



MAKING BETTER
ESSENTIAL

2022 CORPORATE RESPONSIBILITY REPORT

TABLE OF CONTENTS

CHIEF EXECUTIVE OFFICER LETTER, JOHN STAUCH. 3	PLANET 18	GOVERNANCE 60
CHIEF SOCIAL RESPONSIBILITY OFFICER LETTER, KARLA ROBERTSON 4	PRODUCTS AND SOLUTIONS 19 PRODUCT CASE STUDIES 22 PRODUCT QUALITY AND SAFETY 25 GREENHOUSE GAS EMISSIONS STEWARDSHIP 26 WATER STEWARDSHIP 31 WASTE MANAGEMENT 35 ENVIRONMENTAL MANAGEMENT SYSTEM 37	GOVERNANCE AND ETHICS 61 ETHICAL BUSINESS PRACTICES 61 BOARD OF DIRECTORS 63 ESG GOVERNANCE 64 RISK MANAGEMENT 65 LABOR AND HUMAN RIGHTS 66 DATA PRIVACY AND CYBERSECURITY 67 PUBLIC POLICY 68
ABOUT PENTAIR 5	PEOPLE 38	ABOUT THIS REPORT 69
WHO WE ARE 6 WHAT WE DO 7 COMPANY OVERVIEW 8	WORKPLACE 39 DIVERSITY, EQUITY AND INCLUSION 39 BUSINESS RESOURCE GROUPS 43 TALENT DEVELOPMENT AND ENGAGEMENT 45 EMPLOYEE HEALTH AND WELLNESS 48 OCCUPATIONAL HEALTH AND SAFETY 49 RESPONSIBLE SUPPLY CHAIN 52 COMMUNITY IMPACT 55	ASSURANCE STATEMENT 72
SOCIAL RESPONSIBILITY STRATEGIC TARGETS . . . 9		ESG DISCLOSURES INDEX 75
PROGRESS HIGHLIGHTS 10 2022 HIGHLIGHTS 12 AWARDS AND RECOGNITION 14 OUR ESG STRATEGY AND DEVELOPMENT 15		GLOBAL REPORTING INITIATIVE INDEX 76 SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX . . . 97 TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX 99
MATERIALITY 16		
STAKEHOLDER ENGAGEMENT STRATEGY 17		

Employee engagement has been at the forefront of our corporate and social responsibility efforts and is at the heart of who we are as a company. We are proud to capture that sentiment in this year’s Making Better Essential report.

Pentair invited all employees to submit photos of people, the environment and Pentair products and sites for potential inclusion in this Report. Nearly 300 photos were submitted, bringing our purpose to life through the eyes of our employees.

Throughout this Report, please enjoy the imagery and perspectives of our employees.



Letter to Our Stakeholders

From Pentair President and CEO John L. Stauch

DEAR STAKEHOLDERS,

Pentair has a long history of innovation that has made a **positive impact on people and the planet**. To reflect this history and to further advance our focus of achieving business success while we help advance a sustainable future, in 2022, we updated our **purpose**, along with our **mission** and **vision**. Through our purpose of **creating a better world for people and the planet through smart, sustainable, water solutions**, and our mission of helping the world sustainably move, improve, and enjoy water, we are focused on delivering value for our shareholders while we lead on social responsibility.

POSITIVELY IMPACTING THE PLANET...

Minimizing the impact on the environment is essential to the products we create, the solutions we offer, the customers we serve, and how we operate. Together with our customers we are inspired that we can make our planet better and we are well-positioned to solve some of the world’s toughest water challenges. Today, over 70% of Pentair solutions support water and energy efficiency by helping to reduce, reuse, or recover water, directly or indirectly, or by requiring less energy to operate or by aiding broader systems to operate more efficiently.

In 2022 all Pentair new product development went through a sustainability scorecard process to help us better understand the sustainability impact and opportunity of each new product. We continue to deliver innovative products and solutions that help customers achieve their own sustainability goals. For example, this year, our Pool business built upon its legacy in energy efficiency with the introduction of the IntelliFlo3® pool pump with sensorless flow control.

