenges. By innovating solutions that address water scarcity and water quality, reduce energy consumption, and enable sustainable wellbeing, we can help build a brighter future for our business and the world.

Reflecting our commitment to product design for sustainability, I am also very pleased to report that, again this year, **we met our product design for sustainability social responsibility strategic target**, which was to assess 100% of our new products with our product sustainability scorecard. And, in 2024, Pentair held our inaugural Sustainability Innovation Challenge as a step forward in further embedding sustainability into the innovation process with customer value creation at the forefront.

New Sustainability Strategic Targets

Having achieved significant milestones in 2024, we are excited to announce **new strategic targets, which are focused on sustainability in the areas of water stewardship, GHG emissions reduction, and product design for sustainability**.

Through assessing what is most important to our business and stakeholders regarding sustainability, we reaffirmed our focus on key impact sustainability areas that are aligned to our strategy, reflect areas that are important to our stakeholders, and position us to continue advancing our vision of being the world's most valued sustainable water solutions company for our employees, customers, and shareholders.

As we look to the future, we are focused on continuing our leadership in the water industry through sustainable innovation that helps our customers sustainably **MOVE, IMPROVE, and ENJOY** water. We believe that this focus continues to be a great opportunity to drive value for our customers by meeting customer needs, reducing environmental impact, and building a more resilient future.

I am so proud of our significant achievements in 2024. And I am even more proud to work alongside our approximately 9,750 employees and Board of Directors as we continue to focus on delivering value for our stakeholders while creating a more sustainable future.

"As we look to the future, we are focused on continuing our leadership in the water industry through sustainable innovation that helps our customers sustainably **MOVE**, **IMPROVE, and ENJOY** water."

Thank you,

Karla Robertson
Executive Vice President,
Chief Sustainability Officer,
General Counsel, and Secretary

ESSENTIAL FOR BUSINESS

We are Pentair. We help the world sustainably **MOVE**, **IMPROVE, and ENJOY** water, life's most essential resource.

IN THIS SECTION:

2024 HIGHLIGHTS AND AWARDS

PLANET

Achieved water withdrawal and GHG emissions reduction social responsibility strategic targets released in 2021

Completed first Scope 3 GHG emissions assessment, nature impact assessment, and climate scenario analysis

Launched **new Sustainability Strategic Targets**

Held inaugural **Sustainability Innovation Challenge**

49% of total electricity usage **from renewable resources**

ENERGY STAR® Partner of the Year each year since 2013

PEOPLE AND GOVERNANCE

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

>3X participation in **Leadership Development Internship Program** as compared to 2023 participation

13 manufacturing sites with **zero recordable** safety incidents

Offered new **paid volunteer time off benefit** for eligible employees

Launched **updated supplier sustainability assessment**

Increased community volunteerism by **130%** from 2023 levels

AWARDS

Business Intelligence Group — Sustainability Product of the Year for our Xcentric Impeller pump

Investor's Business Daily Top 100 Sustainable Companies for 2024

ENERGY STAR Partner of the Year — Sustained Excellence Award

EcoVadis Bronze medal

2024 Kitchen Innovations Award from the National Restaurant Association Show for Pentair's Everpure EZ-RO Reverse Osmosis System

WHO WE ARE

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.

PENTAIR FLOW

We help the world sustainably **MOVE** water, life's most essential resource.

PENTAIR WATER SOLUTIONS

We help the world sustainably **IMPROVE** water, life's most essential resource.

PENTAIR POOL

We help the world sustainably **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 through our products and solutions, for people and our planet.

OUR WIN RIGHT VALUES

Customer First | Accountability for Performance
Innovation & Adaptability | Positive Energy
Respect & Teamwork | Absolute Integrity

MAKING BETTER ESSENTIAL

WATER, LIFE'S MOST ESSENTIAL RESOURCE

Water touches every aspect of our lives and, at Pentair, we're dedicated to making this most essential resource better for people and the planet — continuously working to advance our mission of helping the world sustainably **MOVE, IMPROVE, and ENJOY** water.

We are reducing the environmental impact of our own operations, delivering value to our shareholders and customers by embedding sustainability into our processes and products, and contributing as a valued partner for our communities. Together, we're **Making Better Essential**.

Welcome   **Essential for Business**   Strategic Targets   Essential for the Planet   Essential for People   Essential for Governance   About This Report   Sustainability Data Index

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WHAT WE DO

Water is essential for life, and the need for water touches nearly everything we do. The decisions we make, the products we create, the solutions we offer, and the partnerships we form are opportunities to positively impact people and our planet. We help the world sustainably **MOVE, IMPROVE, and ENJOY** water through our three business segments.

MOVE WATER

PENTAIR FLOW

We optimize the flow of essential resources to enhance communities and industries while protecting people, property, and the future of our planet.

▶ Providing home professionals with reliable home water supply and disposal solutions, ensuring homeowners have access to clean water, can dispose of water, and can help protect their homes from flooding

▶ Aiding in protecting communities and properties from fire and flood hazards

▶ Promoting sustainable agriculture practices by reducing chemical overspray and assisting with safe chemical application and precision irrigation

▶ Supporting food and beverage manufacturers in producing high-quality products and achieving their sustainability goals

IMPROVE WATER

PENTAIR WATER SOLUTIONS

We provide solutions that improve our customers' confidence in their water while also reducing environmental impact.

▶ Building water confidence with solutions to reduce unwanted contaminants

▶ Continuing to help minimize plastic waste from single-use plastic water bottles

▶ Extending the life of water-using appliances

▶ Helping restaurants, coffee shops, and hotels provide guests with great-tasting water and ice while reducing environmental impact

ENJOY WATER

PENTAIR POOL

We enable sustainable wellbeing with our innovative energy-efficient pool solutions.

▶ Recognized industry leader in energy efficiency — history of innovation in pump, lighting, and heating products designed to reduce energy consumption

▶ Bringing families and friends together to build social connections, create lifelong memories, and help promote fitness and enjoyment

▶ Pioneering products to further a more efficient pool of the future that uses less energy and fewer chemicals

STRATEGIC TARGETS

Pentair's strategic targets are guided by our purpose to create a better world for people and the planet through smart, sustainable water solutions. Starting in 2025 we have new strategic targets which are focused on sustainability - our Sustainability Strategic Targets - in the following areas:

▶ Water stewardship

▶ Greenhouse gas emissions reduction

▶ Product design for sustainability
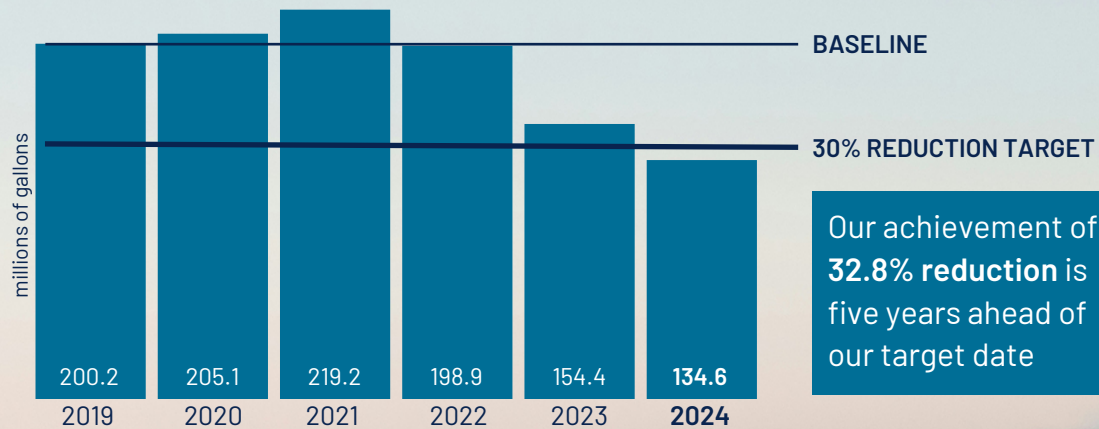
IN THIS SECTION:

WATER STEWARDSHIP

TARGET ACHIEVED

In 2021, Pentair announced our social responsibility strategic target of 30% absolute water withdrawal reduction by 2030 against a 2019 baseline. In 2024, we achieved this target by reducing our water withdrawal by 32.8% from the 2019 baseline.

2019–2024 Water Withdrawal

millions of gallons

BASELINE

30% REDUCTION TARGET

| 200.2 | 205.1 | 219.2 | 198.9 | 154.4 | **134.6** |
| 2019 | 2020 | 2021 | 2022 | 2023 | **2024** |

Our achievement of **32.8% reduction** is five years ahead of our target date

NEW SUSTAINABILITY STRATEGIC TARGET

Restore 100% of the water volume withdrawn by Pentair manufacturing sites in high-water-stress areas annually.[1]

OUR STRATEGY

▶ Maintain the progress we have made in reducing our water withdrawal

▶ Expand our water stewardship strategy to include positively impacting high-water-stress areas through restoration and replenishment activities

▶ Develop a nature strategy that supports our water stewardship efforts

1 "High-water-stress areas" are defined as areas that have an Overall Water Risk score of 3 or higher in the World Resource Institute's **Aqueduct Water Risk Atlas** tool. Water planned to be restored into the same or other high-water-stress areas as Pentair withdrawal.
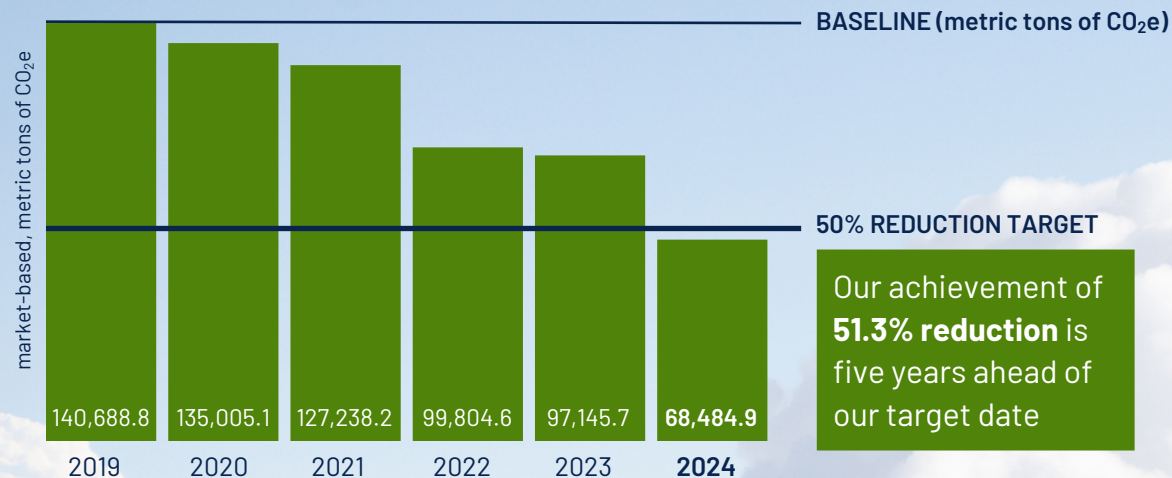
GREENHOUSE GAS EMISSIONS REDUCTION

TARGET ACHIEVED

In 2021, Pentair announced our social responsibility strategic target of 50% Scope 1 and 2 GHG emissions reduction by 2030 against a 2019 baseline. In 2024, we achieved this target by reducing our GHG emissions by 51.3% from the 2019 baseline.

ACHIEVED

2019–2024 Scope 1 and Scope 2 Greenhouse Gas Emissions

market-based, metric tons of CO_2e

BASELINE (metric tons of CO_2e)

50% REDUCTION TARGET

Our achievement of **51.3% reduction** is five years ahead of our target date

2019	2020	2021	2022	2023	**2024**
140,688.8	135,005.1	127,238.2	99,804.6	97,145.7	**68,484.9**

NEW SUSTAINABILITY STRATEGIC TARGET

Reduce Scope 1 and 2 GHG emissions by 60% by 2030 from our 2019 baseline.

