2025 SUSTAINABILITY REPORT

Making Better Essential

PENTAIR

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Report Photography

Pentair invited employees to submit photos for potential inclusion in our 2025 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: Kelly Rightmire, R&D Engineer

FROM OUR LEADERSHIP

Dear Stakeholders,

At Pentair, we believe that water is life's most essential resource. This serves as the foundation of our work each day — to help the world sustainably MOVE, IMPROVE, and ENJOY water, life's most essential resource. Guided by this mission, we aim to help solve the world's most pressing water issues. Together with our customers, we are building a better future that is not only more resilient for our business but also for people and the planet.

We see tremendous opportunity in making a lasting, positive impact. By positioning ourselves to drive growth through customer-focused, sustainable innovation, we are developing solutions that enhance water use and quality, improve energy and material efficiency, and enable sustainable wellbeing. This report shares our ongoing journey to reduce the impact of our own operations and highlights our Product Design for Sustainability initiatives, which prioritize increasing value for our customers while reducing environmental impacts throughout the product lifecycle. In 2025, I am proud to share that we:

- Achieved our annual Sustainability Strategic Target focused on water restoration and continued to make progress to reduce water withdrawal within our own operations
- Achieved continued progress toward our Sustainability Strategic Target focused on greenhouse gas (GHG) emissions, accomplishing a 54.0% reduction of Scope 1 and 2 GHG emissions in 2025 compared to our 2019 baseline
- Achieved our Product Design for Sustainability Strategic Target and helped our customers avoid 40 billion single-use plastic water bottles by using Pentair residential water filtration systems since 2021.[1]

These accomplishments reflect the positive impact that we believe comes from aligning our sustainability and business strategies — delivering for our customers, empowering our people, protecting the planet, and driving long-term value for our shareholders. We were especially honored in 2025 to be named a Top 50 Sustainable Company by Investor's Business Daily, a testament to our commitment to environmental stewardship and strong financial performance.

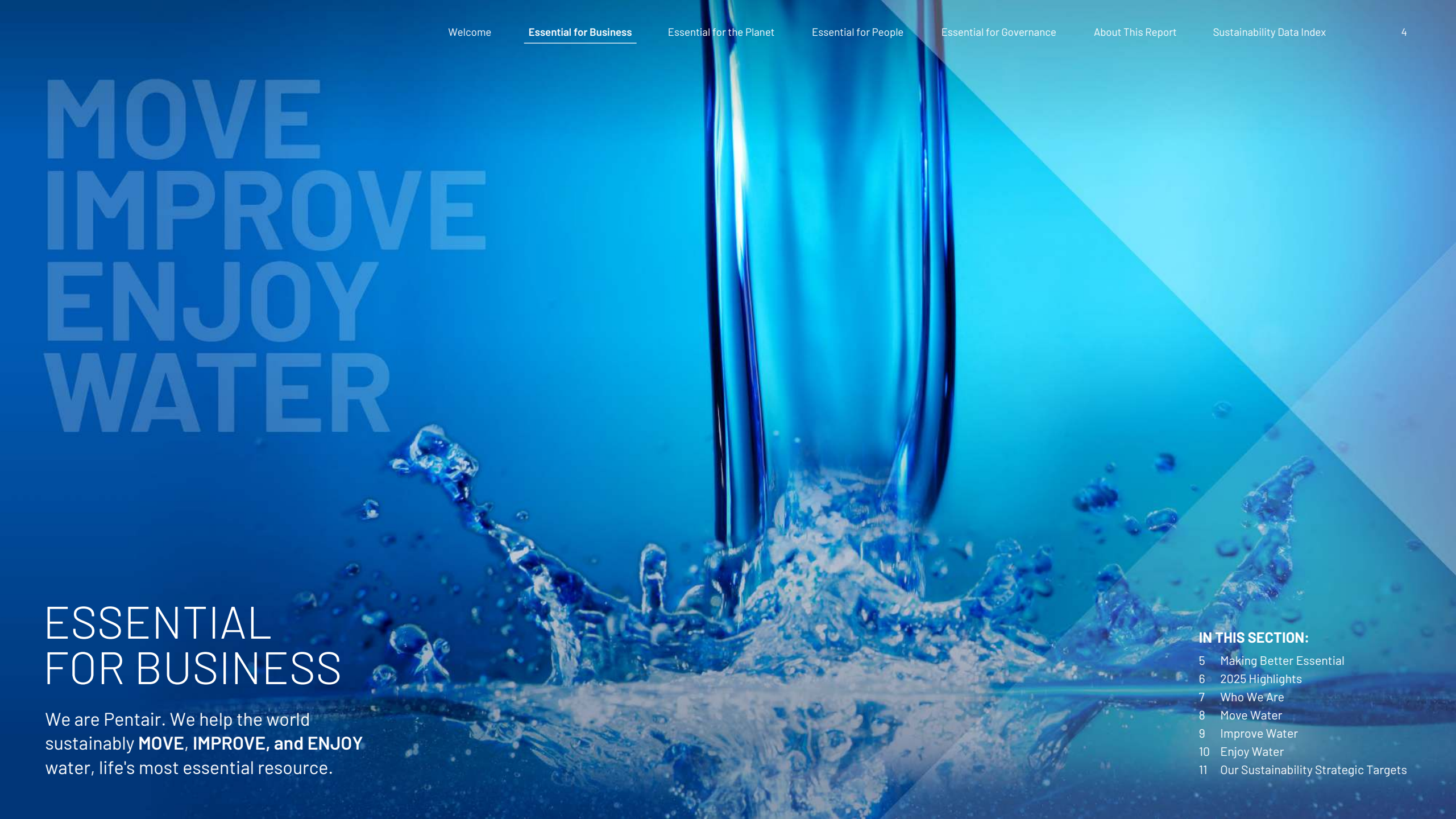
As we look ahead, I am confident that we have set the right priorities to advance our business while shaping a future where strategy, sustainability, and innovation go hand in hand. I am deeply grateful for the passion and dedication of our employees, the trust of our customers, the support of our shareholders, and the guidance of our Board of Directors. Together, we are Making Better Essential.

Sincerely,

John L. Stauch
Pentair President and CEO

"Together with our customers, we are building a better future that is not only more resilient for our business but also for people and the planet."

[1] Based on cumulative sales of Pentair's brands meeting this definition from 2021-2025. Calculation based on a typical single-use plastic water bottle with 16.9 ounces of volume.



ESSENTIAL FOR BUSINESS

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

IN THIS SECTION:

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6 2025 Highlights
7 Who We Are
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MAKING BETTER ESSENTIAL

OUR IMPACT — MAKING BETTER ESSENTIAL

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.

Every day, our employees around the world live our purpose of creating a better world for people and the planet through smart, sustainable water solutions. These solutions meet our customers' needs and help address global water challenges so that, together, we can build a more resilient future for our business and the world.

This mission starts with our Sustainability Strategic Target, focused on Product Design for Sustainability — reducing environmental impacts while delivering value for our customers and driving innovation to help address water scarcity, water quality, and energy consumption. Pentair employees are at the heart of sustainability, taking actions every day that deliver for our customers, achieve progress toward our sustainability targets, and innovate for a more sustainable future.

"Pentair employees are at the heart of sustainability, taking actions every day that deliver for our customers, achieve progress toward our sustainability targets, and innovate for a more sustainable future."

Oriana Raabe, PhD
Vice President of Sustainability

2025 AWARDS AND RECOGNITIONS

Newsweek's World's Greenest Companies

Investor Business Daily's 50 Most Sustainable Companies

Corporate Knights' Europe 50 Most Sustainable Corporations

World Sustainability Award — Sustainability Team Category

Business Intelligence Group Innovation Award

Handshake Early Talent Award

National Restaurant Association's Kitchen Innovations Awards — Manitowoc NEO Ice Machine and Everpure PFAS Reduction System

Business Intelligence Group Sustainability Awards — Leadership and Product of the Year

2025 HIGHLIGHTS

ACHIEVED

annual water restoration and product design **Sustainability Targets**

ACHIEVED 54.0%

reduction of **GHG emissions** in 2025 compared to our 2019 baseline

ACHIEVED 34.4%

absolute water withdrawal reduction in 2025 compared to our 2019 baseline

80%

of our pool pumps and lights are **energy efficient**[2]

COMPLETED

human rights impact and **climate gap** assessments

7B

single-use plastic water bottles avoided by customers using Pentair residential water filtration systems in 2025, totalling 40B since 2021[3]

>3,000

volunteer hours recorded by Pentair employees in 2025

46%

of total electricity usage is from **renewable resources**[4]

21

patents granted in the United States in 2025

20

manufacturing sites with reduced or zero recordable safety incidents[5]

>2X

participation in our **Leadership Development Program** as compared to 2024

[2] Based on 2025 products sold. Metric covers North American pool pumps and lights. Energy-efficient products are defined as pool pumps previously rated by ENERGY STAR® and LED lights.
[3] Based on cumulative sales of Pentair's brands meeting this definition from 2021-2025. Calculation based on a typical single-use plastic water bottle with 16.9 ounces of volume.
[4] Renewable resources include on-site solar and renewable energy certificates.
[5] Recordable injury data for 2025 is compared to 2024 and includes manufacturing sites that were in continuous operation for the full duration of both years. Sites that were opened, closed, or inactive during any part of 2024 or 2025 are excluded to ensure consistent year-over-year comparison.

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

MOVE WATER

READ MORE PAGE 8

PENTAIR WATER SOLUTIONS

IMPROVE WATER

READ MORE PAGE 9

PENTAIR POOL

ENJOY WATER

READ MORE PAGE 10

OUR VISION, IMPACT, AND VALUES

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

MOVE WATER

Pentair Flow optimizes the movement 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 wastewater, and can help protect their homes from flooding[6]
- Aiding in protecting commercial buildings, municipalities, 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

100,000

metric tons of CO_2 that can be recovered annually by customers using Pentair systems installed in 2025[7]

23M

more people protected from flooding by Pentair pumps sold in 2025[8]

64B

pints of beer filtered through Pentair systems installed through the end of 2025[9]

Driving Energy Efficiency with Aurora Pumps

In 2025, Pentair's North Aurora, Illinois, manufacturing site renovated part of the facility, including an upgrade to the HVAC (heating, ventilation, and air conditioning) pump system. This upgrade included Aurora HVAC and water supply pumps, which are manufactured at the site. This initiative was a key contributor to electricity savings at the site, reducing electricity consumption in 2025 by 6% compared to 2024. In addition to improvements in energy efficiency, the system is designed to enhance long-term reliability and repairability. The updated pumps include energy-efficient motor and drive technology as well as incorporating remote monitoring technology to identify any future signs of reduced performance.

Enabling CO_2 Recovery in Thailand

Pentair's carbon capture and recovery technologies have been used by customers globally to advance effective decarbonization across various industries. In 2025, Thai Sugar Mill Group (TSM Group), a leading sugar producer in Thailand, partnered with Pentair (via I-Born Supply and Service Ltd.) to install the Thai sugar industry's first bio carbon dioxide (CO_2)-capture plant. This new plant captures CO_2 from the molasses fermentation process and purifies it for industrial reuse. The plant integrates several of Pentair's proprietary and patented technologies, enabling water-free CO_2 purification. The result is food-grade quality liquid CO_2. With a capacity of 48 metric tons of CO_2 per day, this plant reduces GHG emissions and supports Thailand's climate goals while setting a new standard for sustainable industrial practices and circular economic value creation in Southeast Asia.

[6] Effective January 1, 2026, we moved our residential and irrigation flow business from our Flow segment to our Water Solutions segment.
[7] Based on 2025 sales of sustainable gas solutions.
[8] Population estimates are derived from the latest available census data for the cities where pumps were sold. Actual population figures may differ based on the current 2025 population and the specific installation site of each pump following purchase.
[9] Based on installed Pentair systems since 2006. Calculated based on a United States liquid pint of 16 ounces.

IMPROVE WATER

Pentair Water Solutions provides innovative products that improve our customers' confidence in their water and ice while also reducing environmental impact.

- Building water confidence with solutions to reduce unwanted contaminants
- Continuing to help minimize 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

40B

single-use plastic water bottles avoided by customers using Pentair residential water filtration systems since 2021, equating to approximately 500,000 metric tons of plastic diverted from landfills[10]

18,000

gallons of water may be saved over the lifespan of the Manitowoc Indigo NXT ice machine with the new operating system, equivalent to nearly 230 bathtubs of water[11]

Manitowoc NEO Ice Machine

The Manitowoc NEO Ice Machine by Pentair Water Solutions is the latest generation of ice machines to deliver sustainability for food service customers. The new machine features integrated water filtration, smart ice production technology, and a lower global warming potential (GWP) refrigerant. Together, these technological improvements enhance ice quality and reduce energy consumption, GHG emissions, and water waste, as well as improving operational costs. The NEO Ice Machine was honored with the 2025 Sustainability Product of the Year Award by the Business Intelligence Group and also recognized at the 2025 Kitchen Innovation Awards from the National Restaurant Association.

PFAS Reduction Systems

PFAS and related chemicals continue to be a potential contaminant in drinking water. To address concerns about PFAS and other contaminants, Pentair Water Solutions' RainSoft Ultrefiner Elite and Everpure PFAS (PFOA/PFOS) Reduction Systems use advanced filtration to reduce potential contaminants in residential water. Both systems are IAPMO-certified to NSF/ANSI Standard 53 for PFOA/PFOS reduction and reduce chlorine, taste and odor issues, lead, microplastics, and particulates.

The Everpure PFAS (PFOA/PFOS) Reduction Systems are also suitable for foodservice equipment. The Everpure PFAS Reduction System was honored with the 2025 Kitchen Innovation Award for its technological breakthrough, which enables the reduction of emerging contaminants such as PFAS.

PENTAIR WATER SOLUTIONS

[10] Based on cumulative sales of Pentair's brands meeting this definition from 2021-2025. Calculation based on a typical single-use plastic water bottle with 16.9 ounces of volume and containing 13.3 grams of polyethylene terephthalate.

[11] The updated Indigo NXT IYP0620A-261 may save up to 18,000 gallons of water over its lifespan compared to previous models. These potential water savings could be equivalent to nearly 230 bathtubs (assuming each bathtub holds 80 gallons). Savings are based on water usage data from publicly available manufacturer product specification sheets. Actual water consumption may vary.

ENJOY WATER

Pentair Pool enables sustainable wellbeing with our innovative energy-efficient pool solutions.

- Recognized for our advancements in energy-efficient products — a 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

450,000

metric tons of CO_2e emissions may be avoided by US consumers through our energy-efficient pool pumps, heaters, and lights sold in 2025,[12] equivalent to approximately 61,000 homes' energy use for one year[13]

SUSTAINABLE POOL SOLUTIONS

Pentair Pool is committed to helping pool owners create memorable backyard experiences while being good stewards of natural resources. Together, with Pentair's IntelliCenter® Pool Control system, our technologies work together to make pool life easy and efficient.