...AND PEOPLE

In addition to having a positive impact on our planet, we are having a positive impact on people. We are inspired by our impact in the communities where we live and work. We are deeply committed to furthering our diversity, equity and inclusion (DEI) efforts, and recently conducted an employee engagement survey that provided us with results that will help us strengthen our existing culture in the coming year. Further, we remain steadfast in our Win Right values which guide our behaviors and are the foundation on which we were built.

I am extremely proud of the work we have accomplished this past year. We have momentum. We have commitment. We are poised to respond to a rapidly changing customer base that is looking for products and solutions that contribute to positive climate impact. Our continued progress against our social responsibility goals and initiatives will benefit our planet, customers, employees, and shareholders. I’m proud of all that we are doing and how at Pentair, we are **Making Better Essential**.

Thank you,



John L. Stauch
President and CEO, Pentair

OUR VISION IS TO BE THE
WORLD’S MOST VALUED
SUSTAINABLE WATER SOLUTIONS
COMPANY FOR OUR EMPLOYEES,
CUSTOMERS AND
SHAREHOLDERS.





Letter to Our Stakeholders From Karla Robertson, Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer

DEAR STAKEHOLDERS,

The year 2022 was critical for Pentair as we continued our advancements toward being a leading sustainability company. **Making Better Essential**, our focus on striving to make life’s essential resources better for people and the planet, continues to guide our social responsibility efforts and the work we do to create a better world through our products and solutions.

This Corporate Responsibility Report highlights the work we did in 2022 to Make Better Essential including our continued progress on our social responsibility strategic targets that we announced in 2021. Highlights of our 2022 progress include:

- ▶ A 29% reduction in Scope 1 and 2 GHG emissions compared to our 2019 baseline
- ▶ A reduction in our water withdrawal compared to our 2019 baseline, reflecting a 9.3% decrease over our 2021 water withdrawal
- ▶ 100% of new products were assessed using our new Sustainability Scorecard
- ▶ Sustained positive progress in the representation of women in our workforce and in leadership positions
- ▶ The release of an enhanced Supplier Code of Conduct

RECOGNITION FOR OUR LEADERSHIP

We are proud that our progress driving sustainability and equity, which are an integral part of our business and mission, were recognized by several leading organizations this past year. This includes being named

by Forbes as one of *America’s Best Employers for Women* and being selected by Business Intelligence Group for the *Sustainability Leadership Award*.

We could not have done any of this important work without our engaged and committed employees. Their passion and enthusiasm are demonstrated through not only the stories highlighted within this Report and the results that we achieved, but also in much of the imagery. We invited all employees to submit photos of people, the environment and Pentair products, solutions and sites for potential inclusion in the Report. We received a great response to our invitation and are inspired by the stunning employee photographs that are included throughout the Report.

2023 AND BEYOND

We are continuing our great momentum in 2023, having already received the *Real Leaders Impact Award* for sustainability leadership in January. We plan to further instill sustainability within our culture and operations to well-position us for further advanced leadership. We also continue to monitor the evolving international regulatory landscape so that we may address and transparently report our impact. As we position Pentair to meet evolving regulatory and disclosure requirements, we remain focused on providing solutions to sustainably **move, improve, and enjoy water**.

I am very proud of the work we’ve accomplished to make progress toward our strategic targets and advance Pentair’s sustainability strategy. We recognize that

there is more to do and plan to continue to engage with our stakeholders on areas where we can improve. As we continue to advance, we believe we are focused on the right priorities for the future. I am grateful to our employees, customers, shareholders, and Board of Directors for their continued support. Together, we have an opportunity to make life’s essential resources better – for people and the planet.

Thank you,



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

WE ARE PROUD OF OUR PROGRESS DRIVING SUSTAINABILITY AND EQUITY, WHICH ARE AN INTEGRAL PART OF OUR BUSINESS AND MISSION.



ABOUT PENTAIR



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

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.