NEW TARGET

OUR STRATEGY

▶ Reduce Scope 1 and 2 GHG emissions by an additional 10 percentage points from our already achieved target of 50% reduction of Scope 1 and 2 GHG emissions from our 2019 baseline

▶ Continue to assess our Scope 3 GHG emissions

▶ Formalize a company-wide climate transition plan

PRODUCT DESIGN FOR SUSTAINABILITY

TARGET ACHIEVED

In 2021, Pentair announced our three annual social responsibility strategic targets for product design for sustainability. We continued to achieve these targets in 2024.

- ▶ We assessed 100% of new products[2] with our product sustainability scorecard[3] in 2024 as part of our enhanced innovation process
- ▶ We continued to consider product sustainability, along with other factors, as we weighed decisions in our commercialization process
- ▶ We continued to lay the groundwork for new sustainability tools to aggregate product sustainability achievements for our customers

NEW SUSTAINABILITY STRATEGIC TARGET

Complete the sustainability scorecard[4] for 100% of new products, aiming to improve scores and with a focus on energy and material efficiency.

OUR STRATEGY

- ▶ Sustainability is essential to our business strategy as we recognize the opportunity for meaningful impact and growth is through solutions that help address the world's water challenges
- ▶ Continue to use our product sustainability scorecard as part of our new product development process
- ▶ Continue to design energy-efficient products
- ▶ Develop material efficiency strategies for our products
- ▶ Evaluate opportunities to advance circular business practices

[2] Physical products only.
[3] The product sustainability scorecard analyzed five impacts from a product's lifecycle — water use, energy use, GHG emissions, resource use efficiency, and material health — and incorporated an assessment of these impacts as part of new product design.
[4] The product sustainability scorecard has been updated in 2025 to increase weighting on GHG emissions reduction, energy efficiency, and material efficiency (previously called resource use efficiency), in addition to also considering the impact of water use and material health. The scorecard results are incorporated as part of new product design.

ESSENTIAL FOR THE PLANET

Minimizing Pentair's impact on the planet is essential to the products we design, the solutions we create, the customers and communities we serve, and how we operate.

IN THIS SECTION:

WATER STEWARDSHIP

Pentair is built on delivering smart, sustainable water solutions. Water touches every aspect of our lives and we're dedicated to making this essential resource better for people and the planet.

Water Withdrawal Reduction

Pentair has completed projects across our company that helped us achieve a 32.8% absolute water withdrawal reduction since 2019, exceeding the social responsibility strategic target we announced in 2021 of 30% reduction in absolute water withdrawal by 2030.
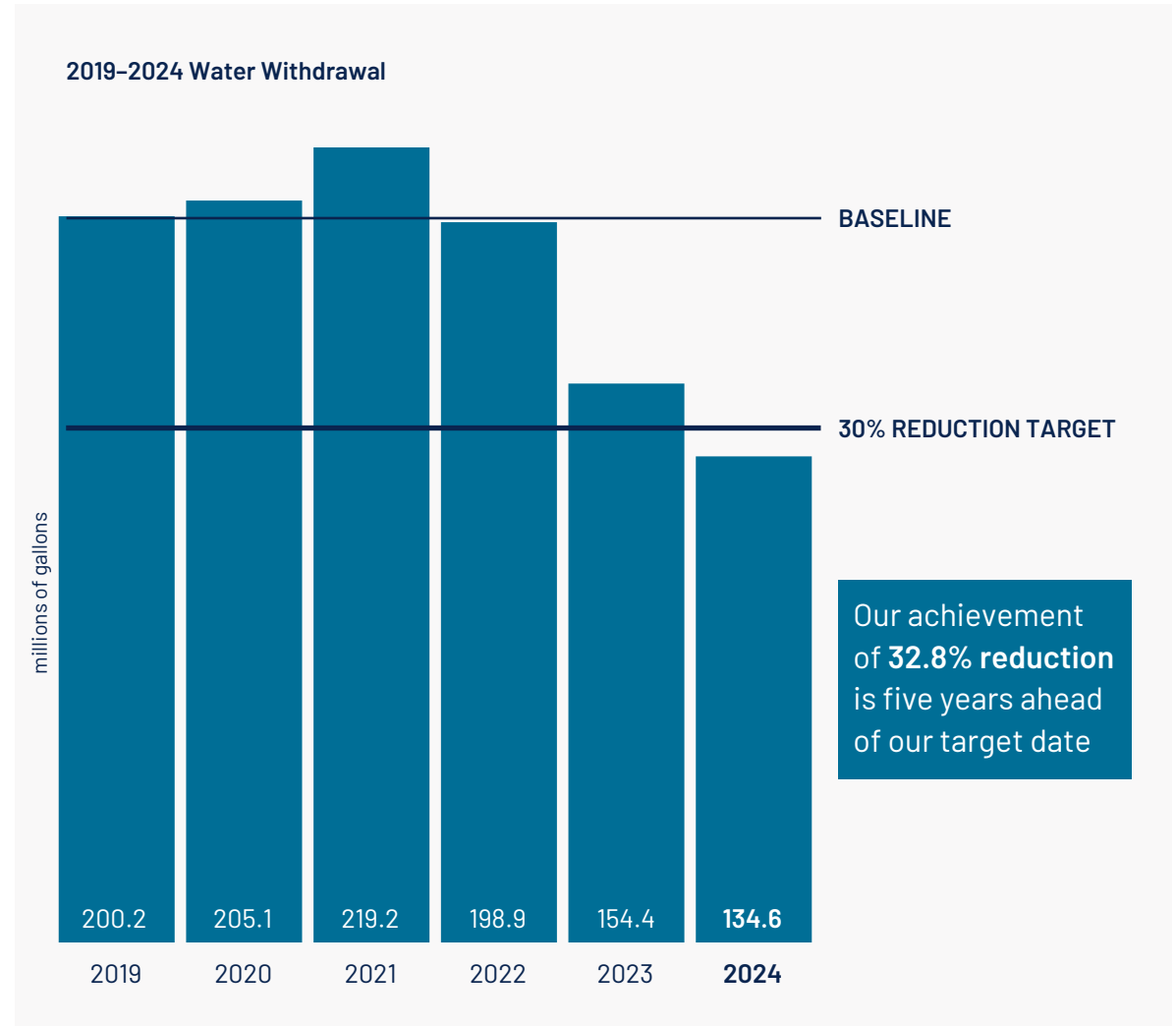
Approximately 8% of our water withdrawal reduction is attributable to efforts at our manufacturing site in Enschede, Netherlands.[5] This site has had the highest volume of annual water withdrawal within Pentair operations since 2019. Projects completed at this site included increasing reverse osmosis water recovery, fixing leaks, reusing evaporator condensate, and improving processes to decrease water demand. These efforts reduced the water withdrawal at the site by over 15 million gallons in 2024, as compared to 2019 levels.

We also made progress at other high-water-withdrawal sites, such as our sites in Reynosa, Mexico, and Monterrey, Mexico, both located in high-water-stress areas. Both sites implemented significant water reuse and efficiency projects, including with the use of Pentair technology at the Reynosa site. In 2024, as compared to 2019, the improvements at Reynosa have decreased total annual water withdrawal at the site by approximately 2 million gallons, and improvements at the Monterrey site by approximately 9 million gallons.

In addition, as part of our water withdrawal reduction strategy, we resourced our efforts by way of a water conservation engineer. Pentair's water conservation engineer worked with sites to implement the water projects described above, as well as other water reuse and efficiency projects including reducing the amount of single-pass water used for product testing, fixing leaks, and increasing efficiency of reverse osmosis systems.

In 2023, we codified water guidance for our manufacturing sites in our Water Conservation Plan. Additionally, in 2024, we reinforced a key tenet of the Water Conservation Plan, minimizing lawn watering. This contributed to a reduction of nearly 12 million gallons of water in 2024 from prior-year withdrawal levels.[6] We plan to continue to execute on our Water Conservation Plan into the future as we look to maintain our water withdrawal reduction progress.

[5]   Compared to our 2019 baseline.
[6]   Year-over-year reduction based on total water withdrawal levels during the months of May through September for each year considered.

2019–2024 Water Withdrawal

BASELINE

30% REDUCTION TARGET

millions of gallons

2019	2020	2021	2022	2023	2024
200.2	205.1	219.2	198.9	154.4	**134.6**

Our achievement of **32.8% reduction** is five years ahead of our target date
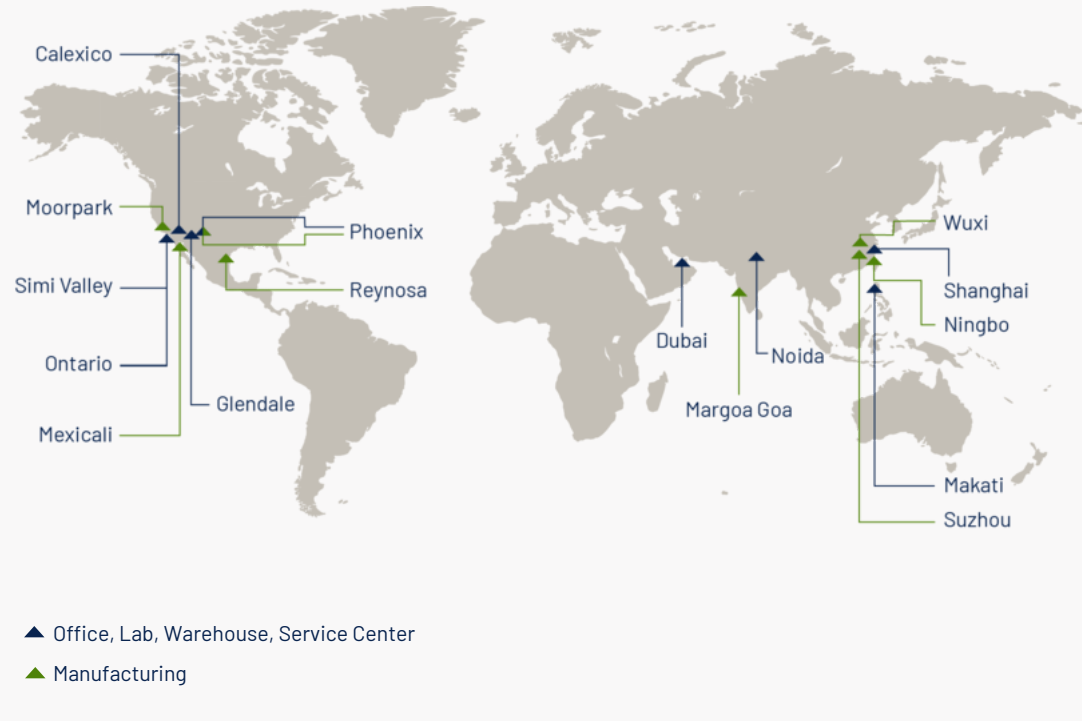
WATER STEWARDSHIP continued

Assessing Water Risk

In 2024, we updated the water risk assessment that had been previously conducted for Pentair's direct operations. This assessment utilized the World Resources Institute's (WRI) Aqueduct Water Risk Atlas to analyze overall water risk based on factors such as water stress, flood risk, drought risk, eutrophication potential, and other additional water risk indicators. We used the results of this assessment to identify high-water-stress areas[7] in which we operate and to inform our Sustainability Strategic Target on water stewardship. In 2024, 17 of our sites were located in high-water-stress areas.

Additionally, in 2024, the Pentair Foundation provided financial support to organizations that reduce water stress and build ecological resilience. In 2024, $500,000 was provided to organizations undertaking watershed restoration activities near some of Pentair's most water-stressed operational geographies. For example, with the help of this funding, the Foundation's nonprofit partners were able to plant over 25,000 native plants[8], improving groundwater recharge and reducing surface runoff.