Energy-Efficient Solutions Include:

- **Pumps:**
  IntelliFlo3® Variable Speed & Flow Pool Pump
- **Heating Technologies:**
  ETi® High-Efficiency Pool & Spa Heater
  UltraTemp® High Performance Pool Heat Pump
- **Lights:**
  IntelliVibe™ Pool Lighting System

Water-Efficient Filtration Solutions:

- **Clean & Clear® Plus Cartridge Filter**

Simplified Service Through Modular Design:

- **IntelliChlor® Plus & LT Salt Chlorine Generators**

[12] Based on total 2025 sales of ETi High-Efficiency Pool & Spa Heaters, pool pumps previously rated by ENERGY STAR, and LED lights made by Pentair. Savings calculated based on eight months of use.
[13] Emissions equivalency, calculated in March 2026, is estimated using the US Environmental Protection Agency's (EPA) GHG Equivalencies Calculator as available at that time.

OUR SUSTAINABILITY STRATEGIC TARGETS

Pentair's Sustainability Strategic Targets are guided by our purpose to create a better world for people and the planet through smart, sustainable water solutions. Building on the momentum of surpassing our initial 2021 Social Responsibility Strategic Targets at the end of 2024 — well in advance of our 2030 ambitions — we introduced three new strategic targets in 2025. Our 2025 Sustainability Strategic Targets align with environmental impacts that matter most to Pentair and our stakeholders.

ACHIEVED

WATER STEWARDSHIP

Target: Restore 100% of water volume withdrawn by Pentair manufacturing sites in high-water-stress areas annually.[14]

In 2025, we met our annual Sustainability Strategic Target focused on water stewardship by restoring 100% of water withdrawal from manufacturing sites in high-water-stress areas[14], representing approximately 31 million gallons of water restored to high-water-stress areas.[14]

In addition to achieving our annual water stewardship target, we advanced our own operational efforts by:

- Reducing water withdrawal by 34.4% from our 2019 baseline in 2025 and by 4.9% compared to 2024

100%

of water volume withdrawn by manufacturing sites in high-water-stress areas restored[14]

ON TRACK

GREENHOUSE GAS EMISSIONS REDUCTION

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

In 2025, we achieved continued progress toward our Sustainability Strategic Target focused on GHG emissions reduction by reducing our Scope 1 and Scope 2 GHG emissions by 54.0% from our 2019 baseline.

In addition to making progress on our GHG emissions reduction target, we furthered our strategy by:

- Continuing to assess our Scope 3 GHG emissions and planned enhancements to our data strategy
- Completing a climate gap assessment as we work toward a company-wide climate transition plan

54.0%

reduction of Scope 1 and Scope 2 GHG emissions since 2019

ACHIEVED

PRODUCT DESIGN FOR SUSTAINABILITY

Target: Complete the sustainability scorecard[16] for 100% of new products.[15]

In 2025, we achieved our Sustainability Strategic Target, focused on sustainable product design, by assessing 100% of new products[15] with our product sustainability scorecard.[16]

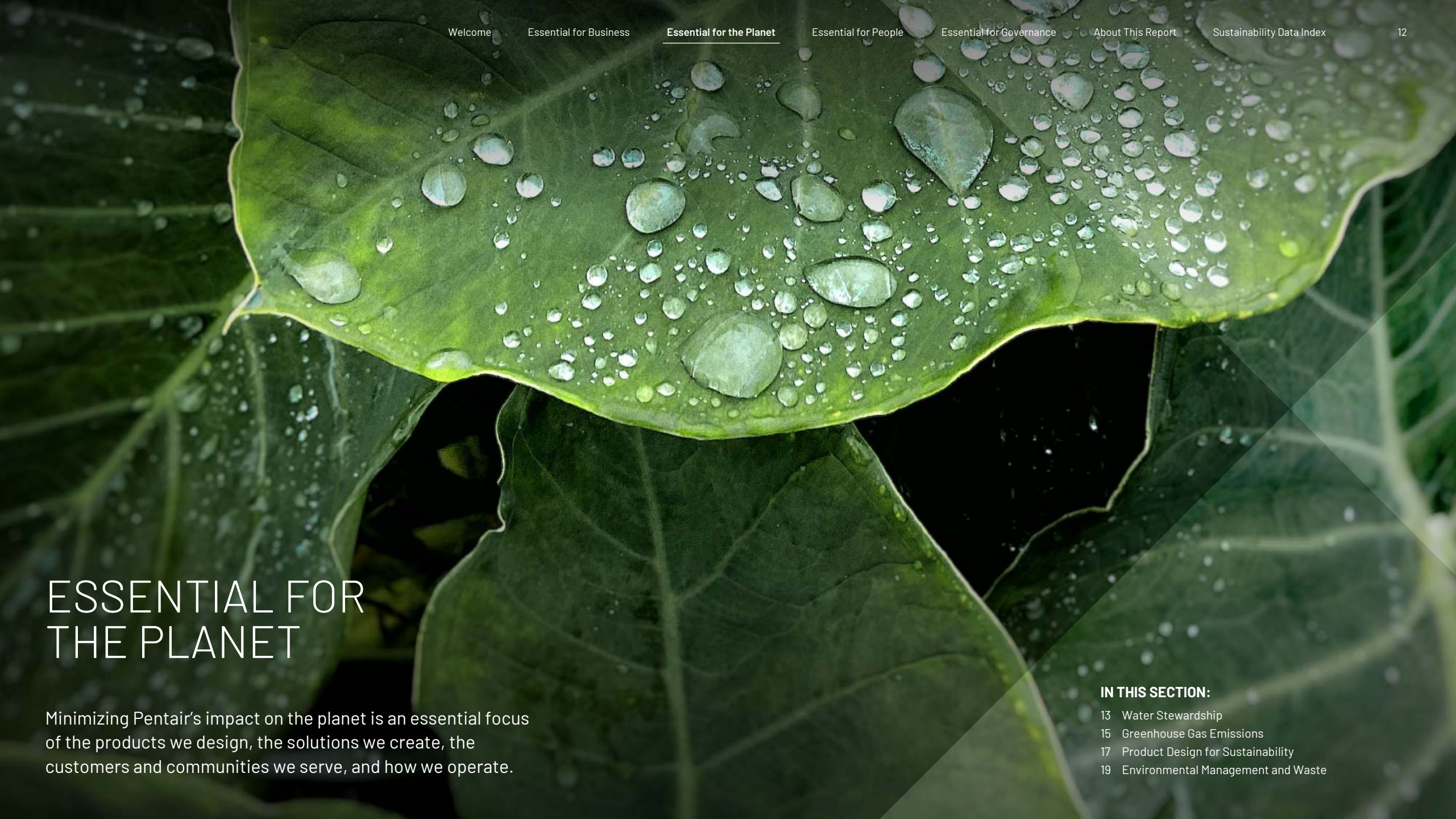
In addition to achieving our annual product sustainability target, we advanced our strategy by:

- Enhancing our sustainability scorecard[16] to better incorporate circular design impact as part of new product design concepts
- Hosting our second annual Sustainability Innovation Challenge

100%

of new products[15] completed the sustainability scorecard[16] in 2025

[14] "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.
[15] Physical products only.
[16] 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.



ESSENTIAL FOR THE PLANET

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

IN THIS SECTION:

13 Water Stewardship
15 Greenhouse Gas Emissions
17 Product Design for Sustainability
19 Environmental Management and Waste

WATER STEWARDSHIP

Pentair is built on advancing 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.

Our Water Stewardship Strategic Target

In 2025, Pentair achieved our annual water stewardship target by restoring 100% of the water withdrawn by Pentair manufacturing sites in high-water-stress areas.[17] This represents approximately 31 million gallons of water restored into high-water-stress areas[17] through water restoration certificates in partnership with the Bonneville Environmental Fund.

Water Stewardship Actions and Metrics

Our Water Conservation Plan, introduced in 2023, remains a guiding framework for our manufacturing sites to further reduce water withdrawal, with a focus on sites in high-water-stress areas.[17] Our approach prioritizes implementing measures to reduce withdrawal through reuse and recycling, as well as restoring water to the natural environment. These actions reflect our commitment to sustainable operations and protecting ecosystems where we operate.

In 2025, we continued to make progress at key manufacturing sites by focusing on water reuse and reducing water withdrawal through the use of Pentair and other water-saving technologies.

Our site in Reynosa, Mexico, which is located in a high-water-stress area[17], made significant strides in water management. Key actions taken by our team included replacing high-water-use equipment, upgrading the current reverse osmosis system with Pentair's X-Flow Ultrafiltration system, and collecting and treating process water for reuse within our operations. Additionally, the site collected condensate from air conditioners inside the facility to reuse for landscaping. The Reynosa site has reduced its water withdrawal by 32% since 2019.

Our Hangzhou, China, facility also implemented several water conservation initiatives, such as installing water-efficient sanitary fixtures and flowmeters to enhance water mapping and leak detection. Additionally, in 2025, our team installed a Pentair Water Solutions filtration system to enable the reuse of process water within the facility. The Hangzhou site has reduced its water withdrawal by 43% since 2019.

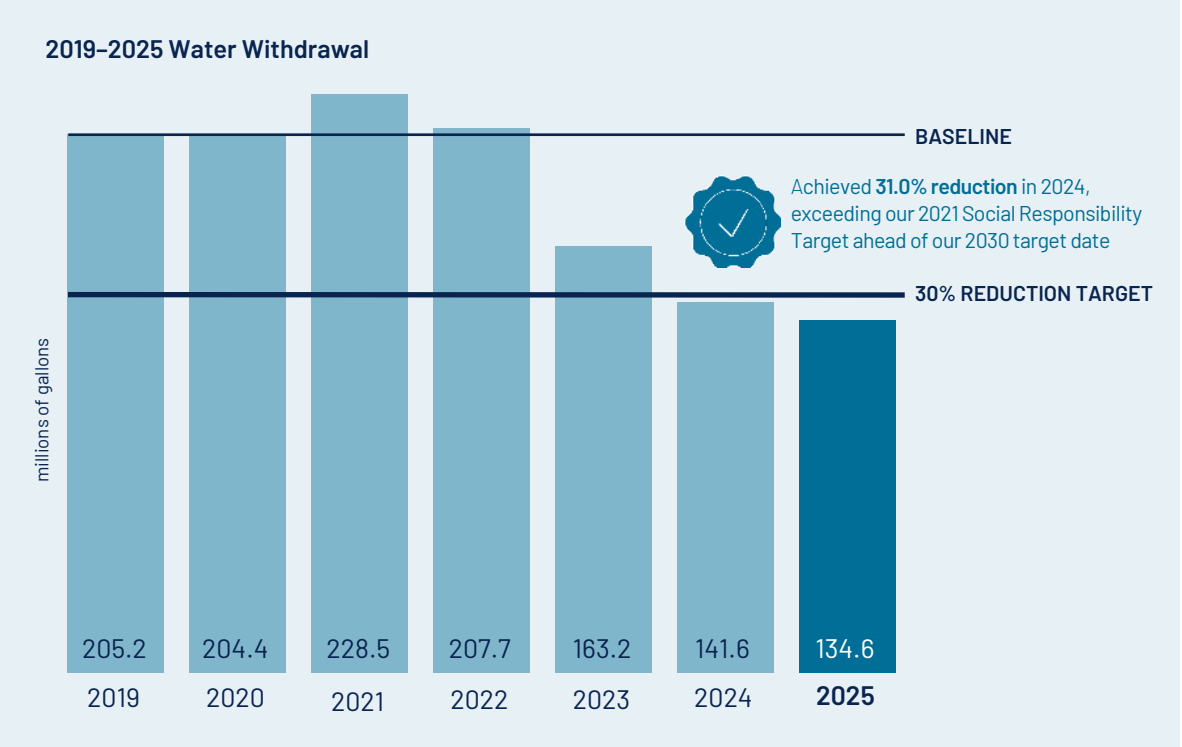
Beyond these sites, we've continued to reduce water withdrawal throughout our operations, building upon the achievement of our initial 2021 Social Responsibility Target in 2024. In 2025, we continued to make progress by further decreasing our water withdrawal 4.9% from 2024, representing a 34.4% reduction from the 2019 baseline. These achievements underscore our ongoing commitment to responsible water management and reinforce our efforts to support the long-term sustainability of the communities and environments in which we operate.

Our Water Stewardship Position

In alignment with our Sustainability Strategic Target focused on water, Pentair published our Water Stewardship Position in 2025. Our position formalizes Pentair's global commitment to integrate water stewardship into our operations, products, and community impact strategies.

34.4%

absolute water withdrawal reduction in 2025 compared to our 2019 baseline



[17] "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.

WATER STEWARDSHIP continued

Assessing Water Risk

Annually, we assess water risk across the regions where our direct operations are located, using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas to understand overall water risk based on factors such as water stress, flood risk, drought risk, and eutrophication potential. Through this assessment of our full operational footprint, we identified high-water-stress areas[18] in which we operate and continue to use these insights to guide our water stewardship strategy. In 2025, the number of Pentair sites located in high-water-stress areas[18] was 13.[19] These results are also shared with our real estate team as part of a new process introduced in 2025. This information can assist our real estate and insurance teams in making informed decisions regarding our footprint. By integrating water risk data into real estate and insurance processes, we aim to proactively identify potential challenges, safeguard our operations, and contribute to responsible resource management in the communities where we operate.

2.4M

water bottles were refilled at HOPE HydroStations in 2025[20]

HOPE Hydration

HOPE Hydration provides free, chilled, and filtered water through its connected water refill stations (HydroStations) at US venues, encouraging reusable bottle use and reducing single-use plastic waste. Each HydroStation utilizes Everpure from Pentair Water Solutions filtration technology to ensure high-quality water. Partnering with Pentair, HOPE installed a HydroStation at Target Field and 10 HydroStations at Minneapolis-St. Paul International Airport in 2024. In 2025, Pentair continued these partnerships resulting in 2.4 million[20] water bottle refills during the year, supporting Pentair's purpose to create a better world for people and the planet by making water more accessible and reducing single-use plastic waste — one refill at a time.

Nature and Biodiversity

As life's most essential resource, water is critical for supporting nature through biodiversity and thriving ecosystems. In 2025, Pentair continued our focus on water stewardship as a critical factor of biodiversity, building on insights from our initial nature impact assessment, which followed the Locate, Evaluate, Assess, and Prepare (LEAP) approach, conducted in 2024. This assessment considered Pentair's operations as well as upstream and downstream impacts, dependencies, and materiality. Water, climate change, land use, and pollution were evaluated in the assessment. Results from the LEAP assessment were considered as we updated our Sustainability Strategic Targets in 2025. Nature and biodiversity continue to be considered in our action plans for each of these environmentally material topics, as identified by our 2025 double materiality assessment (DMA).

In 2025, Pentair's water stewardship efforts focused on both our own operations and the communities where we operate. Through ongoing water initiatives, we further reduced our water withdrawal and achieved our water restoration target. These actions help alleviate water stress in key watersheds and support efforts to enhance biodiversity in our operating locations. Water stewardship remains a cornerstone of our biodiversity strategy and is formalized in our Water Position Statement, which recognizes nature as a key stakeholder.

We plan to continue to review and incorporate nature and biodiversity impacts, risks, and dependencies as we develop future environmental strategies and related metrics.

In addition to Pentair's initiatives to support nature and biodiversity through water stewardship, water is a key focus for community impact and employee engagement. The Pentair Foundation provided grants to several organizations working to reduce water stress and build ecological resilience through nature-based solutions. In 2025, $0.5 million was provided to organizations undertaking watershed restoration projects near some of Pentair's high-water-stressed[18] operations. With this support, the Foundation's nonprofit partners were able to plant over 43,000 native plants,[21] improving groundwater recharge and reducing surface runoff. In addition, Pentair and the Pentair Foundation supported 130 employee volunteers as hands-on participants in projects that support reducing water stress.