OUR VISION

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

OUR IMPACT: MAKING BETTER ESSENTIAL

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

With a goal of making a positive impact, *we announced strategic targets in 2021* that are focused in the environmental, social, and governance (ESG) areas that matter to our employees, customers, shareholders, and the community. They also advance our continued role in reducing our impact on the environment and developing solutions to address the global water and climate change challenges of the future. We are pleased to provide our progress on our strategic targets in this Report.



OUR VALUES

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

Our "Win Right" Values are the foundation for our Company and continue to define and guide the standards that shape how we work individually, together, and with our partners. We win through delivering on our values of Customer First, Innovation and Adaptability, and Accountability for Performance. And we do it the right way, through Absolute Integrity, Respect and Teamwork, and Positive Energy.

WHAT WE DO

DELIVERING LEADING SOLUTIONS

Our proven portfolio of solutions enables people, businesses, and industries to make the most of life’s essential resources. From industrial water management and residential and commercial business solutions that help people move, improve, and enjoy water, to sustainable innovations and applications, we strive to make a positive impact on people and the planet.

Collaborating with industry partners, governments, nongovernmental organizations, and others, we serve a wide variety of customers in residential, commercial, food and beverage, industrial, and infrastructure verticals. In 2022, Pentair was comprised of two reportable business segments: Consumer Solutions and Industrial and Flow Technologies.

SALES BY SEGMENT	2020	2021	2022
Consumer Solutions	\$1,742.9	\$2,341.9	\$2,619.5
Industrial and Flow Technologies	\$1,273.6	\$1,421.4	\$1,500.8
Other	\$1.3	\$1.5	\$1.5
Total	\$3,017.8	\$3,764.8	\$4,121.8

NOTES:

Sales by Segment shown in Millions. This table is based on 2022 business segments. For additional information on sales, please see our [2022 Annual Report on Form 10-K](#).

NEW OPERATING STRUCTURE

Beginning January 1, 2023, our company was organized to reflect a new operating structure, resulting in a change from two to three reporting segments that are the following: Industrial and Flow Technologies, Water Solutions, and Pool. These three segments are aligned with our Mission to help the world sustainably *move*, *improve*, and *enjoy* water while maximizing the customer experience and driving superior value to shareholders.

MOVE WATER INDUSTRIAL AND FLOW TECHNOLOGIES

We deliver water where people need it, when they need it, more efficiently.

IMPROVE WATER WATER SOLUTIONS

We provide great tasting, higher-quality water and ice while helping people use water more productively.

ENJOY WATER POOL

We enable people to more sustainably enjoy water with our innovative, energy-efficient pool solutions.

PENTAIR ACQUIRED MANITOWOC ICE

In July 2022, Pentair completed the acquisition of Manitowoc Ice, a leading provider of commercial ice makers. The acquisition has enhanced Pentair’s total water management offerings and expanded our commercial network, further establishing Pentair as a leader in a vast and growing industry.

▶ COMPANY OVERVIEW

WHERE WE OPERATE

11,189 EMPLOYEES	IN 27 COUNTRIES
LONDON, UNITED KINGDOM	GLOBAL HEADQUARTERS
GOLDEN VALLEY, MINNESOTA	MAIN UNITED STATES MANAGEMENT OFFICE
IRELAND	JURISDICTION OF INCORPORATION
139 MORE THAN 8,000,000 SQ. FT.	TOTAL FACILITIES AND SQUARE FOOTAGE

FACILITIES OVERVIEW

42	MANUFACTURING SITES
37	DISTRIBUTION/ WAREHOUSES
17	OFFICES
41	SERVICE CENTERS
2	RESEARCH AND DEVELOPMENT SITES

RESEARCH AND DEVELOPMENT

949	TOTAL NUMBER OF PATENTS GRANTED
181	TOTAL NUMBER OF PATENTS PENDING
\$92.2	RESEARCH AND DEVELOPMENT SPENDING (MILLION UNITED STATES DOLLARS)
2.2%	RESEARCH AND DEVELOPMENT/SALES RATIO



PENTAIR SOCIAL RESPONSIBILITY STRATEGIC TARGETS



Through our business solutions and the innovation and commitment of our talented employees, we have an opportunity to make unique contributions to global efforts for greater sustainability and equity. With oversight from the executive leadership team and our Board of Directors, we announced Social Responsibility Strategic Targets to advance the positive impact of our business. In setting our targets, we focused on the impact our operations, products, and solutions have on people and the planet.