2024 Pentair Sites in High-Water-Stress Areas

Calexico
Moorpark
Simi Valley
Ontario
Mexicali
Phoenix
Reynosa
Glendale
Dubai
Noida
Margoa Goa
Wuxi
Shanghai
Ningbo
Makati
Suzhou

▲ Office, Lab, Warehouse, Service Center

▲ Manufacturing

HOPE Hydration

As the Official Water Sponsor of Minneapolis-St. Paul International Airport (MSP), Pentair is working with the airport to reduce single-use plastic water bottles through the installation of 10 HOPE Hydration water refill stations (HOPE HydroStations). The HOPE HydroStations feature Everpure filtration technology from Pentair and dispense free, chilled, and filtered water while providing an interactive experience to users. Through the HydroStations, Pentair and MSP aim to educate travelers about water-related issues and the positive environmental impact they can make by bringing and filling a reusable water bottle while traveling. **In 2024, 1,139,885 water bottles were filled by these stations.**[9]

New Product Design with Reduced Climate and Water Impact

Pentair continues to innovate our Manitowoc ice machine technology. In 2024, we took steps to reduce climate impact by adopting refrigerants with lower Global Warming Potential in select machines.[10] We also reduced water usage by implementing new software code to decrease wastewater discharge, saving our customers up to 6 gallons of water for every 100 pounds of ice produced.[11]

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[7]   "High-water-stress areas" are defined as areas that have an Overall Water Risk score of 3 or higher in the WRI **Aqueduct Water Risk Atlas** tool. Includes Pentair sites active as of December 31, 2024.
[8]   Data provided by Pentair Foundation partners.
[9]   The number of water bottles is estimated based on a typical single-use plastic water bottle volume at 16.9 ounces per bottle. The total volume of water dispensed at all MSP HOPE HydroStations was measured from the installation date (June 14, 2024) until the end of the year (December 31, 2024).
[10] The development work was completed for select ice machines to convert to refrigerants from R404a and R134a to R290. All new updates will be released in 2025.
[11] The new software code reduces the frequency of discarding water and will vary by machine type. The new software code was released in early 2025 for some machine types.

GREENHOUSE GAS EMISSIONS

Pentair is committed to reducing the environmental impact of our operations while delivering value to our stakeholders by embedding sustainability into our processes and products.

GHG Emissions Reduction

Pentair completed GHG emissions reduction initiatives across our company that helped us achieve a 51.3% reduction since 2019, exceeding the social responsibility strategic target we announced in 2021 of 50% reduction in Scope 1 and 2 GHG emissions by 2030. A significant project completed at the end of 2023 was the elimination of sulfur hexafluoride at our Chardon, Ohio, site. This project reduced emissions at the site by 75%, reducing Pentair's total emissions by 17% from the 2019 baseline. Purchased renewable electricity contributed a 28% reduction in Pentair's GHG emissions, and on-site generation from five sites contributed a 1% reduction from the 2019 baseline. Additionally, a 5% emissions reduction is attributable to operational efficiencies at our sites, including conversion to LED lighting and other energy reduction initiatives.

Energy Efficiency and Use of Renewables

In support of our efforts to reduce GHG emissions and reduce energy costs, we completed energy-efficiency audits at five of our manufacturing sites in 2023 in partnership with a third-party energy expert. In 2024, we translated the results of those audits into actionable projects for our manufacturing sites and codified this in a new Energy Efficiency Playbook. In early 2025, we implemented a new project leveraging this playbook to reduce energy use and costs in our operations. Our purchased renewable electricity is verified through the Green-e® certification program. We plan to continue to assess the use of purchased renewable electricity and on-site generation. Pentair does not currently use internal carbon pricing, emissions trading schemes, or carbon offsets as part of our strategy.

Scenario Analysis

In 2024, Pentair conducted an initial scenario analysis aligned to Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD) guidance as part of our first nature impact assessment.[12] We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. Pentair plans to use the results of this analysis to inform our GHG emissions strategy moving forward.

Scope 3 GHG Emissions

In 2024, we completed our first Scope 3 GHG emissions assessment aligned to the GHG Protocol. Approximately 97.1% of Pentair's total GHG emissions are attributed to Scope 3 Category 11 (use of sold products), approximately 2.4% are attributable to Scope 3 Category 1 (purchased goods and services), and all other GHG emissions comprise the remaining 0.5%. This data has informed our strategic focus on product design for sustainability. Continuing to focus on energy-efficient products and solutions may help reduce our Scope 3 GHG emissions as well as operating costs for our customers.
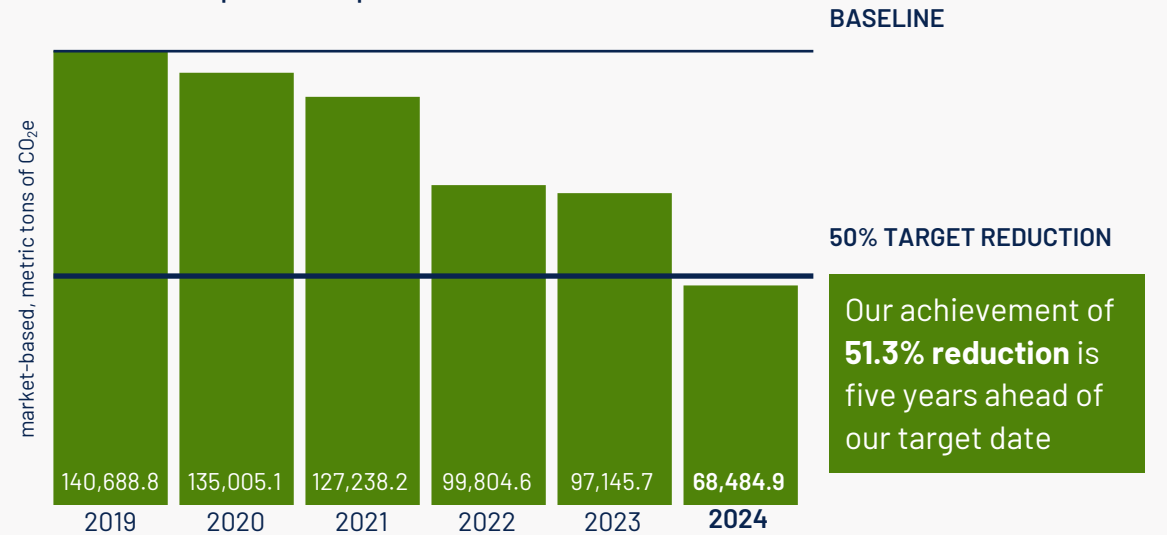
319,322

metric tons of CO_2e emissions avoided by US consumers through our energy-efficient pool pumps and heaters in 2024[13]

>4,000

Manitowoc ice machines delivered in 2024 that use a refrigerant with a Global Warming Potential >76,000 times[14] lower than previous models

2019–2024 Scope 1 and Scope 2 Greenhouse Gas Emissions

market-based, metric tons of CO_2e

BASELINE

50% TARGET REDUCTION

2019	2020	2021	2022	2023	**2024**
140,688.8	135,005.1	127,238.2	99,804.6	97,145.7	**68,484.9**

Our achievement of **51.3% reduction** is five years ahead of our target date

12 Please see the Biodiversity and Ecosystems section of this report for more information on our nature impact assessment.
13 Based on the total 2024 sales of ETi® High-Efficiency Pool and Spa Heaters and ENERGY STAR-rated pool pumps made by Pentair. Emissions equivalency is estimated using the Environmental Protection Agency (EPA) GHG Equivalencies Calculator as available in November 2024.
14 R290 Global Warming Potential is 0.02 and R134a Global Warming Potential is 1530, both sourced from IPCC AR6.

PRODUCT DESIGN FOR SUSTAINABILITY

Sustainability is essential to our business strategy as we recognize the opportunity for meaningful impact and growth is through solutions that help address the world's water challenges.

Our innovative solutions address water scarcity and water quality, reduce energy consumption, and enable sustainable wellbeing.

Pentair's product design for sustainability strategy was developed with the goal of increasing value for our customers while reducing impacts across the product lifecycle. Our strategy guides our new Sustainability Strategic Target and is integrated within the innovation management processes in our business segments.

In 2024, we advanced our product design for sustainability strategy by launching new tools for quantitative lifecycle impact assessments and standardizing our product sustainability marketing claims process. We also updated our product sustainability scorecard by integrating key elements of the quantitative impact tool, as well as capturing data required for future regulatory reporting requirements. This work has streamlined the data collection process for our engineering teams.

ENERGY STAR

In 2024, we continued our collaboration with the US Environmental Protection Agency (EPA) and offered our customers 28 ENERGY STAR-certified pool pump models and 84 ENERGY STAR-certified Manitowoc ice machine models. Pentair has been named an ENERGY STAR Partner of the Year each year since 2013 for our leadership in innovating energy-efficient pool pumps.

Cutting-Edge Hydraulic Design

Pentair's **Next-Generation Submersible Solids Handling Pumps** are designed to meet the needs of today's wastewater challenges, including flushable wipes, baby diapers, cotton mop heads, etc. The innovative design assists in minimizing clogs, extending the pump's lifespan and reducing maintenance requirements. Customers have described this product as a revolutionary technology that decreases time for wastewater processing and simplifies maintenance in an increasingly complex water system.

Inspiring Sustainable Design

In 2024, Pentair held its first Sustainability Innovation Challenge, engaging over 100 employees across our engineering, marketing, and product management teams. The event included sustainable design training as well as ideation workshops, generating over 500 ideas to help reduce the environmental impact of our products. It culminated with teams collaborating on new sustainability ideas and their business cases. Two winning ideas were selected from the challenge for further commercial exploration, and one of those, the IntelliChlor Plus, was commercialized in early 2025.

Manitowoc Indigo Products Enable Easy Repair

Repairability of products is a key component of the circular economy. Design improvements in **Manitowoc's flagship Indigo products** in 2024 focused on ease of maintenance and repair, as well as operational safety. The redesigned product separates electrical components from the food zone while enabling easy access to critical components from the front of the machine. These design updates make the ice machine easier to repair and service, reducing the overall cost of ownership for the customer.

IntelliChlor Plus Modular Design

Pentair's updated **IntelliChlor Plus and LT Salt Chlorine Generators** have both sustainability and customer benefits. The new modular design allows replacement of electronics and sensor modules instead of the full unit, resulting in easier and faster repair and maintenance, and a redesigned conductivity sensor provides more accurate readings compared to previous versions of IntelliChlor Salt Chlorine Generators.

BIODIVERSITY AND ECOSYSTEMS

As life's most essential resource, water is crucial to support biodiversity and thriving ecosystems. Water stewardship is a key focus of Pentair's sustainability strategy.

In 2024, Pentair conducted its first nature impact assessment to understand the current state of nature where we operate and how ecosystems may be impacted along our value chain. The assessment followed the Locate, Evaluate, Assess, and Prepare (LEAP) approach in accordance with TNFD recommendations. This assessment covered Pentair's direct operations (location-specific), as well as select upstream and downstream components of our value chain.

In the future, Pentair plans to continue analyzing its nature-related impacts and develop a nature strategy contributing to ecosystem resilience and biodiversity protection. In addition, we are exploring how we can positively impact nature through our established community impact strategy and product design for sustainability efforts.

Critical Pumping Solution in the Florida Everglades

Pentair Fairbanks Nijhuis pumps are an integral component of surface runoff water treatment areas in the Florida Everglades. The treatment areas are constructed wetlands containing plant species that improve water quality by removing excess nutrients, particularly phosphorus. Pentair pumps help move water throughout these treatment areas. Pentair also provides pump diagnostics and refurbishment services, helping to extend equipment life and deliver for the customer — and the Everglades ecosystem.

Reflecting Nature in Product Design

The Pentair research and development team at our Winterswijk, Netherlands, site was tasked with redesigning current technology to improve municipal wastewater handling, including solutions for persistent clogging from materials such as flushable wipes. The result of this effort was Pentair's Xcentric Impeller, which features a new bladeless design resembling a tulip. The Xcentric Impeller has demonstrated reduced clogging, lower lifecycle costs, and energy savings for our customers.[15] Additionally, the technology is fish-friendly, broadening its potential use across various environments. This product received the Sustainability Product of the Year award from the Business Intelligence Group in 2024.