>43,000

native plants added by nonprofit partners through the Pentair Foundation[21]

[18] "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.
[19] Sites active as of December 31, 2025.
[20] The number of water bottles is estimated based on a typical single-use plastic water bottle volume at 16.9 ounces per bottle and represents the total volume of water dispensed at all MSP and Target Field HydroStations.
[21] Data provided by Pentair Foundation partners.

GREENHOUSE GAS EMISSIONS

Pentair is committed to driving meaningful progress toward a more sustainable future by reducing GHG emissions in our business and for our customers and communities by embedding sustainability into our supply chain, operations, and products.

Our GHG Emissions Reduction Strategic Target

In 2025, Pentair continued to make progress toward our GHG emissions reduction target, achieving a reduction of Scope 1 and Scope 2 GHG emissions by 54.0% compared to our 2019 baseline. This progress builds upon a significant milestone in 2024, when we surpassed our 2021 Social Responsibility Target of a 50% reduction from baseline.

~10,000

Manitowoc ice machines that use a refrigerant with a Global Warming Potential >76,000 times[22] lower than previous models, delivered in 2025

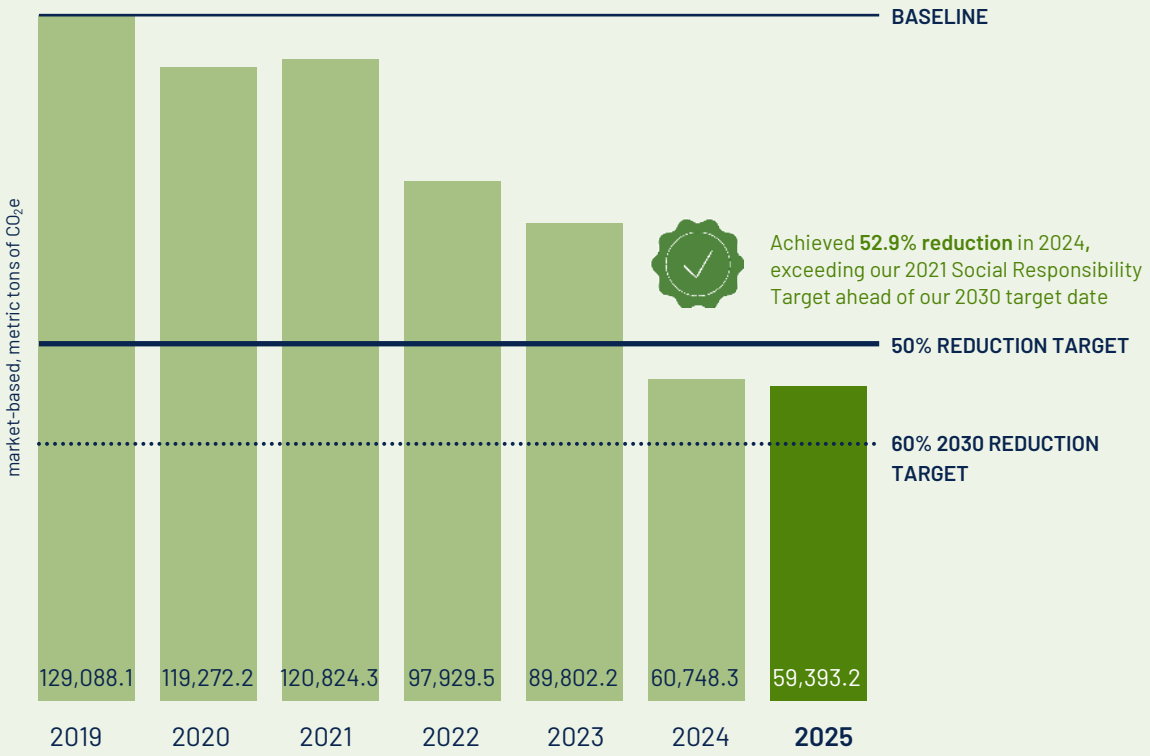
GHG Emission Reduction Actions and Metrics

Pentair's approach to reducing Scope 1 and 2 emissions leverages three key strategies: energy efficiency, electrification, and energy sourcing. In 2025, Pentair focused on energy efficiency, leveraging insights from previous energy audits as well as the Energy Efficiency Playbook, developed in 2024, to target manufacturing activities that presented the greatest potential for energy savings. Collaborating with our operations teams, we implemented HVAC system upgrades to reduce energy use at several facilities, including the implementation of Aurora HVAC pumps at our North Aurora facility, as described earlier in this report. Additionally, we reviewed physical spaces within our facilities to identify further opportunities for energy optimization, such as reducing heating, cooling, and lighting in areas not being utilized, as well as consolidating workspaces and upgrading building management systems to enhance overall operational efficiency. These efforts, as well as numerous smaller energy efficiency projects across our operations, resulted in a reduction in Scope 1 and Scope 2 emissions in 2025 of 2.2% from 2024.

46%

of total electricity usage from renewable resources[23]

2019–2025 Scope 1 and Scope 2 GHG Emissions



[22] R290 Global Warming Potential is 0.02 and R134a Global Warming Potential is 1,530, both sourced from IPCC AR6.
[23] Renewable resources include on-site solar and renewable energy certificates.

GREENHOUSE GAS EMISSIONS continued

We remain committed to ongoing evaluation of our energy sourcing strategy, utilizing approaches such as purchasing renewable energy certificates, on-site energy generation, and energy procurement practices to identify opportunities for emissions reductions. Our purchased renewable electricity is verified through the Green-e® certification program. Pentair does not utilize internal carbon pricing, participate in emissions trading schemes, or use carbon offsets.

Scope 3 emissions represent a large portion of Pentair's overall GHG footprint. In 2024, we published our initial Scope 3 inventory, expanding our climate disclosures. In 2025 and moving forward, we will continue to update our methodologies to advance data sources and leverage insights to inform and refine our GHG emissions management strategy. Approximately 96.5% of Pentair's total GHG emissions are attributed to Scope 3 Category 11 (use of sold products) and approximately 2.7% are attributable to Scope 3 Category 1 (purchased goods and services). This data was a key input to our Product Design for Sustainability Strategic Target, which focuses on both energy and materials efficiency with the aim to reduce our Scope 3 emissions as part of our innovation strategy.

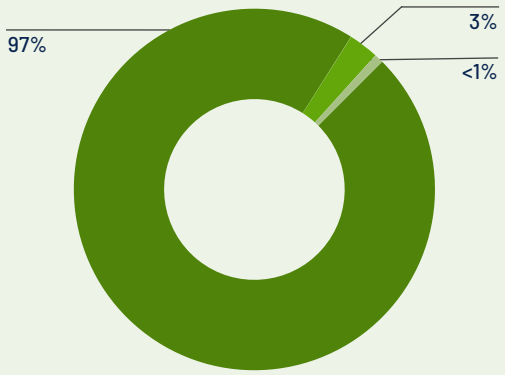
~650M KWH

saved through our energy-efficient pool products and ice machines, which is equivalent to the annual energy consumption of 100,000 gasoline-powered passenger vehicles driven for one year.[24]

Our Climate Stewardship Position

In support of our Sustainability Strategic Target on GHG emissions, Pentair published our Climate Stewardship Position in 2025. Our position formalizes Pentair's global commitment in reducing GHG emissions across our operations and continuously evaluating strategies across our value chain to decrease GHG emissions. Our operational strategies are centered on energy efficiency, electrification, and energy sourcing, as well as product strategies focused on materials and energy efficiency.

2025 Scope 3 GHG Emissions



- Scope 3 Category 11 (use of sold products)
- Scope 3 Category 1 (purchased goods and services)
- All other categories

Photo Credit: Katie Wilson, External Reporting Manager

[24] Based on the total 2025 sales of energy-efficient Pentair pool pumps and Manitowoc ice machines previously rated by ENERGY STAR and LED lights. Emissions equivalency, calculated in March 2026, is estimated using the US Environmental Protection Agency's (EPA) GHG Equivalencies Calculator as available at that time.

PRODUCT DESIGN FOR SUSTAINABILITY

Integrating sustainability into our product and business strategy enables us to drive meaningful change and growth. We focus on solutions that help address global water challenges and create value for our customers.

Our Product Design for Sustainability Strategic Target

In 2025, we achieved our annual sustainable product design target by assessing 100% of new products[25] using our product sustainability scorecard.[26] By completing these scorecards for new products[25], we ensure that sustainability is included as a component of our product development process.

Product Design for Sustainability Actions and Metrics

In 2025, we continued to advance our product sustainability scorecard[26] as a key component of product design for sustainability. This scorecard was initially introduced in 2021 and captures critical product impacts (energy, water, GHG emissions, resource use, and material health) across key lifecycle phases (supply chain, manufacturing, use, and end-of-life). In 2024, we embedded additional quantitative tools, which had previously been part of a separate tool kit, into the scorecard. As part of continuous improvement of the scorecard in 2025, we enhanced it again to better capture circular economy indicators, including sustainability strategies core to Pentair's products, such as design for durability (reducing waste, energy, and materials) and repair/serviceability. The enhanced scorecard continues to capture key environmental impacts across lifecycle phases and improves quantification of material efficiency through circular design principles. These improvements strengthen our ability to measure and communicate the environmental impact of our products, reinforcing our ongoing commitment to sustainable innovation. Beginning in 2026, all new products[25] will be assessed using the 2025 enhanced scorecard.

Our Product Sustainability Position

In 2025, Pentair published our Product Sustainability Position, formalizing our global commitment to designing for sustainability, with a focus on energy and materials efficiency. Guided by our Product Design for Sustainability Strategic Target and strategy, we focus on delivering customer value and minimizing environmental impact throughout the product lifecycle. These principles are included as part of our product development processes and embed sustainability into decision-making. We remain dedicated to delivering products that create lasting value for our customers and the environment.

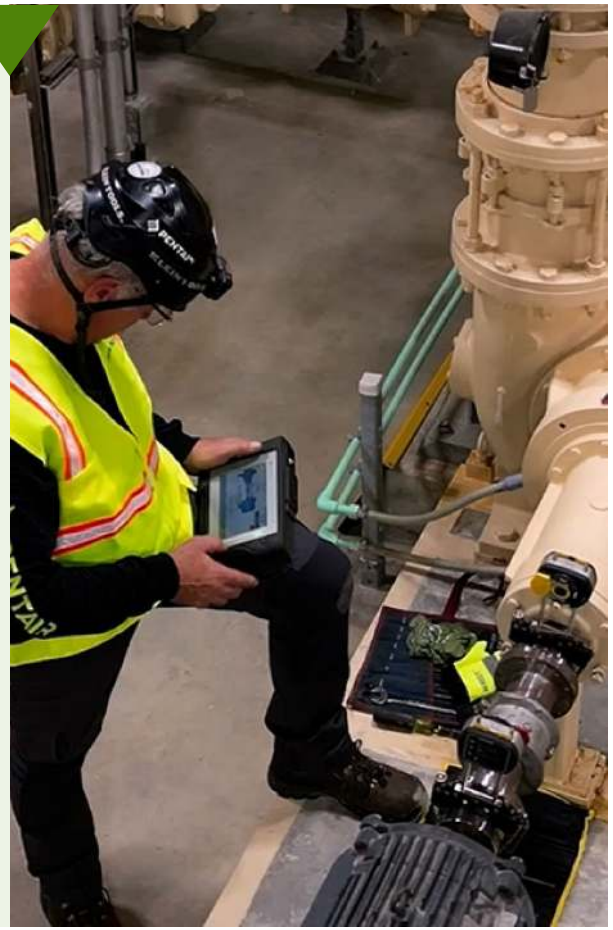
Pentair's Aurora and Hydromatic Repair Kits

In 2025, Pentair's Aurora and Hydromatic brands continue to embrace circular economic principles. Our products are designed for exceptional quality and durability and we have introduced comprehensive repair kits for a range of pumps to extend the life of these products. These kits are designed to enable customers to control energy costs by keeping their pumps running efficiently, while minimizing system down time and emergency repairs. Repair kits include critical components and replacements for common parts, enabling preventative maintenance and quick repair. Each kit is matched to the pump model, reducing the risk of extended down time and the excess packaging and shipping waste associated with ordering individual parts.

The repair kits create value for our customers by increasing the lifetime of the product, while maintaining energy efficiency and reducing costly downtime and replacement.

~70%

of annual revenue is attributable to repairable products or systems[27]



[25] Physical products only.
[26] 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.
[27] Based on total consolidated net sales as of December 31, 2025. The percentage of annual revenue from repairable products was estimated by eliminating major product lines that are designed for single use.

PRODUCT DESIGN FOR SUSTAINABILITY continued

PENTAIR POOL SOLUTIONS:
Helping Create Backyard Memories and Protecting Natural Resources

IntelliFlo3® Variable Speed & Flow Pool Pump
Pool owners can save up to 90% on energy consumption[28]

IntelliChlor® Plus & LT Salt Chlorine Generator
50% faster servicing when replacing sensor module[33]

UltraTemp ETi® High Performance Hybrid Heater
Can save pool owners up to $1,250 per swim season compared to operating a gas-fired heater[29]

ETi® High-Efficiency Pool & Spa Heater
Up to 96% thermal efficiency heater — equivalent energy savings of up to 12.6 gas-powered cars for a year[32]

IntelliBrite® Arc Series Lighting
The white light is 12 times more energy efficient than incandescent lighting, consuming 94% less power[30]

Clean & Clear® Plus Cartridge Filter
Cartridge filters consume significantly less water during cleaning than a typical sand filter[31]

Actual savings and results may vary

Sustainability Innovation Challenge

To further embed sustainability into innovation culture and inspire more sustainable, customer-centric solutions, we hosted our second annual Sustainability Innovation Challenge. Teams from across our businesses participated in the competition, which began with training sessions and workshops focused on identifying customer needs and generating new ideas. To accelerate the validation of early-stage concepts, we invited interns from across the organization to participate in the inaugural Ripple Effect Case Competition. This initiative challenged interns to evaluate and assess the potential of the proposed concepts based on three criteria: customer value, sustainability impact, and business profitability. The 2025 Sustainability Innovation Challenge showcased the creativity and dedication of Pentair's teams and reinforced our commitment to embedding sustainability throughout our operations.

[28] Savings based on variable speed pump compared to a single-speed pump running 12 hours per day at an average of $0.16/kWh in a 20,000-gallon pool. Individual weighted energy factor scores and savings may vary by model.
[29] Statements of heater/heat pump performance and heat-up time are estimates based on operations in a controlled environment. Estimates are based on average US air temperatures and maintaining a 17,000-gallon pool at an 82°F target water temperature for an uncovered pool operating March-October under moderate wind conditions with an electricity cost of $0.12/kWh and natural gas cost of $1.10 per 100,000 BTU and comparing energy use to a gas heater that is 82% efficient.
[30] Compared to AmerLite® 500W Underwater Incandescent Lights. Testing was conducted and measured in an open-air environment without water present.
[31] Water use during cleaning and backwashing is based on industry average assumptions for cartridge and sand filters.
[32] ETi 250 is 94% efficient when operated on natural gas and is 96% efficient when operated on propane with available conversion kit. Emissions equivalency, calculated in February 2026, is estimated using the EPA's GHG Equivalencies Calculator as available at that time.
[33] Based on internal lab testing in controlled environment comparing time to replace sensor module on IntelliChlor Plus 30 Salt Chlorine Generator to IntelliChlor 15 Salt Chlorine Generator, resulting in an average time savings of 53%.