STRATEGIC TARGETS: PROGRESS HIGHLIGHTS

CARBON FOOTPRINT REDUCTION		
TARGET: > > > > > > > > > > > >	PROGRESS HIGHLIGHTS:	
Pentair is committed to the transition to a low-carbon economy through reducing our emissions impacts. Using tools developed by the Science Based Target Initiative (SBTi) and in alignment with the Intergovernmental Panel on Climate Change (IPCC) 1.5° scenario:	We are targeting reducing our greenhouse gas (GHG) emissions by 50% from a 2019 baseline by 2030, and aim to achieve carbon neutrality by 2050, in each case relating to Scope 1 and 2 GHG emissions.	In 2022, Pentair’s total Scope 1 and 2 GHG emissions decreased 29% compared to the 2019 baseline.

WATER REDUCTION		
TARGET: > > > > > > > > > > > >	PROGRESS HIGHLIGHTS:	
Water stewardship is an important focus for the Pentair business.	Pentair is targeting a 30% reduction in overall water withdrawal from a 2019 baseline by 2030.	In 2022, Pentair’s absolute water withdrawal within our operations decreased 0.7% compared to the 2019 baseline. We are proud of our 2022 progress achieving a 9.3% decrease compared to our 2021 withdrawal.

PRODUCT DESIGN FOR SUSTAINABILITY		
TARGET: > > > > > > > > > > > >	PROGRESS HIGHLIGHTS:	
We plan to further assess, design, and commercialize our products for environmental sustainability to reduce our customers’ impact on climate change. Our targets include:	Enhancing our product innovation process for increased sustainability in 2021.	We achieved this target in 2021 through the creation of a Product Sustainability Scorecard that is integrated as a standard component in our product commercialization process.
	TARGET: > > > > > > > > > > > >	PROGRESS HIGHLIGHTS:
	Launching our enhanced innovation processes in 2022 where we plan to: <ul style="list-style-type: none"> Assess 100% of new products using this enhanced innovation process beginning in 2022. Include a product sustainability rating as an equally weighted factor in commercialization decisions. 	In 2022, 100% of new products were assessed through the Product Sustainability Scorecard. We further advanced our innovation process by including sustainability as a required factor for review, along with the review of other product attributes, as part of the product commercialization process. This advancement further positions us to meet our goal of including product sustainability as an equally weighted factor in our commercialization decisions.
TARGET: > > > > > > > > > > > >	PROGRESS HIGHLIGHTS:	
Developing a standardized process for aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible through the use of our products.		In 2022, we developed standard processes for assessing product sustainability impact claims that we plan to use for the aggregation of product sustainability achievements starting in 2023. In 2022, we also implemented a life cycle assessment (LCA) tool into the Product Sustainability Scorecard that will assist with the aggregation of sustainability achievements.