River Partners

River Partners is a nonprofit organization that received a grant from the Pentair Foundation in 2024 to support water restoration. River Partners collaborates with farmers to build ecological resilience in high-water-stress areas within California's Central Valley, operating north of Pentair's Moorpark, California, site.

River Partners utilizes Pentair products to help establish self-sustaining forests and reintroduce critical habitat, supporting increased biodiversity, species protection, and ecosystem resilience. With the help of Pentair technology and Pentair Foundation funding, River Partners is building on its long track record of restoring 20,000 riverside acres in 20 watersheds to benefit people and the environment.

Photo Credit: Saxon Holt

[15] Actual results vary based on application and a range of other factors. Clogging resistance, capacity drift, reduced vibration, energy savings/efficiency, and total cost of ownership information are based on estimates using data gathered from the results of prior retrofit applications of Pentair's Xcentric Impeller at several pumping stations. The source of such data is Pentair field testing, as well as customer-gathered data and testimonials.

ENVIRONMENTAL MANAGEMENT AND WASTE

Pentair is committed to complying with environmental laws and responsibly managing waste as part of our effort to reduce our environmental impact.

Environmental Management

Pentair is committed to complying with applicable environmental laws and regulations in the places where we do business. Pentair has a corporate **Environmental, Health, and Safety (EHS) Policy** supported by program-specific environmental procedures and standards. In 2024, Pentair released a set of global policies for our manufacturing sites, including:

- An Environmental Manual to standardize our environmental management system based on ISO 14001 standards

- A Water Management Policy to support water compliance, training, and reporting

- An EHS Internal Compliance and Risk Assessment Policy to standardize regulatory compliance evaluations and associated activities

8 SITES

were ISO 14001:2015 certified, representing approximately 20% of our manufacturing sites in 2024

Waste

Pentair's waste program seeks to reduce non-hazardous and hazardous waste generation and maximize reuse and recycling opportunities across our company.

Pentair's global Waste Management Policy sets forth a corporate standard for managing waste in a safe and environmentally responsible manner and in compliance with applicable rules and regulations.

Each Pentair site is responsible for identifying ways to continuously improve management and reduction of waste by following the EPA's waste management hierarchy. Employees managing hazardous waste are required to complete compliance training.

As part of waste reduction initiatives, Pentair manufacturing sites have implemented a variety of projects to optimize product packaging and reduce waste. This includes reusing stretch wraps and cardboard boxes as packaging materials, utilizing reusable pallets for intercompany deliveries, and redesigning packaging with molded pulp trays to eliminate nonrecyclable foam. Additional benefits from these efforts include safety improvements and reduction in material handling times. Pentair plans to continue to identify waste reduction opportunities moving forward.

Eliminating Waste Through 80/20

As a part of Pentair's 80/20 activities, our Delavan, Wisconsin, site assessed the Pentair Sta-Rite submersible well pump product lines and related manufacturing processes. The team found a polishing step was included for multiple pump models, even though these products spend the majority of their life underground.

Before removing the polishing step from the process, we asked selected customers for feedback and heard that they preferred the look of the unpolished pump. As a result, the polishing step was eliminated, improving manufacturing efficiency, removing the noisy polishing ventilation system, and eliminating the generation of both hazardous and non-hazardous waste streams associated with the polishing process.

Photo Credit: Makayla Worwa, Communications Specialist

ESSENTIAL FOR PEOPLE

We believe that making a positive impact on people is essential. This includes supporting our employees' professional growth, wellbeing, and safety. These principles extend to our value chain through our supplier partnerships, commitment to quality, and positive impacts on the communities in which we operate.

IN THIS SECTION:

SUPPLY CHAIN RESPONSIBILITY

Pentair is working toward a more responsible supply chain by embedding sustainability into our supply chain programs and operations.

Supplier Sustainability Assessments

Sustainability is integrated into our supplier engagement processes. As part of new supplier screening, we include a series of questions to assess a supplier's ESG maturity and its alignment with Pentair's sustainability strategy. This evaluation is considered, along with other factors, in our decision to work with suppliers.

In 2024, Pentair launched an updated version of our supplier sustainability assessment. The updated assessment focuses on GHG emissions, waste, water, product sustainability, biodiversity, social policies, and company certifications. Data from the assessment provides visibility into potential risks and opportunities within our supply chain.

The results of our 2024 supplier sustainability assessments showed that the majority of our suppliers are still in early phases of assessing and committing to address their GHG emissions and water impacts. We plan to continue to use sustainability assessments for new and existing suppliers.

Responsible Supply Chain Strategy

Pentair is planning to update our responsible supply chain strategy in 2025. As noted in the Greenhouse Gas Emissions section of this report, Category 1 (purchased goods and services) represented 2.4% of our total GHG emissions in 2024. Our future strategy will be informed by our 2025 double materiality assessment, Scope 3 GHG emissions associated with suppliers, regulatory requirements, and changes in the global economy. We aim to comply with regulatory requirements, increase partnership with our suppliers, and upskill applicable Pentair teams.

Supplier Requirements

Pentair suppliers receive Pentair's **Supplier Code of Conduct**[16] and **Global Supplier Guide**, which include requirements related to social and environmental topics. Suppliers are required to maintain compliance documentation and be available for Pentair audits if requested. In 2024, Pentair completed 159 on-site and off-site supplier audits. Pentair works with suppliers on corrective actions and follows an escalation process in the event a supplier is unable to comply, which may include pursuing an alternative supplier.

Conflict Minerals

Our Supplier Code of Conduct requires our suppliers to conform to our **Conflict Minerals Policy** and to our anti-slavery and human trafficking guidelines. We utilize a third-party assessment and certification provider for our yearly survey regarding the presence of conflict minerals. When this process detects potential risks in the supply chain, Pentair works to mitigate the risks as appropriate.

New Training on Human Trafficking and Anti-Slavery

In 2024, Pentair's operations quality team hosted our first human trafficking and anti-slavery training for Pentair supply chain, buyer, quality, compliance, sustainability, and EHS employees. The training was hosted in partnership with a third-party compliance partner and covered human rights laws, regulations, and supplier expectations. Among the goals of this training was to enable Pentair employees to effectively engage within our value chain on the topic.

21%

of the top 80% of our existing suppliers by spend disclosed a goal or program to reduce GHG emissions

17%

of the top 80% of our existing suppliers by spend disclosed a goal or program to impact water[17]

Photo Credit: Andy McNair, Field Application Engineer

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[16] Pentair suppliers are required to agree to the requirements included in our Supplier Code of Conduct prior to doing business with Pentair.
[17] This could include, but is not limited to, reducing water withdrawal, improving water discharge quality, or improving water access, quality, or availability in local, global, or high-water-stress communities.

LABOR AND HUMAN RIGHTS

At Pentair, we are committed to conducting business with absolute integrity, which includes the protection of human rights and fair labor practices within our own operations and value chain. As a global company, Pentair is committed to complying with applicable international laws, regulations, and global standards and following the local laws of each country where we do business.

Pentair's Code of Business Conduct and Ethics, **Human Rights Policy**, and other compliance policies require employees to act with the highest levels of ethics and integrity and to treat others in a fair and equitable manner. Our Human Rights Policy aligns with the standards set forth by the International Labour Organization, the UN International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights.

Pentair's Anti-Discrimination and Equal Employment Opportunity Policy, Anti-Harassment Policy, and Raising Concerns and Non-Retaliation Policy provide Pentair's equal employment and anti-discrimination statements, clarify prohibited conduct, and define complaint processes. Pentair also provides anti-harassment training to employees in compliance with local laws.

These company policies reflect our **Win Right** values and demonstrate our commitment to providing equal employment opportunities and prohibiting discrimination and harassment. Pentair prohibits discrimination on the basis of age, race, disability, ethnicity, marital or family status, national origin, religion, gender, sexual orientation, veteran status, genetic information, gender identity, medical condition, or any other characteristic protected by law. This principle extends to all decisions relating to recruitment, hiring, training, placement, advancement, compensation, benefits, and termination.

PentairEthics.com provides a place for our employees, suppliers, and external stakeholders to confidentially and anonymously report concerns or violations related to human rights. We maintain open and collaborative relationships with employees to help ensure their views are represented. Pentair is committed to being a place where our employees are proud to work and where integrity is a core principle of how we work.

For more information on labor and human rights at Pentair, please see the following resources:

▶ **Partner and Supplier Resources**

▶ **Human Rights Policy**

▶ **Conflict Minerals Policy**

▶ **Conflict Minerals Report**

▶ **Slavery and Human Trafficking Statement**

▶ **Supplier Code of Conduct**

▶ **Pentair Code of Business Conduct and Ethics**

Photo Credit: Angi Hawes, Environmental Impact Data Manager

QUALITY MANAGEMENT

Quality is a top priority at Pentair that we incorporate into our product development process and beyond, from technology and manufacturing to installment and service.

Pentair's global Quality Management System focuses on consistent product and service quality, customer satisfaction, and continual improvement. Our Quality Management System encompasses the entire supply chain, from our suppliers through the manufacturing process to the delivery of products to our customers. Our Quality Management System Playbook contains information on our Quality Policy, systems, processes, and maturity assessment and applies to all sites globally.

28 SITES[18]

achieved ISO 9001 certification
(approximately 70% of manufacturing sites)
in 2024

Once a product is available to customers, we continue to monitor quality through customer feedback, insights from our sales team, and warranty claims. We manage potential quality concerns through a defined reporting process to ensure appropriate review and investigation and involve our quality improvement teams on solutions when needed.

Pentair offers several quality training programs and encourages continuous development for our quality teams, including specific skill building tailored to our sites. We empower manufacturing employees to raise quality issues to management during daily activities, and these issues are communicated to leadership, documented, and acted upon. We conduct annual company-wide quality assessments that include a review of quality requirements, processes, planning, training, and culture at our sites.

Pentair is a member of the Manufacturers Alliance Quality Council and American Society for Quality. Our participation enables best practice sharing, benchmarking, and access to training resources for our employees.

Photo Credit: Andrea Tomei, Project Manager

[18] Manufacturing sites only.

SAFETY

At Pentair, safety is a priority. We strive to achieve zero injuries and incidents across our operations and are committed to continuously advancing our safety programs in support of this aim. We empower our employees to speak up, exercise stop work authority, and proactively address safety risks.

Pentair has a corporate **Environmental, Health, and Safety (EHS) Policy** supported by program-specific safety procedures and standards. In 2024, we enhanced our safety culture through proactive and standardized risk evaluations, launching a new human performance assessment tool and partnering with external organizations on safety transformation. We also continued our focus on three key safety programs, Stop-Call-Wait, Eight Safety Golden Rules, and Critical Seven Risk Avoidance Dos and Don'ts.

Pentair has a global, standardized injury, incident, event, and observation reporting and investigation process. The process specifies problem-solving techniques to determine contributing causes for all events, independent of severity. Corrective action is required before events can be closed. We also host weekly meetings to communicate recordable events to other safety leaders and encourage proactive risk identification.

Our manufacturing sites conduct job safety analyses (JSAs) to identify hazards and assess risk. If a hazard is identified, our teams assess for risk and select corrective actions using the hierarchy of controls to identify the most effective solutions. We conduct routine JSAs when new processes are implemented or when changes are made to existing processes or conditions of work. Non-routine JSAs occur when a non-routine task is performed, such as unplanned or infrequent equipment maintenance. Additionally, we conduct frequent safety inspections, local site assessments based on targeted risks, and annual safety management system assessments.

Technical knowledge and training are key elements that allow our teams to perform their jobs safely. Our program includes annual safety compliance-based training in addition to specialized safety training for specific tasks at our manufacturing sites. Additionally, as part of our visitor safety procedures, we conduct safety training managed at the site level.