ENVIRONMENTAL MANAGEMENT AND WASTE

Pentair is committed to responsible management of our operations and reducing waste.

Our Environmental Management Program and Actions

Pentair maintains a global Environmental, Health & Safety Policy (EHS Policy), supported by program-specific environmental procedures and standards that guide our global operations. Our environmental management program is built on a set of global frameworks designed for our manufacturing sites, including:

- An EHS Internal Compliance and Risk Assessment Procedure, which standardizes regulatory compliance evaluations and associated activities.
- A Water Management Standard, providing guidance for water compliance, training, and reporting.
- An Environmental Manual, which standardizes our environmental management system in alignment with ISO 14001 standards.

In 2025, we advanced our program by introducing the Air Emissions Management Standard. This new standard supports the monitoring, assessing, and management of common air pollutants, ensuring compliance with environmental regulations and advancing our water and air management initiatives.

Our Waste Program and Actions

Pentair's global Waste Management Policy is the corporate standard for managing waste in a safe and environmentally responsible manner and in compliance with applicable rules and regulations. Each Pentair site is tasked with continually seeking ways to improve waste management, focused on waste reduction and guided by the EPA waste management hierarchy. Employees involved in hazardous waste management are required to complete compliance training to ensure proper handling and regulatory adherence.

Pentair's diverse global manufacturing processes utilize various types of raw materials. Our waste program seeks to reduce non-hazardous and hazardous waste generation and maximize reuse and recycling opportunities across our enterprise. 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, cardboard boxes, and pallets as packaging materials for intercompany deliveries and redesigning packaging with molded pulp trays to eliminate nonrecyclable foam.

In 2025, our manufacturing sites performed a waste stream mapping exercise to improve data quality, uncover further possibilities for waste reduction, and continue to support regulatory compliance.

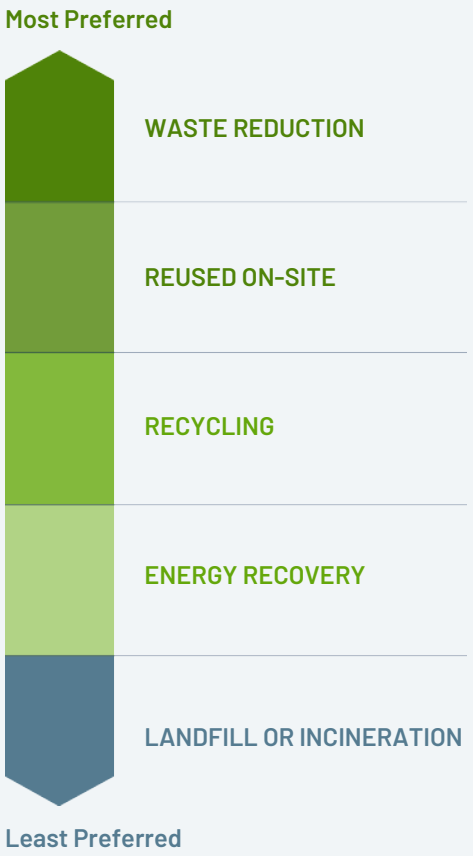
Reusing and Recycling Electronics

In 2025, Pentair continued its collaboration with PCs for People, a nonprofit organization focused on digital inclusion, by donating over 400 used laptops and electronic devices. PCs for People refurbishes these laptops and sells them at a low cost to individuals and families in underserved communities across the US. In addition, non-functional components are responsibly recycled, and the associated proceeds are reinvested into these communities by providing affordable internet access. Additionally, our Bishop Woods facility in Wisconsin introduced a new partnership with a local nonprofit group, allowing for the recycling of more than 1,500 pounds of non-refurbishable electronic waste.

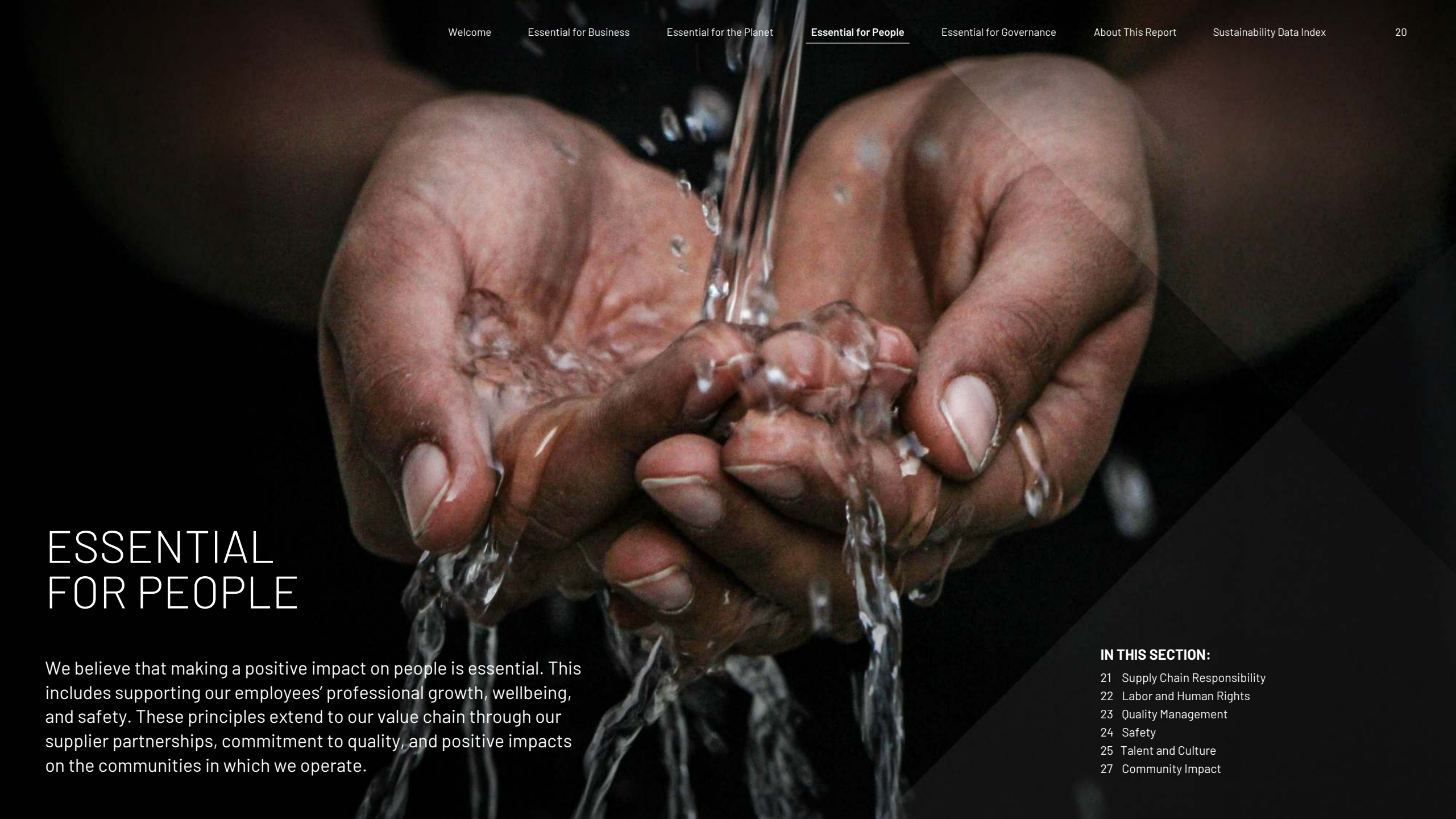
10 SITES[34]

were ISO 14001:2015 certified, representing approximately 24% of manufacturing sites in 2025

Pentair's Waste Hierarchy



[34] Manufacturing sites only.



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:

21 Supply Chain Responsibility
22 Labor and Human Rights
23 Quality Management
24 Safety
25 Talent and Culture
27 Community Impact

SUPPLY CHAIN RESPONSIBILITY

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

Responsible Supply Chain Strategy

Pentair's responsible supply chain strategy includes working with our suppliers, educating our teams, and ensuring compliance with relevant regulations. In 2025, Pentair made progress toward updating our responsible supply chain strategy by implementing an annual training session for our supply chain, quality, and procurement teams on core sustainability topics and their relevance to supply chain operations. As noted in the Greenhouse Gas Emissions section of this report, our Scope 3 Purchased Goods and Services category represented a small percentage of our total GHG emissions in 2025. Our strategy will continue to be shaped by insights from our recent 2025 DMA, Scope 3 GHG emissions associated with suppliers, regulatory requirements, and changes in the global economy. We aim to comply with regulatory requirements, strengthen supplier engagement, advance data quality, and continue to upskill applicable Pentair teams.

Supplier Requirements

Pentair suppliers receive Pentair's Supplier Code of Conduct[35] 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 2025, Pentair completed 131 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.

Supplier Sustainability Assessments

We integrate sustainability considerations throughout our supplier engagement processes. When screening new suppliers, we include targeted questions designed to assess their environmental, social, and governance maturity and alignment with Pentair's sustainability strategy. This evaluation, alongside other relevant factors, informs our decisions regarding supplier partnerships. In addition, we regularly assess our existing suppliers using the same maturity benchmarks. These assessments focus on key areas such as GHG emissions, waste management, water usage, and social and compliance policies. The insights gained from these evaluations enhance our visibility into the sustainability performance of our supply chain, supporting our commitment to responsible sourcing and continuous improvement.

In 2025, responses to our existing supplier screening increased 7.2 percentage points compared to the response rate from the 2024 screening.[36] This higher engagement enables us to gather more robust data and better understand our suppliers' sustainability practices. While most suppliers remain in the early stages of addressing their GHG emissions and water impacts, we plan to continue these assessments to provide deeper insight to our new and existing suppliers.

Conflict Minerals

Our Supplier Code of Conduct requires our suppliers to conform to both our Conflict Minerals Policy and 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. Additionally, conflict minerals training was provided by Pentair for our supply chain, purchasing, quality, compliance, sustainability, and EHS functions. This training educates participants about the relevant regulations and Pentair's approach to risk assessment.

Photo Credit: Jamie Seifert, Sustainability Controller

[35] Pentair suppliers are required to agree to the requirements included in our Supplier Code of Conduct prior to doing business with Pentair.
[36] The supplier scope applied for 2025 is consistent with that used in 2024, ensuring comparability of data and analyses across both reporting years.

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.

Policies and Practices

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. To further advance our human rights program and enhance our due diligence procedures, Pentair carried out a human rights impact assessment of our internal operations in 2025.

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, or any other characteristic protected by law. This principle extends to all decisions relating to recruitment, hiring, training, placement, advancement, compensation, benefits, and termination.

Benefits

At Pentair, we understand the long-term advantages of offering comprehensive benefits to help our employees achieve 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. While these programs vary by country, we aim to provide competitive benefits packages, including offering employees and their families insurance plans, a retirement savings plan, wellness programs, and paid time off. Please refer to the Our Culture page on our website for additional employee benefits offered by Pentair.

To learn more about labor and human rights at Pentair, please see the following resources:

- **Partner and Supplier Resources**
- **Human Rights Policy**
- **Conflict Minerals Policy**
- **Slavery and Human Trafficking Statement**
- **Supplier Code of Conduct**
- **Pentair Code of Business Conduct and Ethics**

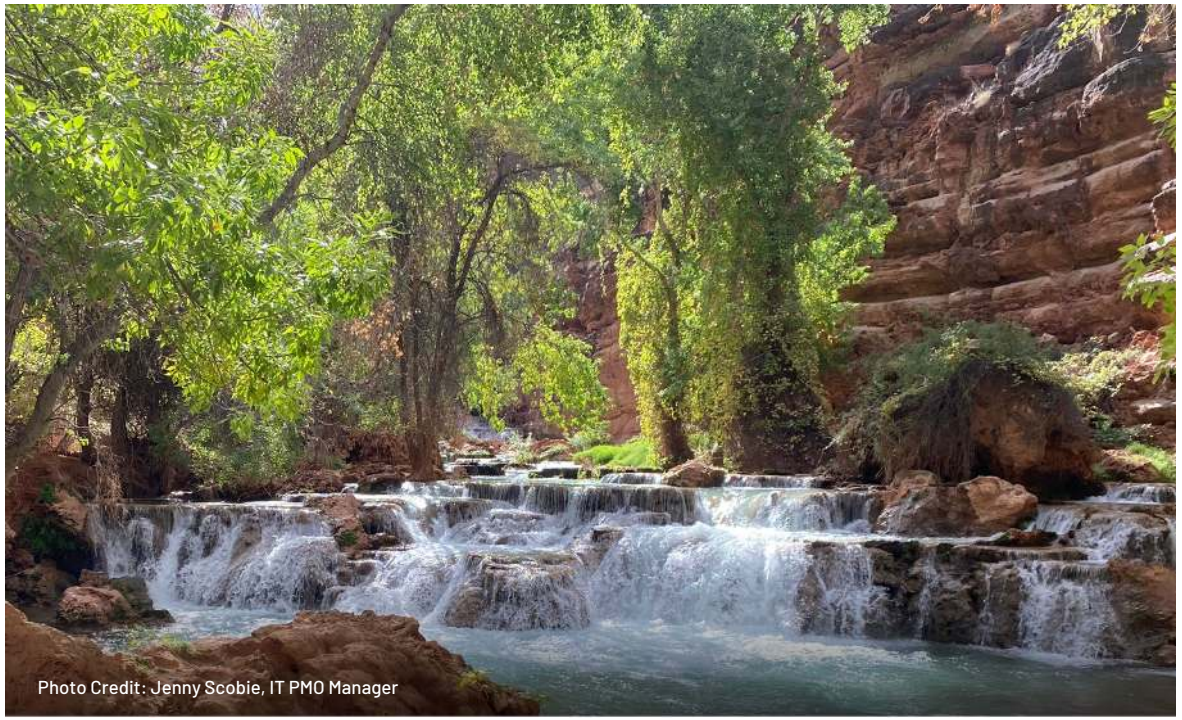


Photo Credit: Jenny Scobie, IT PMO Manager

QUALITY MANAGEMENT

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

Global Quality Management System

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 is used at all our manufacturing sites and includes information on our Global Quality Policy, as well as details on our systems, processes, and tools supporting our operations.

Pentair products are designed for quality, sustainability, and manufacturability. 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 we involve our quality improvement teams on solutions when needed.

Pentair is committed to fostering a culture of quality and continuous improvement across the organization. Teams are continuously upskilled through quality training programs, and we encourage ongoing development for our quality professionals. Manufacturing employees are empowered to raise quality concerns during their daily activities, ensuring that issues are promptly communicated to leadership, documented, and addressed. To support this commitment, we conduct annual company-wide quality assessments that review quality requirements, processes, planning, training, and culture at our sites.