STRATEGIC TARGETS: PROGRESS HIGHLIGHTS

<p> RESPONSIBLE SUPPLY CHAIN</p> <p>In partnership with our suppliers, we are expanding our social responsibility strategy beyond our operations to build a more sustainable supply chain. Our targets include:</p>	<p>TARGET: > > > > > > > > > > > ></p> <p>In 2021, we plan to refresh our Supplier Code of Conduct with increased focus on environmental sustainability and social responsibility.</p> <p>TARGET: > > > > > > > > > > > ></p> <p>In 2022, we plan to launch an enhanced Supplier Code of Conduct alongside an updated supplier assessment process, in which we aspire to:</p> <ul style="list-style-type: none"> ▶ Assess the ESG maturity of 100% of new suppliers with projected spend of greater than \$1 million by 2025. ▶ Assess the ESG maturity of the top 80% of existing suppliers by spend by 2030. 	<p>PROGRESS HIGHLIGHTS:</p> <p>We achieved this target in 2021 through the refreshment of our Supplier Code of Conduct that includes an increased focus on environmental sustainability and social responsibility.</p> <p>PROGRESS HIGHLIGHTS:</p> <p>In 2022, we successfully launched the refreshed and enhanced Supplier Code of Conduct. In early 2022, we also launched a new supplier ESG assessment process in collaboration with a third-party expert. This assessment process consists of questions on a variety of ESG issues.</p> <ul style="list-style-type: none"> ▶ In 2022, we assessed the ESG maturity of approximately 46% of our top 80% of existing suppliers by spend and we have also established a process to identify new suppliers with a projected spend of greater than \$1 million to help us achieve our new supplier assessment target.
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<p> INCLUSION AND DIVERSITY</p> <p>Through living our Win Right values, Pentair is committed to continuing to strengthen our existing culture through an inclusive and diverse workplace by attracting, developing, and retaining top talent and building the inclusion and diversity core capabilities of our organization. By leveraging diverse teams, we will enable strong business performance and improve the employee value proposition. Our inclusion and diversity targets include:</p>	<p>TARGET: > > > > > > > > > > > ></p> <p>Achieving an inclusive and diverse workforce and leadership team that embraces the communities in which we live, work, and serve:</p> <ul style="list-style-type: none"> ▶ With a specific focus on increasing women in leadership positions globally and people of color (POC) representation in U.S. leadership positions. 	<p>PROGRESS HIGHLIGHTS:</p> <p>In 2022, Pentair's representation of women in our workforce was 32% (2019 baseline of 30%) and women in leadership positions was 32% (2019 baseline of 28%). In 2022, our U.S. POC representation in our workforce was 40% (2019 baseline of 39%) and our U.S. POC representation in leadership positions was 25% (2019 baseline of 23%).</p>
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2022 HIGHLIGHTS

PLANET

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

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

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

ENERGY STAR® **PARTNER OF THE YEAR** since 2013

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

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

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

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

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

Supplied our customers with CO₂ recovery solutions that had the capacity to

RECOVER 7.61 **MILLION METRIC TONS (MT) ANNUALLY**

NOTES:

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

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

2022 HIGHLIGHTS

PEOPLE

550+

managers attended engagement and retention workshops

8 MANUFACTURING SITES with **ZERO** RECORDABLE SAFETY INCIDENTS

representing approximately 20% of our manufacturing sites

800+

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

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

1.4 MILLION PEOPLE

were reached through 2022 Pentair Foundation Grants*

NOTES:

*Based on annual impact reports filed by grantees.

**As of March 24, 2023.

GOVERNANCE

ADOPTED A STANDALONE **HUMAN RIGHTS POLICY**

in December 2022, building on existing policies from our Code of Business Conduct and Ethics