13 SITES[19]

with zero recordable safety incidents in 2024

9 SITES[19]

certified to ISO 45001 (approximately 23% of manufacturing sites) in 2024

[19] Manufacturing sites only.

Global Safety Week

Pentair features an annual Global Safety Week that includes activities to help foster a culture of awareness, engagement, and accountability for health and safety across our operations. During the 2024 Global Safety Week, we focused on our commitment to actively exercise our stop work authority, our Eight Safety Golden Rules, and our Critical Seven Risk Avoidance Dos and Don'ts. Through events like this and everyday safety initiatives, Pentair aims to empower our employees to effectively identify risks and contribute to a safer work environment.

TALENT AND CULTURE

Pentair is committed to building a high-performing workforce inspired to help our customers sustainably **MOVE**, **IMPROVE**, **and ENJOY** water. In 2024, Pentair continued to create experiences that energized our employees around our purpose while also developing skilled teams.

We believe our Win Right values, positive culture, and commitment to inclusion and diversity foster innovation and curiosity, which, in turn, can contribute to us being an industry leader. During our hiring process, Pentair considers relevant experience and skills needed to successfully perform the role as part of its talent strategy and career progression model.

Pentair supports professional development throughout our employees' careers and offers a learning development hub that contains online learning courses, career development guides, leader competency resources, and individual development plans. The annual performance management process at Pentair includes strategy-aligned goal setting, midyear check-ins, and an annual individual performance review. Pentair has a talent strategy that is committed to development of internal employees and balanced with the need for external talent where needed.

Pentair continues to invest in its employees' development by providing opportunities to learn and grow. In 2024, Pentair held our second Career Development Week for professional-level employees globally. This year, the programming focused on leadership competencies, finance and business acumen, sustainability, and individual career development.

In 2024, Pentair launched a global employee engagement survey for full-time/regular hourly and salaried employees. Pentair believes gathering insights directly from our employees is critical to shaping our workplace and culture. Pentair is proud of our 82% response rate on the survey. To monitor progress on addressing employee feedback, Pentair conducted two follow-up pulse surveys later in the year.

>3X participation

in Leadership Development Internship Program as compared to 2023 participation

Leadership Development Internship Program

Pentair is committed to investing in early careers to build a talent pipeline of future Pentair leaders. In 2024, Pentair more than tripled participation in our Leadership Development Internship Program, compared to 2023, by welcoming 88 interns from more than 20 universities. Our interns engaged in key projects across eight functions, which was expanded to include marketing and IT/cybersecurity this year. As part of our Intern Summit Week, our interns participated in a volunteer event with the nonprofit organization Great River Greening to plant native shrubs along the Rum River in Minnesota. These shrubs will help protect the riverbank by slowing erosion and preventing nutrients from entering the water.

BENEFITS

At Pentair, we understand the long-term advantages of offering comprehensive benefits to support our employees in achieving a healthy balance at work and in life.

Our standard benefit offerings are available to all full-time employees but may vary due to country regulations or collective bargaining agreements.[20] While these programs vary by country, we aim to provide competitive benefits packages in compliance with local laws and regulations. We offer employees and their families a wide range of benefits including insurance plans, a retirement savings plan, wellness programs, and paid time off.

In 2024, Pentair launched a new paid volunteer time off benefit for US-based hourly and salaried employees.[20] Employees have the opportunity to volunteer with eligible 501(c)(3) nonprofit organizations or public and private schools from pre-K to high school for up to eight hours each calendar year.

In the US, full-time employees are eligible to receive the following benefits, unless otherwise noted.[21] Please refer to the **Our Culture** page on our website for additional employee benefits offered by Pentair.

Employee Benefits

▶ Healthcare coverage for employees and their families

▶ Disability protection

▶ Eight weeks paid parental leave for birth, adoptive, and foster parents[20]

▶ Two weeks paid caregiver leave[20]

▶ Wellness programs

▶ Tuition reimbursement

▶ Pentair Scholarship Fund[22]

▶ 401(k) retirement plan with employer match

▶ Life insurance and supplemental life insurance

▶ Vacation, holidays, and sick time

▶ Employee assistance program[23] and employee emergency fund

▶ Employee stock purchase plan

▶ Flexible work arrangements

Photo Credit: Ryan Marrandino, Category CFO, Fluid Separation

[20] Benefits may vary for our union populations and for employees from companies acquired in the reporting year.
[21] Employees from acquired companies may be integrated into Pentair's benefits programs in a phased approach.
[22] Assists eligible dependents of Pentair employees globally pursuing post-secondary education in college or vocational programs.
[23] In 2024, our employee assistance program became a global benefit offering.

COMMUNITY IMPACT

Pentair and the Pentair Foundation work collaboratively to make a difference in our communities through our grant making programs as well as through Team Pentair, our employee-led volunteerism and giving program.

The mission of the Pentair Foundation is to support and advance inclusive and sustainable communities by investing in the availability, quality, and enjoyment of water and by increasing the participation of youth and young adults in science, technology, engineering, and math (STEM). In support of this mission, the Pentair Foundation provides strategic grants within our Water and Education program areas. Pentair and the Pentair Foundation provide matching employee gifts and support employee volunteerism within our community program area. In the last 10 years, more than $30 million has been donated to philanthropic causes by Pentair and the Pentair Foundation.

In 2024, the Pentair Foundation awarded grants to help the world sustainably **MOVE**, **IMPROVE, and ENJOY** water. The following organizations received grants from the Pentair Foundation under its Water Grants Program, organized into the following strategic portfolios:

MOVE: Programs that reduce water stress and build ecological resilience

IMPROVE: Programs that improve water quality and help reduce single-use plastic water bottles

ENJOY: Programs that increase water safety and improve water-related wellbeing

Safe Water Network

In 2024, the Pentair Foundation continued its support of Safe Water Network's efforts to increase access to cleaner, safer drinking water in schools in India. The Safe Water Network creates resilient communities through market-based models and technology to facilitate safe drinking water access and water source security. Pentair engineers worked collaboratively with Safe Water Network to utilize both Pentair products and expertise to improve drinking water systems at 14 schools within the city of Gurugram, Haryana. In 2024, with support from Pentair and funding from the Pentair Foundation, Safe Water Network provided 5,000 students with access to cleaner, safer water for both drinking and cooking.[24]

Photo Credit: Thanyaporn Pornsasawat, Field Application Engineer

[24] Data provided by Safe Water Network.

COMMUNITY IMPACT continued

V3 Sports

V3 Sports, an organization seeking to elevate the community through wellness, fitness, and education, was chosen as a grant recipient in 2024 by the Pentair Foundation under the Pentair Foundation's "Enjoy" water portfolio. This organization employs a first-of-its-kind swim curriculum called Swim-to-Learn. V3 Sports offered 2,270 hours[25] of free or reduced-cost swim instruction to community members at their new center that opened in Minneapolis, Minnesota, in 2024.

Photo Credit: V3 Sports

Step Into Swim Partnership

Pentair Pool is committed to helping people safely and sustainably enjoy water by continuing to highlight the importance of water safety awareness through support of Step Into Swim, an initiative of the Pool & Hot Tub Alliance. Together, Pentair Pool and Step Into Swim help provide learn-to-swim programming for children. Pentair Pool, a long-standing proponent of water safety education, has sponsored water safety programming, including the annual National Water Safety Month initiative, for nearly 10 years.

Pentair Employee Volunteerism

In 2024, Pentair and the Pentair Foundation increased their focus on community engagement through employee volunteerism. Pentair launched a paid volunteer time off program for US-based employees and updated our policy for matching volunteer hours with donations from the Pentair Foundation to spur additional volunteerism. These efforts contributed to a 130% increase of volunteer hours in 2024 over 2023. Learn more about how Pentair supports our communities on the **Team Pentair** page on our corporate website.

$2.15M

invested in our communities by Pentair and the Pentair Foundation in 2024

>$273,000

in matching contributions from the Pentair Foundation, amplifying the impact of volunteerism and personal charitable giving in 2024

3,160

volunteer hours recorded by Pentair employees in 2024

[25] Data provided by V3 Sports.

ESSENTIAL FOR GOVERNANCE

Pentair's responsible governance practices set the foundation for how we make life's most essential resource better for people and the planet. Together with our **Win Right** values, these practices guide the decisions we make and the actions we take that impact our stakeholders.

IN THIS SECTION:

2025 DOUBLE MATERIALITY ASSESSMENT

In early 2025, Pentair completed a double materiality assessment (DMA) in alignment with the EU Corporate Sustainability Reporting Directive (CSRD)[26] to determine material topics[27] to Pentair, considering European Sustainability Reporting Standards (ESRS) guidance and the Pentair business. This assessment updated the DMA that was performed in 2023.

The results of our 2025 DMA reflect the sustainability topics that are material to Pentair — both on a financial and impact basis according to CSRD guidance. We used the results of the 2025 DMA to help inform our new Sustainability Strategic Targets, which are focused on GHG emissions reduction, water stewardship, and product design for sustainability. We are also incorporating the results into our broader sustainability strategy and will continue to monitor future EU and other sustainability disclosure requirements.

Our 2025 DMA consisted of the following steps:

1. Analyzed Pentair's value chain and affected stakeholders

2. Updated Pentair's scoring methodology

3. Conducted desktop research and stakeholder interviews with Pentair's executive leadership team and selected functional and business teams

4. Reviewed, updated, and scored Pentair's 2023 DMA impacts, risks and opportunities based on stakeholder feedback and research

5. Identified Pentair's material topics with approval from Pentair's executives

The material sustainability topics that were identified through Pentair's 2025 DMA include climate change mitigation, climate change adaption, water, safety, and innovative product design and technologies.[28]

These material topics are consistent with Pentair's purpose and mission, to help the world sustainably **MOVE, IMPROVE, and ENJOY** water, life's most essential resource. These results reinforce our belief that we have meaningful opportunity for impact by Making Better Essential through our products and solutions, for people and our planet.

[26] Published as of May 2024.
[27] Please see the Materiality section of this report for more information.
[28] Pentair-specific topic.

Photo Credit: John Stauch, President and CEO

SUSTAINABILITY GOVERNANCE AND RISK MANAGEMENT

Pentair's governance and risk management practices set the foundation for how we make life's most essential resource better for people and the planet.

Governance

Pentair's Executive Vice President, Chief Sustainability Officer, General Counsel, and Secretary leads our sustainability team and is responsible for our sustainability strategy and the oversight of reporting requirements. The Governance Committee of our Board of Directors discusses sustainability matters throughout the year, and the Board of Directors receives updates at least annually, including progress on our strategic targets.

Pentair's executive leadership team receives regular updates on key sustainability projects and progress and engages where applicable. Our executive leadership shares responsibility for sustainability within their respective areas:

▶ Our Executive Vice President, Chief Sustainability Officer, General Counsel, and Secretary is responsible for our water stewardship, GHG emissions, product design for sustainability, biodiversity, community impact, enterprise risk management (ERM), and ethics strategies and programs and leads our sustainability team.

▶ Our Executive Vice President and Chief Technology Officer partners with our sustainability and business teams to guide our product design for sustainability strategy.

▶ Our Executive Vice President, Chief Supply Chain Officer, and Chief Transformation Officer partners with our sustainability team to manage operational impacts within our business and is responsible for our EHS, supply chain, and quality functions.

▶ Our Executive Vice President and Chief Human Resources Officer is responsible for Pentair's talent and benefits programs.

▶ Our Executive Vice President and Chief Human Resources Officer and our Executive Vice President, Chief Sustainability Officer, General Counsel, and Secretary share responsibility for Pentair's labor and human rights programs and compliance.

As a global company, we are preparing for future required European disclosures, including the EU CSRD and EU Taxonomy. In 2024, disclosure preparation activities included calculating our Scope 3 GHG emissions, conducting a nature impact assessment and a scenario analysis, and enhancing process documentation, technology infrastructure, and governance mechanisms. The EU CSRD-required DMA we conducted in 2023 informed these preparation activities, and the DMA we conducted in 2025 informed our new Sustainability Strategic Targets.[29] Our disclosure preparations and/or Sustainability Strategic Targets may change based on pending regulatory changes, our business strategy, future DMAs, and additional information obtained as we execute projects related to topics determined to be material and strategic.