Advancing Quality

Building on these programs and systems, in 2025, Pentair introduced eight guiding principles known as the Golden Rules of Quality. These principles further reinforce our dedication to delivering world-class products and innovations, while emphasizing our Win Right values and our unwavering focus on quality throughout the organization.

Pentair is a member of the American Society for Quality as well as the Operations Council section of the Manufacturers Alliance. Through these affiliations, we share best practices, participate in benchmarking activities, and gain access to a variety of quality-focused training resources. This involvement supports our ongoing commitment to excellence in quality management across the organization.

Safety First

Quality Always

Golden Rules of Quality

1. **Follow Policies and Procedures**
   Follow all safety and quality policies, procedures, and standards. Utilize "Stop, Call, Wait" to ensure safety and quality.
2. **Customer First**
   Prioritize the needs and expectations of our customers.
3. **Quality is Everyone's Responsibility**
   Understand how your work affects quality and know that you are empowered to stop to ensure quality.
4. **Leadership and Accountability**
   Be a positive example, uphold quality standards, and promote a culture of quality.
5. **Zero Defect Mentality**
   Work toward zero defects and ensure none are passed to the next step of the process.
6. **Report Defects Immediately**
   Report all defects immediately to ensure high-quality standards.
7. **Quality Operations**
   Perform tasks using the correct and required tools and equipment, and ensure you are trained and authorized to perform the job.
8. **Continuous Improvement**
   Improve quality every day!

28 SITES[37]

achieved ISO 9001 certification, representing approximately 68% of manufacturing sites in 2025

[37] Manufacturing sites only.

SAFETY

At Pentair, safety is of the utmost importance. We aim 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.

Our Safety Programs

Pentair maintains a global EHS Policy supported by program-specific safety procedures and standards. Our safety program is built on three foundational initiatives: Stop-Call-Wait, the Eight Safety Golden Rules, and the Critical Seven Risk Avoidance Dos and Don'ts. In 2025, we advanced these efforts by introducing a culture-based working model at four designated pilot manufacturing facilities. This model is led by Pentair employees who have completed rigorous hands-on safety training. These trained partners work with site leaders to proactively identify injury risks, analyze factors that may contribute to adverse EHS events, and conduct safety audits and inspections. Together, these efforts foster a shared ownership of EHS across all levels. We intend to establish the culture-based working model at additional manufacturing sites in 2026 and beyond as we focus on and advance our safety programs.

Pentair has a global EHS adverse event and observation reporting process. The process outlines procedures for escalating issues, applying problem-solving techniques, reviewing incidents with leadership, and sharing lessons learned to prevent similar events in other areas of the business. For all events independent of severity, corrective action is required before they can be closed. We also host weekly meetings to communicate recordable events to other safety leaders and encourage accountability for oneself and others through both modeling and taking action.

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, safety training is conducted as part of our visitor procedures and is managed by our sites.

Global Safety Week

Pentair hosts an annual Global Safety Week that includes activities to help foster a culture of awareness, engagement, and accountability for health and safety across our global operations. The theme of 2025's Global Safety Week was "Safety Is Up to You and Me!" and focused on three key campaigns:

- The Safety Leader in You
- The Working Athlete — That's You Too
- Stop-Call-Wait — It's Up to You

Events like Global Safety Week supplement continuous improvement initiatives, Pentair empowers our employees to effectively identify risks and contribute to a safer, more inclusive work environment.

20 SITES[38]

with reduced or zero recordable safety incidents

9 SITES[39]

certified to ISO 45001, representing approximately 22% of manufacturing sites in 2025

Photo Credit: Allison Ethen, Senior Compliance Counsel

[38] Recordable injury data for 2025 is compared to 2024 and includes manufacturing sites that were in continuous operation for the full duration of both years. Sites that were opened, closed, or inactive during any part of 2024 or 2025 are excluded to ensure consistent year-over-year comparison.
[39] Manufacturing sites only.

TALENT AND CULTURE

Pentair is committed to continuously advancing a high-performing workforce inspired to help our customers sustainably **MOVE**, **IMPROVE, and ENJOY** water. In 2025, Pentair focused on creating experiences that energized our employees around our purpose and on continuing to develop skills across teams and individuals.

Talent and Development

We believe that living our Win Right values and our daily practice of leadership competencies create a culture of positive energy, belonging, and curiosity that fuels innovation and delivers results that exceed expectations. The Pentair talent strategy and processes are embedded around our values and competencies including how we hire, the way we manage and cultivate performance, and how we unlock the potential in each and every employee through development.

Pentair believes its culture and leadership capability provides a competitive advantage. As such, we sponsor and facilitate a mix of in-house and external leadership development programs to progressively grow leaders at every level in the organization. Every People Manager holds an annual goal to develop their staff and continually improve the team's engagement. Employees are accountable to articulate their career aspirations and work with their leader to develop themselves toward that goal. Our learning and development programs serve to nurture essential skills, align mindsets to our shared culture, and build leadership competencies to support Pentair's business objectives while preparing both current and future leaders to excel in a rapidly evolving world.

As part of our commitment to developing leaders at all levels, Pentair invests in leadership development initiatives designed to empower employees throughout their careers. Our Growth Manager Development Program serves as a foundation, equipping both new and experienced managers with the skills and tools needed to become more effective and inclusive leaders. The Senior Leadership Development Program further supports our senior leaders in driving growth and high performance by strengthening enterprise leadership, team effectiveness, and business systems. Additionally, Pentair sends an annual cohort of senior leaders to attend a training on our Pentair Leadership Tools. These tools help enable our senior leaders to drive accountability and empower them to deliver results living out our Win Right values and role modeling our leadership competencies. Through these efforts, we ensure leaders across the organization are prepared to lead effectively and advance Pentair's vision and culture.

To ensure that we achieve an even higher performing culture, our annual performance management process includes strategy-aligned goal setting, mid-year check-ins, and an annual individual performance review. To supplement growth and development, we offer resources such as online learning courses, career development guides, leader competency resources, and individual development plans.

In addition to ongoing career and skill development support, Pentair continued our annual Development Week for employees. The week-long event consisted of speakers and training sessions on topics such as leadership competencies, business acumen, and career strategy. This event resulted in nearly 6,800 hours of professional development across our employees in 2025.

~6,800 HOURS

of professional development during Development Week in 2025

Leadership Development at Pentair

Pentair Manager
FOUNDATIONS
Designed for new managers to enhance their leadership practice for themselves, their team, and their business.

Growth Manager
DEVELOPMENT
Designed for experienced managers (3-5 years) to enhance their leadership practice for themselves, their team, and their business.

Pentair
SENIOR LEADER PROGRAM
Provides development for our Director + population to effectively lead the organization.

Pentair
LEADERSHIP TOOLS
Provides a transformative experience in values-based leadership and delivers practical, stress-tested strategies for leading with purpose and resilience.

Development Week — Annual, All-Employee Development

TALENT AND CULTURE continued

Advancing Our Culture

In 2024, Pentair adopted a new employee engagement strategy branded "ENGAGE" and a new platform to facilitate higher employee engagement and team effectiveness. This survey provides an opportunity for employees to give real-time feedback on a wide range of key engagement drivers. It also allows People Managers to conduct insight sessions leading to annual engagement action plans at every level of leadership.

In 2025, Pentair launched Culture Splash, an immersive program designed to reinforce our high-performing and inclusive culture. Grounded in our Win Right values and leadership competencies, Culture Splash is a key component of new employee onboarding for all US salaried employees, and we are expanding the program to reach our existing US workforce.

372 EMPLOYEES

participated in Culture Splash in 2025

Leadership Development Program

Pentair is committed to investing in early careers to build a talent pipeline of future Pentair leaders. In 2025, Pentair more than doubled participation in our full-time three-year rotational Leadership Development Program (LDP) compared to 2024, bringing on board 58 new graduates from 22 universities. Spanning 8 functions across Pentair, the 2025 LDP cohort joined with the 2024 and 2023 cohorts for the first-ever LDP Summit Week at our US headquarters in Golden Valley, Minnesota. Participants attended sessions designed to support their career progression and personal development, interacted with senior leadership, and participated in a volunteer event with the nonprofit organization Second Harvest Heartland.

58 GRADUATES

onboarded from over 22 universities in our Leadership Development Program in 2025

COMMUNITY IMPACT

Pentair and the Pentair Foundation work collaboratively to make a difference in our communities through 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 also provide matching employee gifts and support employee volunteerism via Team Pentair within our community impact program. In 2025, $2.3 million was donated to philanthropic causes by Pentair and the Pentair Foundation and nearly $30 million since 2016.

$2.3M

invested in our communities by Pentair and the Pentair Foundation in 2025

>$300K

in matching contributions from the Pentair Foundation, amplifying the impact of volunteerism and personal charitable giving in 2025

Isla Urbana

In 2025, the Pentair Foundation continued its support of Isla Urbana's Rain Schools initiatives in Mexico, providing rainwater harvesting and purification systems to schools in water-scarce regions. The program includes environmental education for students, staff, and parents on system operations, maintenance, water conservation, and stewardship. With support from Pentair through product donations and funding from the Pentair Foundation, Isla Urbana is building five Rain Schools — two completed and three scheduled for 2026. Once operational, these systems will provide reliable, clean water to approximately 650 students, teachers, and staff. This initiative ensures consistent access to water during school hours, improves health, supports attendance, and reduces the burden on families who previously had to secure water for their children at school.[40]

PENTAIR FOUNDATION WATER PARTNERS

In 2025, the Pentair Foundation awarded $1.6 million in funding 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

River Partners
Great River Greening
American Forests

IMPROVE:

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

Isla Urbana
Safe Water Network
DIGDEEP

ENJOY:

Programs that increase water safety and improve water-related wellbeing

USA Swimming Foundation
V3 Sports

[40] Data provided by Isla Urbana.

COMMUNITY IMPACT continued

PENTAIR FOUNDATION EDUCATION PARTNERS

In 2025, the Pentair Foundation awarded $0.4 million in grants to the following educational partners that support STEM career pathways:

>3,000

volunteer hours recorded by Pentair employees in 2025

90

nonprofit organizations supported by Pentair employee volunteers in 2025

364

nonprofit organizations supported by Pentair employee donations

American Forests

As the oldest conservation nonprofit in the United States, American Forests has been a pioneer in forest restoration and climate adaptation efforts. With support from the Pentair Foundation, American Forests planted 25,000[41] indigenous trees in a habitat corridor for endangered ocelots in Willacy County, Texas, supporting continued biodiversity in the ecosystem. This project replaced a long-standing, non-native Bermuda grass pasture and permanently removed the need for irrigation, reducing demand on the Rio Grande River. Additionally, the replanting of indigenous trees is anticipated to improve water quality in the Laguna Madre watershed by minimizing sediment runoff, further supporting the health of the ecosystem.

Giving Back to Swimming

In 2025, the Pentair Foundation continued to support the USA Swimming Foundation and V3 Sports. With the support of the Pentair Foundation's funding, the USA Swimming Foundation distributed grants to nine learn-to-swim providers, six USA Swimming clubs, and two higher education programs. These grants are expected to facilitate approximately 4,000 hours of free or reduced-cost swim instruction, helping to break down barriers to entry and promote inclusivity in the sport.

In 2024, Pentair Pool became the official sponsor of swimming at the 2026 Special Olympics USA Games as a part of our commitment to promote water safety, wellness and inclusive access to aquatic opportunities. In addition, Pentair Pool continues its long-standing partnership with Step Into Swim, an initiative of the Pool & Hot Tub Alliance, to further advance water safety education. Through these collaborations, Pentair Pool supports learn-to-swim programs for children and actively participates in annual initiatives such as National Water Safety Month. These efforts underscore Pentair's decade-long commitment to expanding access to aquatic opportunities and fostering a safer, more inclusive swimming community.

Pentair Employee Volunteerism

In 2025, Pentair and the Pentair Foundation continued to focus on community engagement through Team Pentair, which supports employee volunteerism. Pentair's launch in 2024 of the paid volunteer time-off program for US-based employees, and the revised policy for matching volunteer hours with donations from the Pentair Foundation, continues to spur volunteerism from our employees. These efforts contributed to more than 3,000 volunteer hours in 2025. Learn more about how Pentair supports our communities on the Team Pentair page on our website.

Girls Who Code

In 2025, two of our business resource groups joined forces at our Apex, North Carolina, facility to host local chapters of Girls Who Code for a day of interactive, coding-based activities. In addition to participating in these activities, the Girls Who Code attendees toured our Apex facility and attended a presentation by the Pentair Pool team on the Internet of Things (IoT) and pool automation. Girls Who Code is an international nonprofit organization dedicated to supporting and increasing the number of women in computer science.

[41] Data provided by American Forests.

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:

30 Sustainability Governance and Risk Management
31 Ethical Business Practices

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.

Sustainability Governance

Pentair's Board of Directors oversees our environmental, social, and governance strategies, including sustainability targets, communications, and risks. In addition, the Governance Committee of our Board of Directors oversees our sustainability strategy and risks, including business sustainability risks.

The Governance Committee receives regular updates on our sustainability program and discusses sustainability matters throughout the year. The Board of Directors receives updates at least annually, including progress on our Sustainability Strategic Targets.

Our Vice President of Sustainability leads Pentair's sustainability programs and reports to the Executive Vice President (EVP) and Chief Strategy, Innovation and Digital Officer. Under the leadership of our Vice President of Sustainability, we have a team of professionals dedicated to executing our sustainability strategy and managing sustainability policies, programs, initiatives, and reporting. Cross functional leaders work with our dedicated sustainability team to integrate sustainability into their functions and businesses and drive a sustainability culture.

Pentair's executive leadership team receives regular updates, and engages in discussion on key sustainability projects, to ensure sustainability program alignment with strategic business priorities. Our executive leadership shares responsibility for topics in this report as shown on this page. Sustainability-specific topics such as water, climate, and biodiversity are the responsibility of our Vice President of Sustainability.

Executive Responsibilities as Related to Topics in This Report

Executive Leader	Sustainability Report Topical Responsibility
Lance T. Bonner, EVP, General Counsel, and Secretary	ERM, EHS, Ethics, Compliance and Labor, and Human Rights
Tanya L. Hooper, EVP and Chief Human Resources Officer	Talent and Culture, Benefits, Labor and Human Rights, Community Impact, and Real Estate
Nicholas J. Brazis, EVP and Chief Financial Officer	Supply Chain
Adrian C. Chiu, EVP and Chief Strategy, Innovation and Digital Officer	Innovation
Jerome O. Pedretti, EVP and Chief Executive Officer of Pentair Pool	Quality

Guided by our Executive Leadership Team and under the leadership of our Vice President of Sustainability, we continue to make progress against our targets, adapt to regulatory changes, and ensure transparent disclosure to our stakeholders. As part of our advancement of governance processes, Pentair established a Sustainability Reporting and Disclosure Committee in 2025. This committee supports the continuous enhancement of our sustainability reporting and disclosures, both voluntary and required (including regulatory requirements). This enhanced process supports our commitment to stakeholders to provide transparent, reliable, and relevant insights into our sustainability performance.