INCREASED CYBER AWARENESS TRAINING

100%

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

Our Board members are**

40% RACIALLY OR ETHNICALLY DIVERSE

40% FEMALE

AWARDS AND RECOGNITION



ENERGY STAR® 2022
Partner of the Year,
Sustained Excellence



2022 Sustainability
Leadership Award – Business
Intelligence Group



Forbes' 2022
Best Employers
for Women



Corporate Counsel 2022
"Innovative Leader"—
Karla Robertson



Twin Cities Business 2022
Notable General Counsel
Award—Karla Robertson



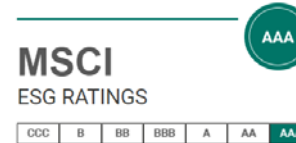
Real Leaders
2023 Impact
Award



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



EcoVadis awarded Pentair
with a Bronze medal in 2023



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



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

OUR ESG STRATEGY AND DEVELOPMENT

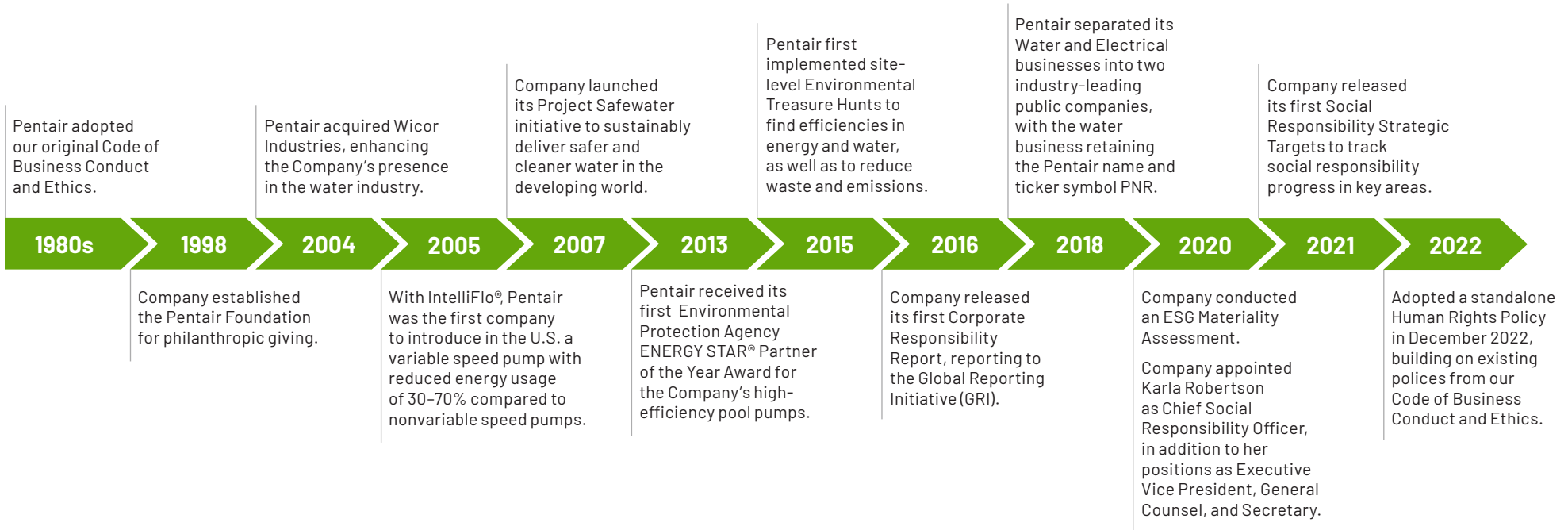
Pentair has a long history of innovation that has resulted in positive impacts, positioning the Company as a leader in a business environment where investors, customers, and end consumers are looking for progress, processes, products, and solutions that improve energy efficiency, reduce water consumption, address waste, and make life better for people and the planet.

Driven by our Purpose, Pentair’s ESG strategy is integrated with our business strategy and operations to help drive long-term value for our stakeholders. Dedication to building on our Win Right values, coupled with sustainable thinking, has helped further Pentair’s ESG maturity path.

In 2020, Pentair accelerated our social responsibility efforts with a dedicated social responsibility team led by executive leadership. This team has worked across and with the enterprise to establish the foundation to build and embed systems, practices, and programs that further incorporate social responsibility into our day-to-day activities. Continuing our leadership in doing well by doing good, we announced our Social Responsibility Strategic Targets in 2021. These targets reflect the areas that matter to our employees, customers, shareholders, and community. They also focus on reducing our impact on the environment

and developing solutions to positively contribute to our business and society and address the global climate and water challenges of the future.

In 2022, we continued to make progress and disclosed our progress to our stakeholders. Our Purpose, Mission, Vision, and Win Right Values continue to guide us as we focus on making a positive impact through Making Better Essential and deliver long-term value for our shareholders.



MATERIALITY

Our 2020 ESG Materiality Assessment and stakeholder engagement process continued to guide our 2022 ESG strategy, which is integrated into our existing business strategy. Supported by our Win Right values, these focus areas align with our purpose-driven brand. Although Pentair views the entire ESG landscape as critical, this Report mainly discusses the topics of focus in our existing and upcoming business strategy.