Risk Management

Pentair's Board of Directors is responsible for general oversight of risk management. The Board focuses on the most significant and material risks facing us and helps to ensure that management develops and implements controls and appropriate risk mitigation strategies. At the direction of the Board, we have instituted an enterprise-wide risk management process that identifies potential exposure to risks that arise in the course of our business. The Board as a whole, and not a separate committee, oversees our ERM process in order to leverage the diversity of skills, qualifications, experiences, perspectives, and backgrounds of our directors in addressing the risks that our business may encounter.

For more information on Pentair's corporate governance structure and our approach to risk management, please refer to our **2025 Proxy Statement**, **Annual Report on Form 10-K**, and **Investor Relations** website.

Photo Credit: Rianne Te Winkel, FP&A Associate

[29] Please see the 2025 Double Materiality Assessment section of this report for more information.

ETHICAL BUSINESS PRACTICES

Pentair's ethical business practices align with our **Win Right** values and help us deliver results to our stakeholders.

The **Pentair Code of Business Conduct and Ethics** embodies these practices and applies to all full- and part-time employees, contractors, executives, and our Board of Directors. Our active professional-level employees are required to participate in annual training on the Pentair Code of Business Conduct and Ethics. Our production and distribution workers are also regularly trained on the Pentair Code of Business Conduct and Ethics.

Throughout the year, our compliance team collaborates with our internal audit function, fostering continued alignment on risk and compliance focus areas. Our compliance team conducts periodic reviews to ensure we are operating effectively and consistently and aligning to recognized, applicable standards.

Pentair is committed to creating an environment in which employees are encouraged to speak up, ask for help, and raise concerns. Our confidential and anonymous Pentair Ethics Helpline is available to employees in the languages of the regions where we operate. The helpline can be accessed on the web or by phone through local toll-free numbers in countries with Pentair employees. Employees may also report suspected violations directly to their human resources representative or supervisor or file a report online at

PentairEthics.com. Our Office of Business Conduct and Ethics is available for employees to submit complaints directly by phone, email, or mail. Our compliance team follows a robust process to review all reported concerns and investigate as appropriate. Substantiated concerns may result in disciplinary action up to and including termination. Pentair does not tolerate retaliation in any form against employees for raising concerns or making good faith reports about possible ethical violations or breaches of law or policy.

In addition to the Pentair Code of Business Conduct and Ethics, various other internal policies relate to ethical business practices. Examples include our Conflict of Interest, Gifts, and Entertainment Policy; Anti-Bribery and Corruption Policy; and Raising Concerns and Non-Retaliation Policy. We extend our expectations to our suppliers and vendors through our **Supplier Code of Conduct** and standard terms and conditions.

Anti-Bribery and Anti-Corruption

We compete based on our product and service quality, pricing, and reputation. We prohibit offering or accepting bribes or other unlawful payments to obtain new business or retain existing business. Bribery is prohibited not just for Pentair employees, but also for third parties that conduct business on our behalf. Our annual compliance training for active professional-level employees contains a module on anti-bribery and anti-corruption.

Corporate Associations and Contributions

In 2024, Pentair did not make any corporate political contributions. Our **Political Contributions Policy** governs such contributions. This policy is in place to ensure that to the extent contributions are made, they are made in a manner consistent with Pentair's **Win Right** values, and that they protect and/or enhance stakeholder value.

Our Chief Executive Officer, Chief Financial Officer, and General Counsel must approve political contributions made by the company. Company management provides an annual report to the Governance Committee of the Board of Directors on any political contributions made by Pentair.

Pentair is a member of numerous trade associations, professional societies, industry groups, and other tax-exempt organizations. These organizations dialogue with government officials and other key stakeholders on industry-relevant issues. Pentair may not always share the views of its industry peers and associations and, in certain circumstances, may choose to not participate in industry and trade group-related activities. Pentair will voluntarily disclose the portion of payments that major US-based trade associations and other tax-exempt organizations report to the company as being used for political activity purposes for which payments are $50,000 or greater. Please refer to Pentair's **2024 Political Contributions Reporting** for more information.

100%

of our active professional-level employees completed 2024 training on the Pentair Code of Business Conduct and Ethics

Photo Credit: Gagandeep Singh, Mechanical Engineer

ABOUT THIS REPORT

IN THIS SECTION:

ABOUT THIS REPORT

Scope

This report, published on April 17, 2025, describes Pentair's strategy and performance related to our sustainability program. Content focuses on our priority sustainability areas and supplements information in our **Annual Report on Form 10-K** for the fiscal year that ended on December 31, 2024. Unless otherwise noted, data in this report is based on calendar year 2024 (January 1, 2024, through December 31, 2024), or provided as of December 31, 2024, as applicable.

Our GHG emissions inventory for Scope 1, 2, and 3 GHG emissions follows the WRI/World Business Council for Sustainable Development GHG Protocol Corporate Accounting and Reporting Standard. Our GHG emissions and water inventories include owned and leased sites of which Pentair has full operational control. Acquisitions that occurred after December 1, 2024, are not included in the inventories. Sites that are less than 0.1% of our annual GHG emissions or water inventories are estimated based on square footage, using the Commercial Buildings Energy Consumption Survey, World Bank estimation methodology, and extrapolation from similar Pentair sites. A portion of our GHG emissions has been calculated using emissions factors sourced from the International Energy Agency. Please note the scope details within footnotes and the Sustainability Data Index.

Due to rounding, the numbers presented throughout this report may not add up precisely to the totals provided. Data and information are collected and managed through various internal reporting and management systems.

Materiality

For purposes of this report, we have reported against sustainability topics identified through our double materiality assessment. We use the EU CSRD guidance on materiality, which is different from the definition used for US Securities and Exchange Commission (SEC) filings. The inclusion of information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for SEC reporting purposes. For additional information that is material to Pentair plc, including information on the factors that could impact our ability to execute our strategy and other material risks to our business, please see our filings with the SEC, including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.

Report Links

This report contains links to and references from other websites. Such links and references are not endorsements of any products or services in such websites, and no information on such websites has been endorsed or approved by Pentair. We assume no liability for any third-party content contained on the referenced websites or reports.

Recasts and Corrections

Pentair is committed to continuous improvement of our sustainability data and disclosures, including advancing our methodologies and assumptions. As such, we have made the following recasting decisions and corrections from previous reporting:

▶ An error in our water discharge and consumption amounts for the years 2019 through 2023 has been corrected.

▶ Non-hazardous waste disposed to landfill was updated for 2023.

Feedback

We recognize the dynamic nature of sustainability risk and disclosure and the associated financial implications. We believe organizations that understand their sustainability risks and proactively incorporate them into their holistic business strategy are well positioned for success and future growth. This report can be used to demonstrate commitment to sustainability and to measure and compare performance over time. For questions or comments, please contact **ESG@pentair.com**.

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. For additional information about factors that could cause actual results to differ materially from our expectations, refer to our reports filed with the SEC, including the discussion under "Risk Factors" in our **Annual Report on Form 10-K** for the year ended December 31, 2024, and in our subsequent quarterly reports, as filed with the SEC.

ASSURANCE

Column 1 — LRQA Independent Assurance Statement

LRQA Independent Assurance Statement

Relating to Pentair's GHG Emissions Inventory, Water Withdrawal, Energy Use, and Safety for the Calendar Year 2024

This Assurance Statement has been prepared for Pentair plc (Pentair) in accordance with our contract.

Terms of Engagement

LRQA was commissioned by Pentair Management Company to provide independent assurance of Pentair plc's (Pentair's) Greenhouse Gas emissions inventory, water withdrawal, energy use, and safety injury frequency rate ("the report") for the calendar year (CY) 2024, against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Pentair's global operations and activities in CY 2024 specifically the following requirements:

- Verifying conformance with:
  - Pentair's reporting methodologies for selected datasets; and
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data[1]
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below: [2]
  - Direct (Scope 1), Energy Indirect (Scope 2) and Other Indirect (Scope 3) GHG emissions.
    - Scope 3 GHG emissions verified by LRQA only include
      - Scope 3 Category 1: Purchased goods and Services
      - Scope 3 Category 11: Use of Sold Products
  - Water Withdrawal;
  - Energy Consumption; and
  - Safety Injury Frequency Rate.

Our assurance engagement excluded the data and information of Pentair's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to Pentair. LRQA disclaims any liability or responsibility to others as explained in the end footnote. Pentair's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of Pentair.

[1] http://www.ghgprotocol.org/
[2] GHG quantification is subject to inherent uncertainty.

Column 2 — LRQA's Opinion

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that Pentair has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as summarized in the tables below

The opinion expressed is formed on the basis of a limited level of assurance[3] and at the materiality of the professional judgement of the verifier.

Table 1. Summary of Pentair's GHG Emissions Data for CY 2024

Greenhouse Gas Emissions	Data	Unit
Scope 1 GHG emissions	35,157	Metric Tons CO_2e
Scope 2 GHG emissions (Location-based)[1.1]	60,527	Metric Tons CO_2e
Scope 2 GHG emissions (Market-based)[1.1]	33,328	Metric Tons CO_2e
Scope 3 – Category 1: Purchased Goods and Services	905,910	Metric Tons CO_2e
Scope 3 – Category 11: Use of Sold Products	37,286,607	Metric Tons CO_2e

Note 1.1: Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015

Table 2. Summary of Pentair's Other Environmental Data for CY 2024.

Environmental Data Parameter	Data	Unit
Energy Use[2.1]	307,206,695	kWh
Total Water Withdrawal	134,568,841	Gallons

Note 2.1. Energy use verified for 2024 only; includes kWh equivalent energy from stationary and mobile fuel consumption, purchased electricity, steam and solar generation.

Table 3. Summary of Pentair's Performance Metrics for CY 2024.

Data Parameter	Data	Unit
Safety Injury Frequency Rate for Manufacturing Facilities and KBI Field Service business[3.1]	1.35	Cases Per 200,000 Hours

Note 3.1. KBI Field Service business data was included in CY2023 but not in the CY2021 and CY2022 assured metrics.

[3] The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Column 3 — LRQA's approach

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- analysing GHG emissions, environmental and safety data from a sample of facilities;
- interviewing relevant employees responsible for managing applicable data and records;
- verifying CY 2024 GHG emissions, environmental and safety data at an aggregated level; and
- reviewing Pentair's Base Year recalculation policy and confirming that recalculation is not required at this time.

LRQA's standards, competence and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

The verification assessment is the only work undertaken by LRQA for Pentair and as such does not compromise our independence or impartiality.

Ankush Sindhwani

Ankush Sindhwani   Dated: 10 April 2025
LRQA Lead Verifier
On behalf of LRQA, Inc.,
2500 City West Blvd, Ste 150, Houston, TX 77042

LRQA reference: UQA00001999/7415400

SUSTAINABILITY DATA INDEX

Pentair's Sustainability Data Index contains metrics that support the sustainability topics highlighted throughout this report. They align with select Global Reporting Initiative (GRI) and Sustainable Accounting Standards Board (SASB) metrics as indicated.

SUSTAINABILITY DATA INDEX

Dashes in the table indicate metrics not collected or available for disclosure.