Regulatory Reporting

As a global company, our reporting is designed to encompass a number of potential reporting requirements. As these requirements change, we will continue to update the form and content of our reporting. These potential requirements include, but are not limited to, the EU Corporate Sustainability Reporting Directive (CSRD), EU Taxonomy, EU Corporate Sustainability Due Diligence Directive (CSDDD), California Climate Disclosures, and International Financial Reporting Standards focused on sustainability (IFRS S1 and IFRS S2). Pentair's sustainability and finance teams partner to seek to ensure our sustainability reporting meets evolving global requirements and standards as well as enabling transparent and accurate disclosures for our stakeholders.

In 2025, Pentair conducted a second DMA aligned with the EU's 2023 CSRD framework. The 2025 DMA identified material sustainability topics for Pentair, including climate change mitigation and adaptation, water stewardship, safety, and innovative product design and technologies. These material topics are consistent with Pentair's purpose and mission. These results reinforce our belief that we have a meaningful opportunity for impact through our products and solutions, for people and our planet. Our disclosure preparations and/or Sustainability Strategic Targets may change in the future based on regulatory changes, our business strategy, subsequent 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 (ERM) 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. Through our ERM and business risk review processes, we assess severe weather and climate risks across our portfolio.

For more information on Pentair's corporate governance structure and our approach to risk management, please refer to our 2026 Proxy Statement, Annual Report on Form 10-K, and Investor Relations website.

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 our Win Right values 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. The compliance team also participates in an annual fraud risk assessment led by internal audit that assesses potential fraud schemes and ensures there are associated controls in place to mitigate the most critical risks. Identified controls are then evaluated for effectiveness by internal audit annually.

PentairEthics.com provides a confidential and anonymous platform for our employees, suppliers, and external stakeholders to report concerns or violations, including those related to human rights. Our Office of Business Conduct and Ethics is also available for employees to submit complaints directly by phone, email, or mail. Our compliance team follows a robust process to review all reported concerns, including harassment and discrimination, and investigates as appropriate. Substantiated concerns may result in disciplinary action up to and including termination. Pentair strictly prohibits retaliation against employees for raising concerns or making good-faith reports about possible ethical violations or breaches of law or policy. We maintain open and collaborative relationships with employees to help ensure their views are represented. Pentair is committed to fostering a workplace where integrity is a core value and where employees are proud to work.

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 and our Board of Directors contains a module on anti-bribery and anti-corruption.

Corporate Associations and Contributions

In 2025, 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.

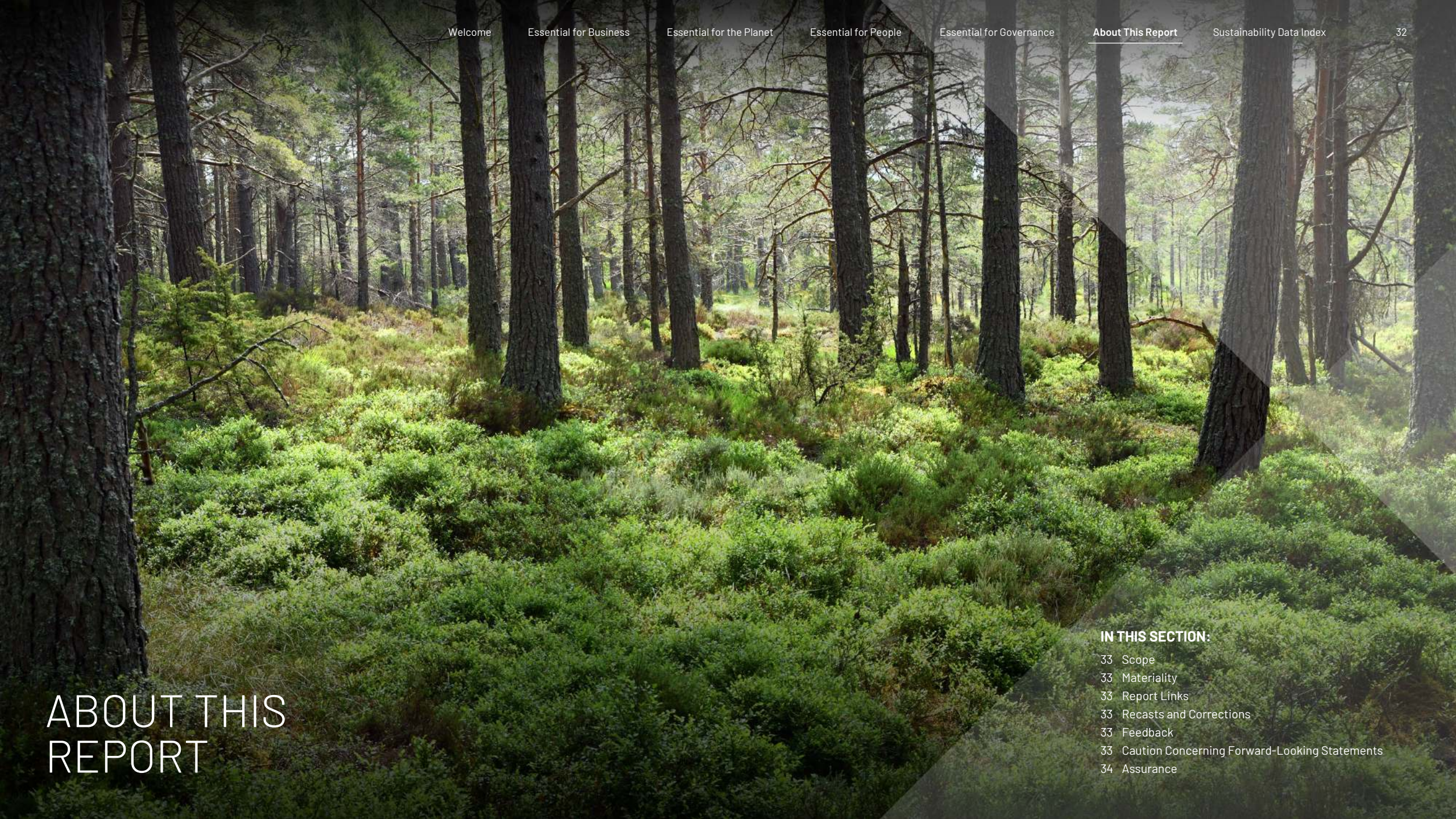
Our Chief Executive Officer, Chief Financial Officer, and General Counsel must approve political contributions made by the company. Company management provides an annual report to the Governance Committee of the Board of Directors on any political contributions made by Pentair.

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 not to 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 2025 Political Contributions Reporting for more information.

100%

of our active professional-level employees and Board of Directors completed 2025 training on the Pentair Code of Business Conduct and Ethics

Photo Credit: Cole Sterr, Communications Specialist



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ABOUT THIS REPORT

Scope

This report, published on March 31, 2026, describes Pentair's strategy and performance related to our sustainability program. Content focuses on our priority sustainability areas. Additional information can be found in our Annual Report on Form 10-K for the fiscal year that ended on December 31, 2025. Unless otherwise noted, data in this report is based on calendar year 2025 (January 1, 2025, through December 31, 2025), or provided as of December 31, 2025, 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. Sites that represent 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 DMA. 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

In our 2025 Sustainability Report, we restated our energy consumption, Scope 1 and Scope 2 inventories and water inventories for the years 2019–2024. These updates reflect changes resulting from acquisitions and divestitures as well as refinements to assumptions, methodologies, unit conversions, and emissions factors. We also corrected data gaps and errors to ensure greater accuracy and transparency in our reporting. We are committed to continuous improvement of our sustainability data and disclosures, including advancing our methodologies and assumptions.

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 achieve our long-term sustainability goals and targets. 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, 2025, and in our subsequent quarterly reports, as filed with the SEC.

ASSURANCE

LRQA

LRQA Independent Assurance Statement

Relating to Pentair's GHG Emissions Inventory, Water Withdrawal, Energy Use, and Safety Metric for the Calendar Year 2025 and restated GHG Emissions Inventory, Water Withdrawal, and Energy Use for Calendar Years 2019 to 2024

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

Terms of Engagement

LRQA was commissioned by Pentair Management Company to provide independent assurance of Pentair plc's (Pentair) Greenhouse Gas emissions inventory, water withdrawal, energy use, and safety injury frequency rate for the calendar year (CY) 2025 and restated Greenhouse Gas emissions inventory, water withdrawal, and energy use metrics for calendar years 2019 to 2024 ("the report"), 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 2025, 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 Inventorying standard, revised edition (otherwise referred to as the WRI/WBCSD GHG 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 also covered Pentair's global operations and activities in restated CY 2019 to 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 Inventorying standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data.

[1] *http://www.ghgprotocol.org/*

[2] GHG quantification is subject to inherent uncertainty.

LRQA

- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below:
  - Direct (Scope 1) and Energy Indirect (Scope 2);
  - Water Withdrawal; and
  - Energy Consumption.

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.

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 2025

Greenhouse Gas Emissions	Quantity	Unit
Scope 1 GHG emissions	25,190	Metric Tons CO_2e
Scope 2 GHG emissions (Location-based)[1]	54,392	Metric Tons CO_2e
Scope 2 GHG emissions (Market-based)[1]	34,203	Metric Tons CO_2e
Scope 3 – Category 1: Purchased Goods and Services	1,001,436	Metric Tons CO_2e
Scope 3 – Category 11: Use of Sold Products	35,515,097	Metric Tons CO_2e
Note 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 2025

Environmental Data Parameter	Quantity	Unit
Energy Use[2]	266,608,908	kWh
Total Water Withdrawal	134,589,555	Gallons
Note 2. Energy use verified; includes kWh equivalent of Energy used within the organization from Mobile and Stationary Fuels, Renewable and Non-renewable Electricity, and Heating.		

[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.

Table 3. Summary of Pentair's Safety Performance Metric for CY 2025

Data Parameter	Quantity	Unit
Safety Injury Frequency Rate for Manufacturing Facilities including new acquisitions and excluding KBI Field Service business[3]	1.23	Cases Per 200,000 Hours

Note 3: KBI Field Services was divested by Pentair during the reporting period and is therefore excluded from the organizational boundary for this metric.

Table 4. Summary of Pentair's GHG Emissions Data Restated for CY 2019 – CY 2024

Greenhouse Gas Emissions	CY 2019	CY 2020	CY 2021	CY 2022	CY 2023	CY 2024	Unit
Scope 1 GHG emissions	54,873	49,718	50,125	50,333	49,731	27,572	Metric Tons CO_2e
Scope 2 GHG emissions (Location-based)[4]	70,490	65,972	72,265	66,698	57,006	55,721	Metric Tons CO_2e
Scope 2 GHG emissions (Market-based)[4]	74,215	69,554	70,699	47,596	40,071	33,177	Metric Tons CO_2e

Note 4: Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015.

Table 5. Summary of Pentair's Other Environmental Data Restated for CY 2019 – CY 2024

Environmental Data Parameter	CY 2019	CY 2020	CY 2021	CY 2022	CY 2023	CY 2024	Unit
Energy Use[5]	308,586,741	302,855,692	327,199,448	315,127,637	292,428,391	282,736,211	kWh
Total Water Withdrawal	205,169,313	204,420,774	228,469,675	207,727,932	163,158,815	141,552,499	Gallons

Note 5. Energy use verified; includes kWh equivalent of Energy used within the organization from Mobile and Stationary Fuels, Renewable and Non-renewable Electricity, and Heating.

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 (Water Withdrawal) and Safety data from a sample of facilities;
- interviewing relevant employees responsible for managing applicable data and records;
- verifying CY 2025 GHG Emissions, Environmental (Water Withdrawal and Energy Use) and Safety data at an aggregated level;
- verifying Pentair's restated CY2019 (base-year) through CY2024 GHG inventory and Environmental metrics (Water Withdrawal and Energy Use) to reflect organizational structural changes primarily arising from acquisitions and divestitures; and
- confirming that Pentair's documented base-year adjustment policy aligns with the requirements of the GHG Protocol. The restated base-year GHG inventory and environmental data have been verified as conforming to this policy.

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
LRQA Lead Verifier
On behalf of LRQA, Inc.,
2500 City West Blvd, Ste 150, Houston, TX 77042

Dated: 13 March 2026

LRQA reference: UQA00001999/ 7675398 & 7872690

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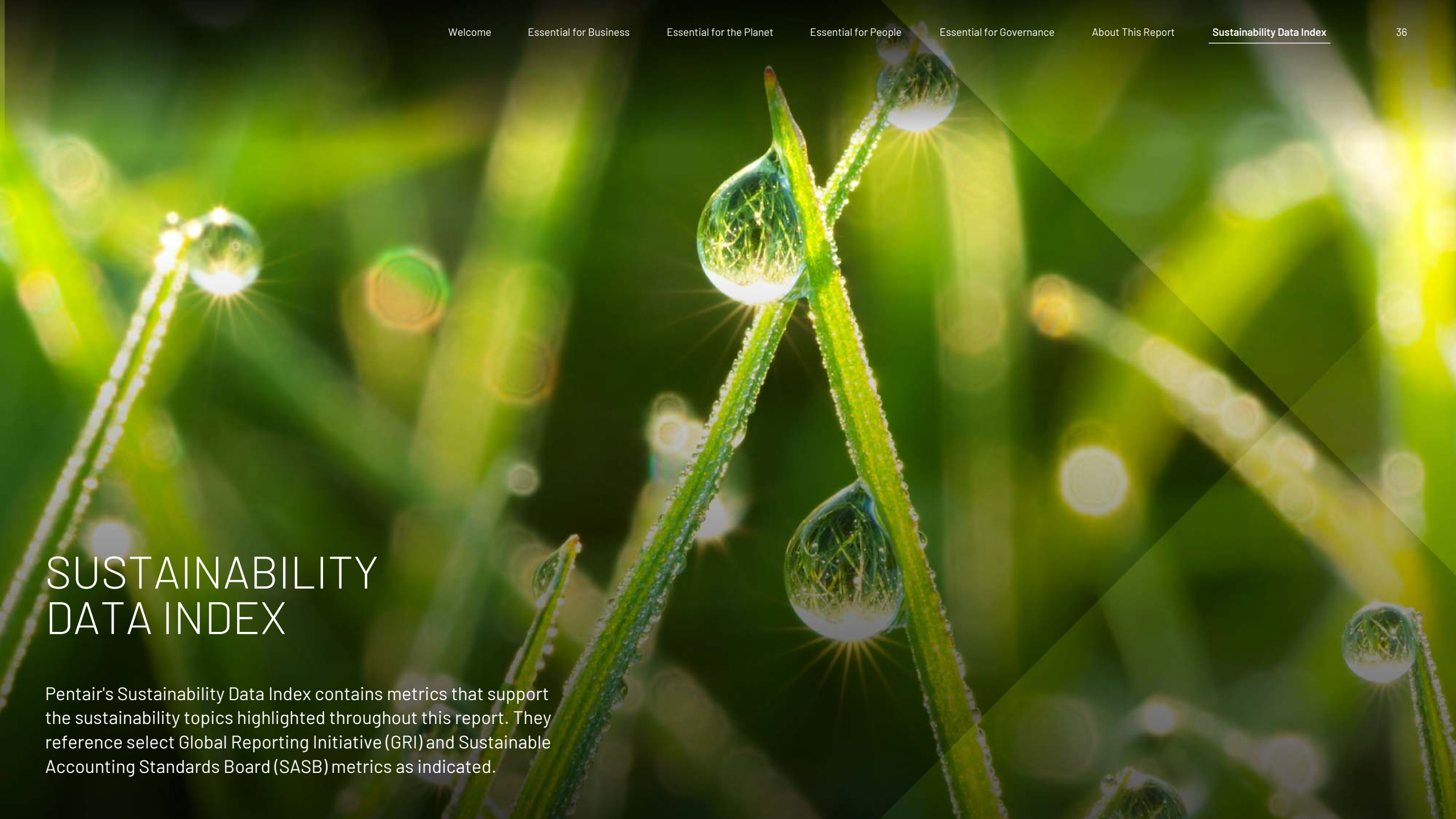