ENVIRONMENTAL

- ▶ Energy Management in Operations
- ▶ Hazardous and Nonhazardous Waste Management in Operations
- ▶ Product Design for Sustainability
- ▶ Scope 1 and 2 GHG Emissions from Operations
- ▶ Wastewater Effluent from Operations
- ▶ Water Consumption in Operations

SOCIAL

- ▶ Employee Engagement
- ▶ Employee Health and Safety
- ▶ Inclusion and Diversity
- ▶ Responsible Supply Chain

GOVERNANCE

- ▶ Senior Leadership/Board-Level ESG Oversight
- ▶ Specific, measurable, achievable, relevant, and time-based ESG Goals and Targets
- ▶ Supplier Assessment and Engagement



STAKEHOLDER ENGAGEMENT STRATEGY

Throughout our routine business management processes, we engage with our internal and external stakeholders who impact or could be impacted by our business. This helps us guide our strategy and maximize the sustainable value we create. The following stakeholder engagement table shows the engagement methods we use to inform and advise business strategy.

	STAKEHOLDER INTERESTS	ENGAGEMENT METHODS	
EMPLOYEES	<ul style="list-style-type: none"> • Health and Safety • Employee Engagement and Development • Product Safety • Business Performance • Supply Chain Management Inclusion and Diversity • Product Design and Innovation for the Environment 	<ul style="list-style-type: none"> • Annual performance management process • Branded social media • Business Conduct and Ethics hotline • Business Resource Groups (BRGs) • Career development programs • Company policies and procedures • Development programs • Employee communications and newsletters • Employee engagement committees • Employee feedback and surveys • Employee listening sessions with senior leadership 	<ul style="list-style-type: none"> • Employee safety committees • Leadership competencies • Leadership site visits and roundtables • MyPentair employee intranet • New employee onboarding • Quarterly business reviews and monthly operations reviews • Town hall meetings • Trainings • Union/work councils
CUSTOMERS	<ul style="list-style-type: none"> • Product Safety, Sustainability, and Innovation • Customer Support • Supply Chain Management • Inclusion and Diversity • Environmental Performance 	<ul style="list-style-type: none"> • Branded social media channels • Customer engagement sessions • Customer surveys • Dedicated business contacts • Department of Energy (DOE) educational webinars • Direct marketing 	<ul style="list-style-type: none"> • Online engagement • Procurement processes • Regular customer meetings • Trade shows • Webinars and Pentair product education
INVESTORS	<ul style="list-style-type: none"> • Business Performance • Senior Leadership/Board-Level ESG Oversight • Scope 1 and 2 GHG Emissions from Operations • ESG Goals and Targets • Environmental Data Tracking and Transparency • Risk Management 	<ul style="list-style-type: none"> • Conferences • Investor forums • Quarterly and annual reporting • Quarterly earnings calls • Regular meetings with Pentair leaders • Sustainability benchmarking 	
SUPPLIERS	<ul style="list-style-type: none"> • Procurement Opportunities • Health and Safety • Supply Chain Management • Product Safety and Sustainability 	<ul style="list-style-type: none"> • Supplier Code of Conduct and Global Supplier Guide • Direct engagement • Quarterly business reviews 	<ul style="list-style-type: none"> • Supplier assessments and audits (Supplier Excellence transformation engagement and Supplier Excellence show)
COMMUNITY	<ul style="list-style-type: none"> • Community Investments • Environmental Performance • Human Rights • Product Safety • Senior Leadership/Board-Level ESG Oversight 	<ul style="list-style-type: none"> • Contributions of water solutions to communities in need • Donations to nonprofits • Employee volunteerism and matching gift program 	<ul style="list-style-type: none"> • Science, Technology, Engineering, and Mathematics (STEM) education programs • Support of local causes and organizations

PLANET



Together, we have an opportunity to make the planet better. Minimizing our impact on the environment is essential to the products we create, the solutions we offer, the customers we serve, and how we operate.

PHOTO CREDIT:
Samantha Simmons, Channel Marketing Specialist

PRODUCTS AND SOLUTIONS

Pentair strives to create a better world for people and the planet through smart, sustainable water solutions. We innovate with sustainability in mind, aiming to create products and solutions that are more efficient and that have a reduced environmental impact.