	2019	2020	2021	2022	2023	2024	Framework Reference
GHG emissions (metric tons CO$_2$e) - *For more information, refer to the* <u>*Greenhouse Gas Emissions*</u> *section of this report*							
Total Scope 1 GHG emissions	60,813.5	56,297.1	55,443.8	53,963.2	55,880.0	35,156.5	GRI: 305-1
Natural gas	21,700.8	21,811.8	23,007.0	20,615.2	21,186.1	19,238.5	GRI: 305-1
Diesel	2,425.8	1,780.4	1,800.0	1,865.8	2,286.7	2,468.0	GRI: 305-1
Ethanol	4.2	2.4	1.2	0.0	0.0	0.0	GRI: 305-1
E-85	0.0	0.0	0.0	10.3	2.1	6.6	GRI: 305-1
Gasoline	9,175.2	9,099.7	9,374.9	9,933.6	9,195.3	10,049.2	GRI: 305-1
Kerosene	120.1	59.6	43.1	35.0	22.3	18.5	GRI: 305-1
Propane/Liquefied Petroleum Gas	543.1	686.7	757.0	820.2	691.8	683.8	GRI: 305-1
Other	22.3	22.4	22.4	48.1	292.8	252.9	GRI: 305-1
Process emissions	24,315.2	20,459.1	18,310.0	19,307.3	20,792.6	0.4	GRI: 305-1
Ozone-depleting substances	2,506.6	2,374.9	2,128.3	1,327.7	1,410.3	2,438.6	GRI: 305-1
Total Scope 1 GHG emissions by country	60,813.5	56,297.1	55,443.8	53,963.2	55,880.0	35,156.5	GRI: 305-1
China	1,375.0	728.6	726.4	603.1	769.8	1,277.6	GRI: 305-1
Netherlands	3,402.1	3,376.1	2,668.8	2,350.5	2,129.0	1,965.0	GRI: 305-1
Mexico	2,493.8	1,415.2	1,608.2	1,342.8	4,126.2	3,536.7	GRI: 305-1
United States	49,710.5	46,611.0	45,775.8	45,579.3	44,151.4	22,861.6	GRI: 305-1
Other	3,832.0	4,166.2	4,664.6	4,087.5	4,703.6	5,515.7	GRI: 305-1

	2019	2020	2021	2022	2023	2024	Framework Reference
Total Scope 2 GHG emissions location-based	**77,555.5**	**76,147.4**	**72,976.3**	**65,776.8**	**63,580.4**	**60,526.8**	**GRI: 305-2**
Purchased electricity	77,555.5	76,147.4	67,422.6	42,411.6	38,907.9	30,164.0	GRI: 305-2
BEV	0.0	0.0	0.0	24.8	17.4	38.3	GRI: 305-2
RECs	0.0	0.0	5,553.7	23,340.4	24,585.8	30,311.2	GRI: 305-2
Steam	0.0	0.0	0.0	0.0	69.2	13.3	GRI: 305-2
Heat	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 305-2
Cooling	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 305-2
Total Scope 2 GHG emissions location-based by country	**77,555.5**	**76,147.4**	**72,976.3**	**65,776.8**	**63,580.4**	**60,526.8**	**GRI: 305-2**
China	7,064.1	7,225.9	7,954.6	6,956.2	6,025.6	6,020.8	GRI: 305-2
Netherlands	3,782.7	3,676.4	3,296.8	2,705.6	2,477.0	2,173.2	GRI: 305-2
Mexico	9,757.9	9,285.9	9,485.2	8,393.1	7,959.5	7,074.6	GRI: 305-2
United States	48,538.7	48,548.4	44,265.9	40,393.0	40,279.6	38,113.7	GRI: 305-2
Other	8,412.1	7,410.9	7,973.8	7,329.0	6,838.7	7,144.5	GRI: 305-2
Total Scope 2 GHG emissions market-based	**79,875.3**	**78,708.0**	**71,794.4**	**45,841.3**	**41,265.7**	**33,328.3**	**GRI: 305-2**
Purchased electricity	79,875.3	78,708.0	71,794.4	45,802.1	41,167.0	33,239.0	GRI: 305-2
BEV	0.0	0.0	0.0	39.2	29.5	76.0	GRI: 305-2
RECs	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 305-2
Steam	0.0	0.0	0.0	0.0	69.2	13.3	GRI: 305-2
Heat	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 305-2
Cooling	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 305-2
Total Scope 2 GHG emissions market-based by country	**79,875.3**	**78,708.0**	**71,794.4**	**45,841.3**	**41,265.7**	**33,328.3**	**GRI: 305-2**
China	7,035.9	7,196.9	7,921.3	6,956.2	6,025.6	6,020.8	GRI: 305-2
Netherlands	4,583.2	4,666.3	4,951.0	4,036.2	3,573.2	3,343.5	GRI: 305-2
Mexico	9,738.5	9,267.2	9,464.5	4,853.5	2,666.7	2,035.6	GRI: 305-2
United States	48,577.3	48,583.9	39,904.5	20,950.5	20,568.9	13,043.9	GRI: 305-2
Other	9,940.4	8,993.8	9,553.0	9,044.9	8,431.3	8,884.4	GRI: 305-2

	2019	2020	2021	2022	2023	2024	Framework Reference
Total Scope 3 GHG emissions[30]	–	–	–	–	–	38,346,392.4	**GRI: 305-3**
Purchased goods and services[31]	–	–	–	–	–	905,910.3	GRI: 305-3
Capital goods[32]	–	–	–	–	–	4,284.6	GRI: 305-3
Fuel- and energy-related activities[32]	–	–	–	–	–	16,607.5	GRI: 305-3
Upstream transportation and distribution[32]	–	–	–	–	–	44,880.1	GRI: 305-3
Waste generated in operations[32]	–	–	–	–	–	10,893.4	GRI: 305-3
Business travel[32]	–	–	–	–	–	11,848.2	GRI: 305-3
Employee commuting[32]	–	–	–	–	–	12,741.9	GRI: 305-3
Upstream leased assets[33]	–	–	–	–	–	–	GRI: 305-3
Downstream transportation and distribution[32]	–	–	–	–	–	6,240.8	GRI: 305-3
Processing of sold products[34]	–	–	–	–	–	–	GRI: 305-3
Use of sold products[31]	–	–	–	–	–	37,286,606.7	GRI: 305-3
End-of-life treatment of sold products[35]	–	–	–	–	–	36,321.6	GRI: 305-3
Downstream leased assets[32]	–	–	–	–	–	1,602.7	GRI: 305-3
Franchises[34]	–	–	–	–	–	–	GRI: 305-3
Investments[32]	–	–	–	–	–	8,454.7	GRI: 305-3
Total Scope 1, 2, and 3 GHG emissions	–	–	–	–	–	38,414,877.3	
Scope 1 and 2 GHG emissions intensity by revenue (metric tons of CO$_2$e/net revenue in millions USD)	47.6	44.7	33.8	24.2	23.7	16.8	**GRI: 305-4**
Total Scope 1, 2, and 3 GHG emissions intensity by revenue (metric tons of CO$_2$e/net revenue in millions USD)	–	–	–	–	–	9,409.0	**GRI: 305-4**

[30] Scope 3 metrics reflect market-based emissions.
[31] Assured.
[32] Estimate.
[33] All upstream leased assets are included in Scope 1 and 2 inventories.
[34] Not applicable.
[35] Estimate. Category does not include emissions resulting from products that do not directly consume energy during operation.

	2019	2020	2021	2022	2023	2024	Framework Reference
Energy - *For more information, refer to the Greenhouse Gas Emissions section of this report*							
Total energy consumption within the organization (GJ)	**1,179,063.0**	**1,176,786.3**	**1,226,456.8**	**1,176,551.6**	**1,135,395.3**	**1,105,944.1**	GRI: 302-1 SASB: RT-IG-130a.1
From nonrenewable sources	1,173,793.9	1,171,564.1	1,177,114.6	960,533.5	919,616.7	850,569.6	GRI: 302-1 SASB: RT-IG-130a.1
From renewable sources	5,269.1	5,222.2	49,342.2	216,018.1	215,778.6	255,374.5	GRI: 302-1 SASB: RT-IG-130a.1
Total Scope 1 and 2 energy consumption (kWh)	**327,517,505.0**	**326,885,092.5**	**340,682,441.4**	**326,819,897.9**	**315,387,573.4**	**307,206,695.5**	GRI: 302-1
Total nonrenewable fuel consumption (kWh)	**168,848,686.3**	**167,025,413.8**	**175,009,865.4**	**166,521,368.3**	**168,496,286.4**	**161,411,809.7**	GRI: 302-1
Natural gas	119,738,644.8	120,351,018.3	126,945,348.5	113,748,481.6	116,897,477.9	106,151,152.1	GRI: 302-1
Diesel	9,600,139.9	7,047,348.8	7,107,300.5	7,397,820.0	9,073,500.1	9,027,627.0	GRI: 302-1
Ethanol	15,281.7	8,803.4	4,387.2	0.0	0.0	0.0	GRI: 302-1
E-85	0.0	0.0	0.0	166,386.7	34,250.0	103,151.3	GRI: 302-1
Gasoline	36,415,140.1	36,130,925.9	37,179,677.1	41,078,245.5	38,059,328.4	41,902,119.1	GRI: 302-1
Kerosene	466,653.0	231,445.0	167,557.9	135,587.2	86,806.1	72,023.3	GRI: 302-1
Propane/Liquefied Petroleum Gas	2,516,824.5	3,159,870.1	3,509,591.8	3,785,285.6	3,189,734.0	3,155,287.4	GRI: 302-1
Other	96,002.3	96,002.3	96,002.3	209,561.6	1,155,189.9	1,000,449.4	GRI: 302-1
Total purchased energy consumption — renewable and nonrenewable (kWh)	**157,205,188.7**	**158,409,062.7**	**164,203,368.0**	**158,787,253.6**	**145,785,489.0**	**144,713,938.8**	GRI: 302-1
Purchased electricity (nonrenewable)	157,205,188.7	158,409,062.7	151,966,343.4	100,195,995.5	86,501,024.9	74,640,558.6	GRI: 302-1
Steam	0.0	0.0	0.0	0.0	385,080.0	73,804.0	GRI: 302-1
Heat	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 302-1
Cooling	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 302-1
Other	0.0	0.0	74.2	97,496.1	66,680.2	143,159.2	GRI: 302-1
Purchased electricity (RECs)	0.0	0.0	12,236,950.4	58,493,762.0	58,832,703.9	69,856,417.0	GRI: 302-1

	2019	2020	2021	2022	2023	2024	Framework Reference
Total energy sold (kWh)	**0.0**	**227,082.0**	**0.0**	**0.0**	**0.0**	**0.0**	**GRI: 302-1**
Electricity	0.0	227,082.0	0.0	0.0	0.0	0.0	GRI: 302-1
Steam	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 302-1
Heat	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 302-1
Cooling	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 302-1
Other	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 302-1
Total energy consumption by country (kWh)	**327,517,505.0**	**326,885,092.5**	**340,682,441.4**	**326,819,897.9**	**315,387,573.4**	**307,206,695.5**	**GRI: 302-1**
China	15,353,546.5	14,195,356.7	15,791,482.9	14,454,421.1	13,858,957.9	13,000,747.2	GRI: 302-1
Netherlands	24,719,459.4	24,375,873.0	22,742,281.5	21,793,193.5	19,538,669.1	18,393,871.9	GRI: 302-1
Mexico	30,335,893.3	29,946,638.0	32,341,293.3	27,087,884.3	41,773,779.3	36,846,995.3	GRI: 302-1
United States	221,900,847.9	223,075,817.8	230,791,008.0	227,443,278.6	202,978,746.3	199,213,980.0	GRI: 302-1
Other	35,207,757.7	35,291,407.0	39,016,375.7	36,041,120.4	37,237,420.7	39,751,101.1	GRI: 302-1
Purchased electricity (nonrenewable) grid composition (%)[36]							
Coal	–	–	–	–	30%	21%	GRI: 302-1
Oil	–	–	–	–	0%	0%	GRI: 302-1
Gas	–	–	–	–	33%	33%	GRI: 302-1
Nuclear	–	–	–	–	12%	15%	GRI: 302-1
Hydro	–	–	–	–	4%	4%	GRI: 302-1
Biomass	–	–	–	–	2%	1%	GRI: 302-1
Wind	–	–	–	–	12%	17%	GRI: 302-1
Solar	–	–	–	–	5%	6%	GRI: 302-1
Geothermal	–	–	–	–	1%	1%	GRI: 302-1
Other fossil	–	–	–	–	0%	1%	GRI: 302-1
Other unknown/purchased fuel	–	–	–	–	0%	0%	GRI: 302-1
Percentage grid electricity (%)	**48%**	**48%**	**45%**	**31%**	**27%**	**24%**	**SASB: RT-IG-130a.1**
Percentage renewable (%)	**0%**	**0%**	**4%**	**18%**	**19%**	**23%**	**SASB: RT-IG-130a.1**

[36] US only. Based on EPA eGRID subregion resource mix.