SUSTAINABILITY DATA INDEX

Pentair's Sustainability Data Index contains metrics that support the sustainability topics highlighted throughout this report. They reference 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	2025	Framework Reference
GHG emissions (metric tons CO_2e) *– For more information, refer to the Greenhouse Gas Emissions section of this report*								
Total Scope 1 GHG emissions	**54,873.4**	**49,718.1**	**50,125.2**	**50,333.4**	**49,730.8**	**27,571.6**	**25,189.7**	**GRI: 305-1**
Natural gas	21,640.3	21,338.1	22,895.0	21,943.1	19,605.0	19,031.5	18,205.2	GRI: 305-1
Diesel	2,652.4	2,202.9	1,990.4	1,934.0	746.6	730.0	1,793.3	GRI: 305-1
Ethanol mixes	53.8	10.2	4.1	5.5	1.6	2.8	2.1	GRI: 305-1
Gasoline	3,283.9	2,855.1	4,019.7	4,183.4	6,915.0	6,237.7	3,947.7	GRI: 305-1
Kerosene	58.3	54.4	46.2	34.3	21.9	38.6	22.8	GRI: 305-1
Propane/Liquefied Petroleum Gas	647.0	821.8	904.5	834.5	784.7	698.6	443.0	GRI: 305-1
Other	29.6	24.3	31.9	34.7	30.9	26.0	26.3	GRI: 305-1
Process emissions	25,899.9	21,790.4	19,501.8	20,577.8	20,791.6	0.5	5.8	GRI: 305-1
Ozone-depleting substances	608.1	620.9	731.6	786.1	833.4	806.0	743.7	GRI: 305-1
Total Scope 1 GHG emissions by country	**54,873.4**	**49,718.1**	**50,125.2**	**50,333.4**	**49,730.8**	**27,571.6**	**25,189.7**	**GRI: 305-1**
United States	45,387.1	40,691.9	40,772.9	40,618.6	38,497.3	17,042.8	17,732.2	GRI: 305-1
Western Europe	6,334.6	6,450.0	6,281.4	6,068.6	5,810.5	6,133.9	5,212.6	GRI: 305-1
Developing	2,785.2	2,377.0	2,855.7	3,420.0	5,202.7	4,147.4	2,004.4	GRI: 305-1
Other Developed	366.6	199.2	215.1	226.2	220.3	247.5	240.6	GRI: 305-1
Total Scope 2 GHG emissions location-based	**70,490.1**	**65,972.1**	**72,265.0**	**66,698.2**	**57,005.6**	**55,720.7**	**54,391.6**	**GRI: 305-2**
Purchased electricity	70,487.0	65,959.3	66,978.1	43,707.6	35,374.6	28,971.3	29,471.0	GRI: 305-2
BEV	0.0	9.7	0.0	40.3	24.8	53.2	33.7	GRI: 305-2
RECs	0.0	0.0	5,283.9	22,947.1	21,603.1	26,693.8	24,862.0	GRI: 305-2
District heating	3.1	3.2	3.0	3.2	3.1	2.4	24.8	GRI: 305-2

	2019	2020	2021	2022	2023	2024	2025	Framework Reference
Total Scope 2 GHG emissions location-based by region	**70,490.1**	**65,972.1**	**72,265.0**	**66,698.2**	**57,005.6**	**55,720.7**	**54,391.6**	**GRI: 305-2**
United States	43,452.2	39,817.6	43,532.8	40,206.4	34,056.0	33,252.7	31,990.1	GRI: 305-2
Western Europe	5,809.9	4,955.4	5,446.0	5,409.2	4,926.5	4,853.3	4,149.0	GRI: 305-2
Developing	19,394.0	19,392.5	21,470.1	19,200.3	16,531.4	16,276.5	17,171.4	GRI: 305-2
Other Developed	1,834.0	1,806.7	1,816.1	1,882.4	1,491.8	1,338.3	1,081.1	GRI: 305-2
Total Scope 2 GHG emissions market-based	**74,214.7**	**69,554.1**	**70,699.1**	**47,596.1**	**40,071.4**	**33,176.7**	**34,203.4**	**GRI: 305-2**
Purchased electricity	74,211.6	69,541.3	70,696.1	47,552.5	40,043.5	33,121.0	34,144.9	GRI: 305-2
BEV	0.0	9.7	0.0	40.3	24.8	53.2	33.7	GRI: 305-2
RECs	0.0	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 305-2
District heating	3.1	3.2	3.0	3.2	3.1	2.4	24.8	GRI: 305-2
Total Scope 2 GHG emissions market-based by region	**74,214.7**	**69,554.1**	**70,699.1**	**47,596.1**	**40,071.4**	**33,176.7**	**34,203.4**	**GRI: 305-2**
United States	43,863.6	40,326.8	38,873.6	21,082.7	18,777.5	12,681.4	11,712.1	GRI: 305-2
Western Europe	9,123.1	8,028.1	8,539.3	8,745.5	7,806.1	7,488.1	7,450.5	GRI: 305-2
Developing	19,394.0	19,392.5	21,470.1	15,885.6	11,866.5	11,390.3	13,713.0	GRI: 305-2
Other Developed	1,834.0	1,806.7	1,816.1	1,882.4	1,621.4	1,616.9	1,327.8	GRI: 305-2
Total Scope 3 GHG emissions[42]	**—**	**—**	**—**	**—**	**—**	**38,346,392.4**	**36,744,047.8**	**GRI: 305-3**
Upstream Scope 3 GHG emissions	—	—	—	—	—	1,007,166.0	1,177,161.0	GRI: 305-3
Purchased goods and services[43]	—	—	—	—	—	905,910.3	1,001,435.7	GRI: 305-3
Capital goods[44]	—	—	—	—	—	4,284.6	26,550.1	GRI: 305-3
Fuel- and energy-related activities[44]	—	—	—	—	—	16,607.5	18,374.5	GRI: 305-3
Upstream transportation and distribution[44]	—	—	—	—	—	44,880.1	90,228.6	GRI: 305-3
Waste generated in operations[44]	—	—	—	—	—	10,893.4	7,463.8	GRI: 305-3
Business travel[44]	—	—	—	—	—	11,848.2	7,772.9	GRI: 305-3
Employee commuting[44]	—	—	—	—	—	12,741.9	25,335.4	GRI: 305-3
Upstream leased assets[45]	—	—	—	—	—	—	—	GRI: 305-3

[42] Scope 3 metrics reflect market-based emissions.
[43] Assured.
[44] Estimate.
[45] All upstream leased assets are included in Scope 1 and 2 inventories.

	2019	2020	2021	2022	2023	2024	2025	Framework Reference
Downstream Scope 3 GHG emissions	—	—	—	—	—	37,339,226.5	35,566,886.80	GRI: 305-3
Downstream transportation and distribution[44]	—	—	—	—	—	6,240.8	11,370.5	GRI: 305-3
Processing of sold products[46]	—	—	—	—	—	—	—	GRI: 305-3
Use of sold products[43]	—	—	—	—	—	37,286,606.7	35,515,096.9	GRI: 305-3
End-of-life treatment of sold products[47]	—	—	—	—	—	36,321.6	34,797.9	GRI: 305-3
Downstream leased assets[44]	—	—	—	—	—	1,602.7	—	GRI: 305-3
Franchises[46]	—	—	—	—	—	—	—	GRI: 305-3
Investments[44]	—	—	—	—	—	8,454.7	5,621.5	GRI: 305-3
Total Scope 1 and 2 GHG emissions	**129,088.1**	**119,272.2**	**120,824.3**	**97,929.5**	**89,802.2**	**60,748.3**	**59,393.2**	
Scope 1 and 2 GHG emissions intensity by revenue (metric tons of CO_2e/net sales in millions USD)	**43.7**	**39.5**	**32.1**	**23.8**	**21.9**	**14.9**	**14.2**	**GRI: 305-4**
Total Scope 1, 2, and 3 GHG emissions	**—**	**—**	**—**	**—**	**—**	**38,407,140.70**	**36,803,441.0**	
Total Scope 1, 2, and 3 GHG emissions intensity by revenue (metric tons of CO_2e/net sales in millions USD)	**—**	**—**	**—**	**—**	**—**	**9,407.1**	**8,813.1**	**GRI: 305-4**
Energy — *For more information, refer to the Greenhouse Gas Emissions section of this report*								
Total energy consumption within the organization (GJ)	**1,110,912,267.6**	**1,090,280,491.2**	**1,177,918,012.8**	**1,134,459,493.2**	**1,052,742,207.6**	**1,017,850,359.6**	**959,792,068.8**	**GRI: 302-1** **SASB: RT-IG-130a.1**
From nonrenewable sources	1,108,603,335.6	1,088,119,584.0	1,131,196,924.8	924,150,668.4	838,870,959.6	767,843,326.8	732,176,636.4	GRI: 302-1 SASB: RT-IG-130a.1
From renewable sources	2,308,932.0	2,160,907.2	46,721,088.0	210,308,824.8	213,871,248.0	250,007,032.8	227,615,432.4	GRI: 302-1 SASB: RT-IG-130a.1
Total Scope 1 and 2 energy consumption (kWh)	**308,586,741.0**	**302,855,692.0**	**327,199,448.0**	**315,127,637.0**	**292,428,391.0**	**282,736,211.0**	**266,608,908.0**	**GRI: 302-1**
Total nonrenewable fuel consumption (kWh)	**148,491,234.4**	**143,458,174.6**	**156,778,126.1**	**151,704,571.7**	**145,952,060.0**	**139,352,423.4**	**127,484,552.5**	**GRI: 302-1**
Natural gas	119,405,688.6	117,738,277.5	126,328,745.3	121,076,325.0	108,175,634.8	105,010,985.9	100,451,514.2	GRI: 302-1
Diesel	10,472,945.3	8,697,982.3	7,859,108.1	7,636,479.0	2,947,895.3	2,882,241.7	7,082,739.6	GRI: 302-1
Ethanol mixes	552,282.0	104,954.0	81,829.0	109,776.0	30,881.0	54,866.0	41,325.0	GRI: 302-1
Gasoline	14,670,279.7	12,754,644.8	17,957,197.3	18,688,760.3	30,891,808.0	27,866,030.6	17,626,940.3	GRI: 302-1
Kerosene	226,704.0	211,526.0	179,659.0	133,093.0	85,209.0	149,905.0	88,423.0	GRI: 302-1
Propane/Liquefied Petroleum Gas	3,027,334.6	3,836,818.5	4,224,423.8	3,899,004.6	3,675,621.5	3,266,505.8	2,071,831.4	GRI: 302-1
Other	136,000.3	113,971.5	147,163.6	161,133.7	145,010.4	121,888.4	121,779.0	GRI: 302-1

[46] Not applicable.
[47] Estimate. Category does not include emissions resulting from products that do not directly consume energy during operation.

	2019	2020	2021	2022	2023	2024	2025	Framework Reference
Total purchased energy consumption — renewable and nonrenewable (kWh)	**159,454,136.6**	**158,797,265.4**	**169,731,770.9**	**162,645,886.3**	**145,339,685.0**	**142,424,428.6**	**138,138,920.5**	**GRI: 302-1**
Purchased electricity (nonrenewable)	159,433,484.0	158,754,834.0	157,422,838.6	104,894,606.0	86,992,472.0	73,803,133.0	75,368,129.0	GRI: 302-1
District heating	20,652.6	21,620.4	20,336.8	22,100.3	21,570.0	19,161.6	456,376.5	GRI: 302-1
Other	0.0	20,811.0	66.4	87,241.0	53,609.0	115,095.0	73,341.0	GRI: 302-1
Purchased electricity (RECs)	0.0	0.0	12,288,529.0	57,641,939.0	58,272,034.0	68,487,039.0	62,241,074.0	GRI: 302-1
Total on-site solar generated electricity consumption	**641,370.0**	**600,252.0**	**689,551.0**	**777,179.0**	**1,136,646.0**	**959,359.0**	**985,435.0**	**GRI: 302-1**
Total energy consumption by region (kWh)	**308,586,741.0**	**302,855,692.0**	**327,199,448.0**	**315,127,637.0**	**292,428,391.0**	**282,736,211.0**	**266,608,908.0**	**GRI: 302-1**
United States	202,904,194.7	199,565,115.1	215,184,410.5	204,325,391.1	181,266,405.2	176,300,746.6	177,119,208.6	GRI: 302-1
Western Europe	49,715,459.8	49,758,769.4	50,816,864.1	49,199,797.5	45,440,378.1	47,296,359.2	42,686,673.4	GRI: 302-1
Developing	50,866,488.0	49,193,062.8	56,674,108.0	56,952,932.2	61,709,940.1	55,313,647.6	43,343,272.4	GRI: 302-1
Other Developed	5,100,598.5	4,338,744.7	4,524,065.5	4,649,516.1	4,011,667.6	3,825,457.6	3,459,753.6	GRI: 302-1
Percentage grid electricity (%)	**52%**	**52%**	**48%**	**33%**	**30%**	**26%**	**28%**	**SASB: RT-IG-130a.1**
Percentage renewable (%)	**0%**	**0%**	**4%**	**19%**	**20%**	**25%**	**24%**	**SASB: RT-IG-130a.1**
Water (megaliters) *— For more information, refer to the Water Stewardship section of this report*								
Total water withdrawal	**776.7**	**773.8**	**864.9**	**786.3**	**617.6**	**535.8**	**509.5**	**GRI: 303-3**
Surface water	1.6	3.1	2.6	1.3	0.1	0.8	0.3	GRI: 303-3
Groundwater	42.6	44.2	40.3	43.1	39.6	35.8	42.4	GRI: 303-3
Seawater	0.0	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	0.0	GRI: 303-3
Third-party water	732.5	726.5	822.0	741.9	577.9	499.2	466.7	GRI: 303-3
Freshwater[48]	0.0	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 303-3
Other water[49]	0.0	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 303-3
Total water withdrawal from water-stressed areas	**167.9**	**197.7**	**205.5**	**173.1**	**135.4**	**118.2**	**100.5**	**GRI: 303-3**
Total water discharge	**731.1**	**728.4**	**814.1**	**740.2**	**581.4**	**504.4**	**479.6**	**GRI: 303-4**
Total water consumption	**45.6**	**45.4**	**50.7**	**46.1**	**36.2**	**31.4**	**29.9**	**GRI: 303-5**

[48] <=1,000 mg/L total dissolved solids.
[49] >1,000 mg/L total dissolved solids.