	2019	2020	2021	2022	2023	2024	Framework Reference
Water (megaliters) – *For more information, refer to the* <u>Water Stewardship</u> *section of this report*							
Total water withdrawal	**758.0**	**776.3**	**829.9**	**752.8**	**584.6**	**509.4**	GRI: 303-3
Surface water	1.6	3.1	2.6	1.3	0.1	0.8	GRI: 303-3
Groundwater	6.4	7.0	4.4	6.6	3.7	1.5	GRI: 303-3
Seawater	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 303-3
Produced water	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 303-3
Third-party water	749.9	766.2	822.9	745.0	580.8	507.1	GRI: 303-3
Freshwater[37]	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 303-3
Other water[38]	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 303-3
Total water withdrawal from water-stressed areas	**171.9**	**194.6**	**217.9**	**176.5**	**138.5**	**116.5**	GRI: 303-3
Total water discharge	**722.0**	**727.4**	**781.0**	**697.0**	**556.0**	**487.2**	GRI: 303-4
Total water consumption	**36.0**	**48.9**	**48.9**	**55.8**	**28.6**	**22.2**	GRI: 303-5
Waste (metric tons) – *For more information, refer to the* <u>Environmental Management and Waste</u> *section of this report*							
Total waste generated[39]	**34,639.3**	**32,697.0**	**27,497.5**	**27,533.7**	**35,494.1**	**31,100.4**	GRI: 306-3
Non-hazardous waste	33,207.4	31,182.0	25,988.9	25,585.8	34,373.7	29,974.8	GRI: 306-3
Hazardous waste	1,431.9	1,515.1	1,508.6	1,947.9	1,120.5	1,125.7	GRI: 306-3
Total waste diverted from landfill	**26,534.2**	**24,860.2**	**22,201.1**	**21,442.3**	**28,197.4**	**22,560.0**	GRI: 306-4
Non-hazardous waste diverted from landfill	**25,293.6**	**23,599.0**	**20,932.0**	**20,285.3**	**27,402.9**	**21,779.1**	GRI: 306-4
Prepared for reuse[40]	470.8	2,392.0	7,902.0	4,583.9	10,829.2	4,734.0	GRI: 306-4
Recycled	24,822.8	21,207.0	13,030.0	15,701.4	16,573.7	17,045.1	GRI: 306-4
Other	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 306-4
Hazardous waste diverted from landfill	**1,240.6**	**1,261.2**	**1,269.1**	**1,157.0**	**794.6**	**780.9**	GRI: 306-4
Prepared for reuse[40]	12.3	0.0	6.4	0.0	2.0	28.0	GRI: 306-4
Recycled	1,228.4	1,261.2	1,262.7	1,157.0	792.6	752.9	GRI: 306-4
Other	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 306-4

[37] <=1,000 mg/L total dissolved solids.
[38] >1,000 mg/L total dissolved solids.
[39] Waste data follows a November through October reporting cycle. Includes all manufacturing sites in addition to select warehouses.
[40] Defined as materials that can be reused for the same or different process within a facility as an alternative to disposal.

	2019	2020	2021	2022	2023	2024	Framework Reference
Total waste disposed	**8,105.0**	**7,837.0**	**5,296.4**	**6,091.4**	**7,296.7**	**8,540.5**	**GRI: 306-5**
Non-hazardous waste disposed	**7,913.9**	**7,583.0**	**5,056.9**	**5,300.5**	**6,970.8**	**8,195.7**	**GRI: 306-5**
Incineration (with energy recovery)	0.0	0.0	0.0	0.0	574.9	791.0	GRI: 306-5
Incineration (without energy recovery)	0.0	0.0	0.0	0.0	528.7	376.0	GRI: 306-5
Landfill	6,806.9	6,371.0	3,887.4	4,464.4	5,867.2	7,028.7	GRI: 306-5
Other	1,107.0	1,212.0	1,169.5	836.1	0.0	0.0	GRI: 306-5
Hazardous waste disposed	**191.1**	**254.0**	**239.5**	**790.9**	**325.9**	**344.7**	**GRI: 306-5**
Incineration (with energy recovery)	0.0	0.0	0.0	0.0	33.7	118.0	GRI: 306-5
Incineration (without energy recovery)	0.0	0.0	0.0	0.0	189.3	82.0	GRI: 306-5
Landfill	16.1	141.0	82.4	548.7	103.0	144.7	GRI: 306-5
Other	175.1	113.0	157.1	242.2	0.0	0.0	GRI: 306-5
Biodiversity - *For more information, refer to the Biodiversity and Ecosystems section of this report*							
Number of operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside protected areas[41]	–	–	–	–	–	32	GRI: 304-1
Workforce - *For more information, refer to the Talent and Culture section of this report*							
Total number of employees[42]	**9,290**	**9,878**	**11,263**	**11,189**	**10,578**	**9,672**	**GRI: 2-7** **SASB: RT-IG-000.B**
Total number of full-time employees	–	–	–	10,888	10,289	9,413	GRI: 2-7 SASB: RT-IG-000.B
Total number of part-time employees	–	–	–	301	289	259	GRI: 2-7 SASB: RT-IG-000.B
Percentage of total employees covered by collective bargaining agreements[43]	**28%**	**29%**	**26%**	**28%**	**31%**	**30%**	**GRI: 2-30**

[41] Sites in operation as of December 31 of the reporting year.
[42] Excludes contingent workers; includes temporary employees.
[43] Denotes employees covered by manufacturing labor collective bargaining agreements (including works council employee representation) as a percent of total Pentair population.

	2019	2020	2021	2022	2023	2024	Framework Reference
Safety - *For more information, refer to the Safety section of this report*							
Work-related injuries for all permanent employees and temporary workers[44]							
Total number of recordable work-related injuries[45]	187	155	160	185	156	119	GRI: 403-9
Rate of recordable work-related injuries[46]	2.27	1.96	1.81	2.00	1.66	1.35	GRI: 403-9 SASB: RT-IG-320a.1
Total number of lost-time injuries[45]	65	54	44	64	77	59	GRI: 403-9
Lost-time injury rate[46]	0.79	0.68	0.50	0.69	0.82	0.67	GRI: 403-9
Total number of severe injuries resulting in lost time[45]	—	—	—	—	14	13	GRI: 403-9
Total number of fatalities as a result of work-related injury	0	0	0	0	1	0	GRI: 403-9
Fatality rate[47]	0.00	0.00	0.00	0.00	0.01	0.00	GRI: 403-9 SASB: RT-IG-320a.1
Near miss frequency rate[46]	—	—	10.88	11.28	12.75	13.00	SASB: RT-IG-320a.1
Total number of permanent employee hours worked	15,561,254	14,585,265	16,414,198	17,288,584	17,582,201	16,551,931	GRI: 403-9
Total number of permanent employee and temporary worker hours worked	16,494,908	15,778,561	17,646,722	18,476,622	18,830,278	17,617,563	GRI: 403-9
Work-related injuries for all temporary workers[44]							
Total number of recordable work-related injuries[45]	21	26	8	—	4	6	GRI: 403-9
Rate of recordable work-related injuries[46]	4.50	4.36	1.30	—	0.64	1.13	GRI: 403-9 SASB: RT-IG-320a.1
Total number of lost-time injuries[45]	4	5	3	—	2	5	GRI: 403-9
Lost-time injury rate[46]	0.86	0.84	0.49	—	0.32	0.94	GRI: 403-9
Total number of severe injuries resulting in lost time[45]	—	—	—	—	0	3	GRI: 403-9
Total number of fatalities as a result of work-related injury	0	0	0	—	0	0	GRI: 403-9
Total number of temporary worker hours worked	933,654	1,193,296	1,232,524	1,188,038	1,248,077	1,065,632	GRI: 403-9

[44] Data set includes all manufacturing locations, in addition to the KBI Field Service business.
[45] Excludes fatalities.
[46] Cases per 200,000 hours. Excludes fatalities.
[47] Cases per 200,000 hours.

Climate-Related Disclosures Index

Climate information as recommended by the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2 Climate-related Disclosures.

Governance		
Governance regarding climate change risk and opportunities	Board's oversight of climate-related risks and opportunities	The Governance Committee of our Board of Directors reviews sustainability matters quarterly, and the full Board of Directors receives updates at least annually including progress on our Sustainability Strategic Targets, including our GHG emissions reduction. Through our ERM program, Pentair's Board of Directors reviews significant and material risks facing the business and helps to ensure that management develops and implements appropriate controls and risk mitigation strategies. Our ERM program includes discussion regarding sustainability focus areas. Sustainability Governance and Risk Management
	Management's role in assessing and managing climate-related risks and opportunities	Cross-functional leaders work with our sustainability team to integrate sustainability into their businesses, functions, and processes. This includes GHG emission reduction initiatives as applicable. Sustainability Governance and Risk Management

Strategy		
Impact of climate change risk and opportunities on the business, strategy, and financial plan of an organization	Climate-related risks and opportunities the organization has identified over the short, medium, and long term	In 2024, Pentair conducted an initial scenario analysis aligned to TCFD and the Taskforce on Nature-related Financial Disclosures (TNFD) guidance as part of our first nature impact assessment. We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. We plan to conduct a climate risk and opportunity assessment. Greenhouse Gas Emissions
	Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	In 2024, Pentair conducted an initial scenario analysis aligned to TCFD and TNFD guidance as part of our first nature impact assessment. We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. We plan to conduct a climate risk and opportunity assessment. Greenhouse Gas Emissions
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	In 2024, Pentair conducted an initial scenario analysis aligned to TCFD and TNFD guidance as part of our first nature impact assessment. We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. We plan to conduct a climate risk and opportunity assessment. Greenhouse Gas Emissions

Risk Management

How the organization identifies, assesses, and manages climate-related risks	The organization's processes for identifying and assessing climate-related risks	In 2024, Pentair conducted an initial scenario analysis aligned to TCFD and TNFD guidance as part of our first nature impact assessment. We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. We plan to conduct a climate risk and opportunity assessment. Greenhouse Gas Emissions
	The organization's processes for managing climate-related risks	In 2024, Pentair conducted an initial scenario analysis aligned to TCFD and TNFD guidance as part of our first nature impact assessment. We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. We plan to conduct a climate risk and opportunity assessment. Greenhouse Gas Emissions
	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	In 2024, Pentair conducted an initial scenario analysis aligned to TCFD and TNFD guidance as part of our first nature impact assessment. We explored six risks and opportunities specific to Pentair under different climate scenarios, including a degraded world with >3°C warming, a disorderly world with 2.3°C warming, and a climate-nature equilibrium scenario with <2°C warming. We plan to conduct a climate risk and opportunity assessment. Greenhouse Gas Emissions

Metrics and Targets

The metrics and targets used to assess and manage climate change risk and opportunity	The metrics used by the organization to assess climate related risks and opportunities in line with its strategy and risk management process	Pentair uses various energy and GHG emissions metrics as disclosed in our Sustainability Data Index. Greenhouse Gas Emissions
	Scope 1; Scope 2; and, if appropriate, Scope 3 GHG emissions and the related risks	Pentair discloses Scope 1, Scope 2, and Scope 3 GHG emissions in our Sustainability Data Index. Greenhouse Gas Emissions
	The targets used by the organization to manage climate-related risks and opportunities and performance against targets	Pentair's Sustainability Strategic Target, announced in 2025, related to GHG emissions is to reduce Scope 1 and 2 GHG emissions by 60% by 2030 from our 2019 baseline. Greenhouse Gas Emissions Reduction