	2019	2020	2021	2022	2023	2024	2025	Framework Reference
Waste (metric tons) — *For more information, refer to the Environmental Management and Waste section of this report*								
Total waste generated[50]	**34,639.3**	**32,697.0**	**27,497.5**	**27,533.7**	**35,494.1**	**31,100.4**	**31,936.0**	**GRI: 306-3**
Non-hazardous waste	33,207.4	31,182.0	25,988.9	25,585.8	34,373.7	29,974.8	30,909.0	GRI: 306-3
Hazardous waste	1,431.9	1,515.1	1,508.6	1,947.9	1,120.5	1,125.7	1,027.0	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**	**22,924.0**	**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**	**22,272.0**	**GRI: 306-4**
Prepared for reuse[51]	470.8	2,392.0	7,902.0	4,583.9	10,829.2	4,734.0	4,038.0	GRI: 306-4
Recycled	24,822.8	21,207.0	13,030.0	15,701.4	16,573.7	17,045.1	18,234.0	GRI: 306-4
Other	0.0	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**	**652.0**	**GRI: 306-4**
Prepared for reuse[51]	12.3	0.0	6.4	0.0	2.0	28.0	13.0	GRI: 306-4
Recycled	1,228.4	1,261.2	1,262.7	1,157.0	792.6	752.9	639.0	GRI: 306-4
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	GRI: 306-4
Total waste disposed	**8,105.0**	**7,837.0**	**5,296.4**	**6,091.4**	**7,296.7**	**8,540.5**	**9,012.0**	**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**	**8,637.0**	**GRI: 306-5**
Incineration (with energy recovery)	0.0	0.0	0.0	0.0	574.9	791.0	1,736.0	GRI: 306-5
Incineration (without energy recovery)	0.0	0.0	0.0	0.0	528.7	376.0	324.0	GRI: 306-5
Landfill	6,806.9	6,371.0	3,887.4	4,464.4	5,867.2	7,028.7	6,577.0	GRI: 306-5
Other	1,107.0	1,212.0	1,169.5	836.1	0.0	0.0	0.0	GRI: 306-5
Hazardous waste disposed	**191.1**	**254.0**	**239.5**	**790.9**	**325.9**	**344.7**	**375.0**	**GRI: 306-5**
Incineration (with energy recovery)	0.0	0.0	0.0	0.0	33.7	118.0	101.0	GRI: 306-5
Incineration (without energy recovery)	0.0	0.0	0.0	0.0	189.3	82.0	102.0	GRI: 306-5
Landfill	16.1	141.0	82.4	548.7	103.0	144.7	172.0	GRI: 306-5
Other	175.1	113.0	157.1	242.2	0.0	0.0	0.0	GRI: 306-5

[50] Waste data follows a November through October reporting cycle. Includes all manufacturing sites in addition to select warehouses. Excludes Hydra-Stop, LLC acquisition due to data availability.
[51] 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	2025	Framework Reference
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[52]	**20**	**20**	**19**	**19**	**19**	**19**	**18**	**GRI: 304-1**
Workforce — *For more information, refer to the Talent and Culture section of this report*								
Total number of employees[53]	**9,290**	**9,878**	**11,263**	**11,189**	**10,578**	**9,672**	**9,092**	**GRI: 2-7** **SASB: RT-IG-000.B**
Total number of full-time employees	—	—	—	10,888	10,289	9,413	8,867	GRI: 2-7 SASB: RT-IG-000.B
Total number of part-time employees	—	—	—	301	289	259	225	GRI: 2-7 SASB: RT-IG-000.B
Percentage of total employees covered by collective bargaining agreements[54]	**28%**	**29%**	**26%**	**28%**	**31%**	**30%**	**30%**	**GRI: 2-30**
Safety — *For more information, refer to the Safety section of this report*								
Work-related injuries for all permanent employees and temporary workers[55]								
Total number of recordable work-related injuries[56]	187	155	160	185	156	119	97	GRI: 403-9
Rate of recordable work-related injuries[57]	2.27	1.96	1.81	2.00	1.66	1.35	1.23	GRI: 403-9 SASB: RT-IG-320a.1
Total number of lost-time injuries[56]	65	54	44	64	77	59	41	GRI: 403-9
Lost-time injury rate[57]	0.79	0.68	0.50	0.69	0.82	0.67	0.52	GRI: 403-9
Total number of severe injuries resulting in lost time[56]	—	—	—	—	14	13	7	GRI: 403-9
Total number of fatalities as a result of work-related injury	0	0	0	0	1	0	0	GRI: 403-9
Fatality rate[58]	0.00	0.00	0.00	0.00	0.01	0.00	0.00	GRI: 403-9 SASB: RT-IG-320a.1
Near-miss frequency rate[59]	—	—	10.88	11.28	12.75	13.00	18.43	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	14,826,084	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	15,803,170	GRI: 403-9

[52] Sites in operation as of December 31 of the reporting year and located within 5 kilometers of Natura 2000 sites.
[53] Excludes contingent workers; includes temporary employees.
[54] Denotes employees covered by manufacturing labor collective bargaining agreements (including works council employee representation) as a percent of total Pentair population.
[55] Data set includes all manufacturing locations, excludes the KBI business and includes the G & F Manufacturing, LLC and Hydra-Stop, LLC acquisitions, except where otherwise noted. Workplace injury data is reported in accordance with the definitions, thresholds, and recordkeeping requirements of the applicable local jurisdictions in which we operate. As these requirements vary by location, the data may not be fully comparable across jurisdictions.
[56] Excludes fatalities.
[57] Cases per 200,000 hours. Excludes fatalities.
[58] Cases per 200,000 hours.
[59] Cases per 200,000 hours. Excludes fatalities. Excludes G & F Manufacturing, LLC and Hydra-Stop, LLC acquisitions due to data availability.

	2019	2020	2021	2022	2023	2024	2025	Framework Reference
Work-related injuries for all temporary workers[60]								
Total number of recordable work-related injuries[56]	21	26	8	—	4	6	2	GRI: 403-9
Rate of recordable work-related injuries[57]	4.50	4.36	1.30	—	0.64	1.13	0.41	GRI: 403-9 SASB: RT-IG-320a.1
Total number of lost-time injuries[56]	4	5	3	—	2	5	0	GRI: 403-9
Lost-time injury rate[57]	0.86	0.84	0.49	—	0.32	0.94	0.00	GRI: 403-9
Total number of severe injuries resulting in lost time[56]	—	—	—	—	0	3	0	GRI: 403-9
Total number of fatalities as a result of work-related injury	0	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	977,086	GRI: 403-9

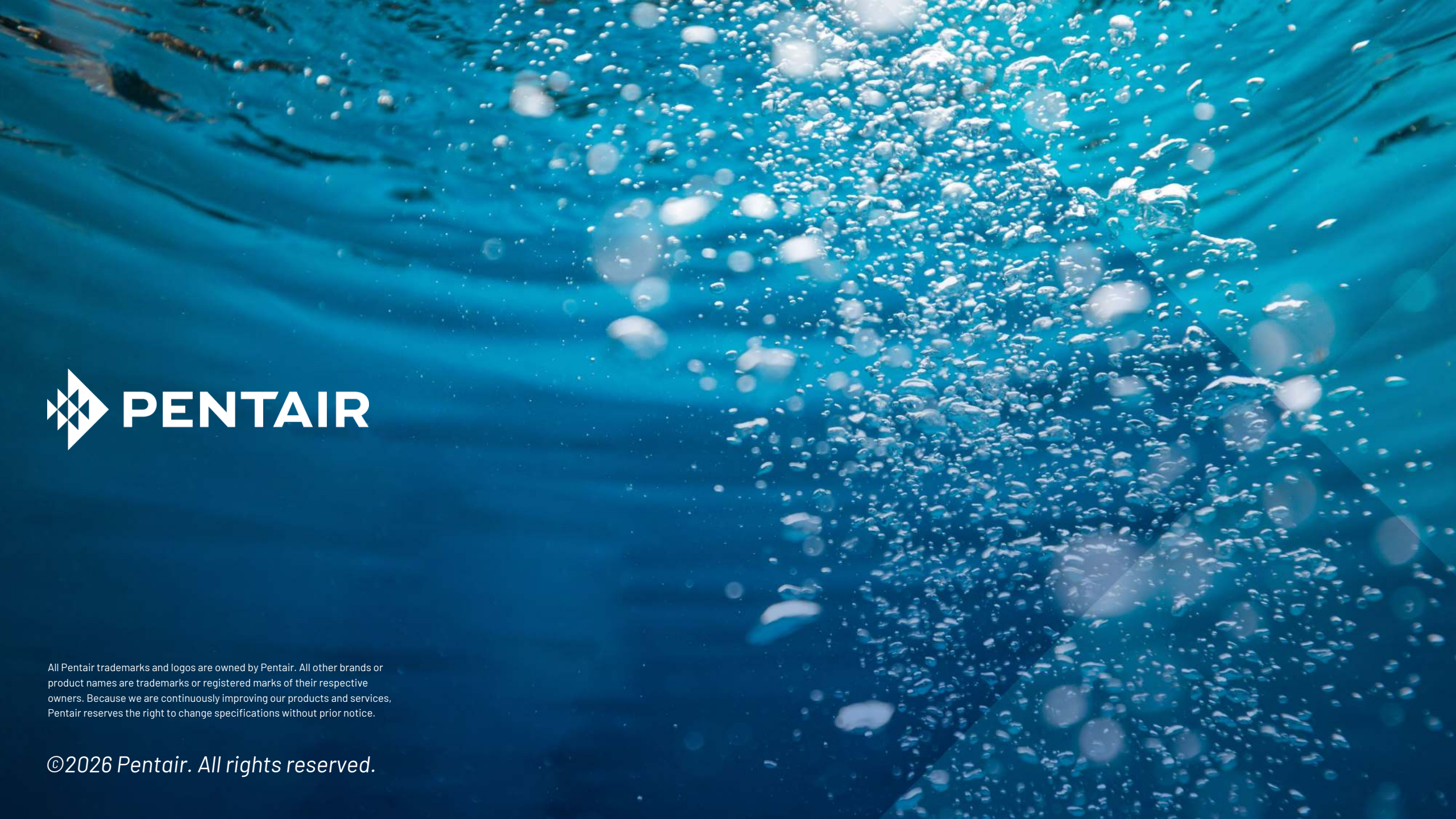
[60] Data set includes all manufacturing locations, excludes the KBI business and includes the G & F Manufacturing, LLC and Hydra-Stop, LLC acquisitions, except where otherwise noted.

CLIMATE-RELATED DISCLOSURES INDEX

Information has been prepared with reference to the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations and IFRS S2 Climate-Related Disclosures guidance. Where relevant, Pentair's analysis also incorporates nature considerations, informed by the Task Force on Nature-Related Financial Disclosures (TNFD) to support a more holistic view of climate-related risks and opportunities.

Governance	
Board's oversight of climate-related risks and opportunities	The Governance Committee of Pentair's Board of Directors regularly reviews sustainability matters, and the full Board receives updates at least annually on progress against our Sustainability Strategic Targets, including GHG emissions reduction. Through Pentair's ERM program, the Board reviews significant and material risks facing the business and helps ensure that management develops and implements appropriate controls and risk mitigation strategies. Pentair's ERM and business risk review processes include assessment of severe weather and climate-related risks across our portfolio.
Management's role in assessing and managing climate-related risks and opportunities	Pentair's Vice President of Sustainability leads the Company's sustainability programs and reports to the EVP and Chief Strategy, Innovation, and Digital Officer. Under this leadership, a dedicated sustainability team executes Pentair's sustainability strategy and manages related policies, programs, initiatives, and reporting. Cross-functional leaders collaborate with the sustainability team to integrate sustainability considerations into their respective functions and businesses. Pentair's executive leadership team members are responsible for environmental, social, and governance topic areas as detailed in the Sustainability Governance and Risk Management section of this report and receive regular updates on key sustainability projects and progress, engaging where applicable.
Strategy	
Climate-related risks and opportunities the organization has identified over the short, medium, and long term	In 2024, Pentair conducted an initial climate- and nature-related scenario analysis aligned with the recommendations of the TCFD and TNFD as part of the Company's first nature impact assessment (2024 Assessment). This assessment focused on identifying climate- and nature-related risks and opportunities that could reasonably be expected to become financially or strategically relevant over the short, medium, and long term, and considered how these risks and opportunities may evolve under multiple plausible future scenarios. Through a structured prioritization process, Pentair evaluated a broad range of potential risks and opportunities and identified six with similar underlying change drivers for deeper assessment through scenario analysis. Pentair plans to review the 2024 Assessment in future years in alignment with relevant climate-related risk and opportunity reporting standards, frameworks, and regulations. Future assessments are intended to further strengthen methodologies and integrate physical and transition climate-related risks and opportunities into strategic and long-term planning.
Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	As part of the 2024 Assessment, Pentair leveraged structured stakeholder engagement and consensus-building to identify and assess the potential business and financial impacts of climate- and nature-related risks and opportunities. Pentair defined financial impact categories aligned with existing risk management processes, enabling a consistent framework for evaluating potential impacts across different time horizons. Outputs from the 2024 Assessment were used to contextualize, and where feasible, assess how selected climate- and nature-related risks and opportunities could translate into potential business impacts under different future conditions. The 2024 Assessment provided insights into how potential risks and opportunities could influence Pentair's business across areas such as circularity and resource use, operational efficiencies, and water availability and quality. These insights were intended to enhance understanding of potential pathways through which climate-related factors could affect the business and were not intended to determine financial materiality or predict financial outcomes.

Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	The 2024 Assessment evaluated how climate- and nature-related risks and opportunities that could become financially or strategically relevant may evolve over time under multiple plausible future scenarios. Pentair considered four scenarios representing different climate pathways: warming exceeding 3°C, warming of 2.6–3°C, warming of approximately 2.3°C, and warming well below 2°C. For each prioritized risk and opportunity, Pentair identified key underlying drivers, including physical climate hazards, regulatory and market developments, resource availability, and shifts in customer behavior. Scenario- and time-horizon-specific qualitative narratives were developed, informed by market research and recognized external sources, to illustrate how these factors could plausibly unfold. The analysis was intended to assess strategic resilience under different future conditions, not to predict outcomes or quantify financial impacts.
Risk Management	
The organization's processes for identifying and assessing climate-related risks	The 2024 Assessment used a structured, forward-looking approach to identify, assess, and prioritize risks and opportunities that could become financially or strategically relevant over the short, medium, and long term. The 2024 Assessment considered a range of internal and external factors to capture potential exposures across Pentair's operations, value chain, and broader business environment. Identified risks and opportunities were evaluated and prioritized through cross-functional engagement, considering factors such as time horizon and the potential scale and scope of impact. Based on this process, six risks and opportunities were selected for further evaluation through scenario analysis.
The organization's processes for managing climate-related risks	Severe weather and climate-related risks are assessed as part of Pentair's broader business risk review and ERM processes, with standardized mitigation and monitoring applied where material risks are identified. These processes are designed to support consistent management of climate-related risks alongside other strategic and operational risks.
How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	Pentair plans to review the 2024 Assessment in future years in alignment with relevant climate-related risk and opportunity reporting standards, frameworks, and regulations. Future assessments are intended to further strengthen methodologies and integrate physical and transition climate-related risks and opportunities into strategic and long-term planning.
Metrics and Targets	
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 Greenhouse Gas Emissions Reduction Sustainability Strategic Target, announced in 2025, is to reduce Scope 1 and 2 GHG emissions by 60% by 2030 from our 2019 baseline.



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