STRATEGIC TARGETS

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

Our targets include:

- ▶ Enhancing our product innovation process for increased sustainability in 2021: Achieved in 2021 through the creation of a Product Sustainability Scorecard that is integrated as a standard component in our product commercialization process.
- ▶ Launching our enhanced innovation processes in 2022 where we plan to:
 - ▷ Assess 100% of new products using this enhanced innovation process beginning in 2022.
 - ▷ Include a product sustainability rating as an equally weighted factor in commercialization decisions.
- ▶ Developing a standardized process for aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible using our products.

PROGRESS TO TARGETS

Pentair has made notable progress in our efforts to further incorporate environmental sustainability into our product design process.

In 2021, our new product development leaders – inclusive of Pentair global business unit technology leaders, product directors, and engineering managers – worked with a third-party sustainable design partner to create our Product Sustainability Scorecard. This Product Sustainability Scorecard analyzes five impacts from a product's life cycle – water use, energy use, GHG emissions, resource use efficiency, and material health – and incorporates an assessment of these impacts as part of new product design. The Product Sustainability Scorecard was launched in 2022 and included as part of the New Product Development and Commercialization Process.

In 2022, we met our target of assessing 100% of new products through the Product Sustainability Scorecard. Our innovation processes were further advanced in 2022 by including sustainability as a required factor for review, along with the review of the other product attributes, as part of each review step in the New Product Development and Commercialization Process. This is accomplished through the use of the Product Sustainability Scorecard. Application of the Product Sustainability Scorecard produces a sustainability rating that is considered part of the review process. Reviews in the commercialization process are held in each design stage to ensure all product attributes are meeting their expected

deliverables. Each product attribute is reviewed and approved before a product can move forward in development and be launched. These developments aim to inform our product development teams with design choices throughout the development cycle. With formally including sustainability in the New Product and Commercialization Process we are further positioned to meet our goal of including product sustainability as an equally weighted factor in our product commercialization decisions.

Additionally, in 2022, we developed standardized processes to assist with the aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible using our products. For current products, the process involves collaboration between the business and our functional teams to gather relevant information that is then reviewed and confirmed for accuracy. For new products, we established a standardized process that follows each stage of the commercialization process. Throughout the commercialization process product impact data is assessed according to established internal guidance and criteria. We have also adopted an industry-recognized life cycle assessment tool to further assist with the aggregation of product sustainability achievements. This will allow us to more efficiently track and aggregate data using a standard approach. Together the impact claims data assessment tool helped us in the creation of a standardized process for aggregation of product sustainability achievements.

PRODUCTS AND SOLUTIONS

2022 HIGHLIGHTS

- ▶ 100% of new products were evaluated using our new Sustainability Scorecard.
- ▶ Completed trainings on our Sustainability Scorecard for all business units globally.
- ▶ 24 new and value analysis/value engineering products launched in 2022.
- ▶ ENERGY STAR® Partner of the Year since 2013 for our leadership in innovating energy-efficient pool pumps.
- ▶ Impacts:
 - ▶ 71% of Pentair solutions support water efficiency, helping reduce, reuse, or recover water directly or indirectly*.
 - ▶ 83% of Pentair solutions support energy efficiency by requiring less energy to operate* or by aiding broader systems to operate more efficiently**.
 - ▶ In 2022, our LED pool lighting options helped U.S. consumers save approximately \$13.7 million in electric energy costs, resulting in GHG emissions reductions of almost 82 million pounds of CO₂.
- ▶ Supplied our customers with CO₂ recovery solutions that had the capacity to recover 7.61 million MT of CO₂ annually and supported our beverage customers with the capacity to replace 3 million MT of CO₂ otherwise coming from less sustainable sources.
- ▶ Provided drinking water filtration capacity to help our customers avoid 7,767,579,509 single-use plastic water bottles by using Pentair residential water filtration systems.

NOTES:

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

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

PHOTO CREDIT:
Thanyaporn Pornsasawat, Sales Support

OUR APPROACH

Pentair has a history of developing new products with sustainability in mind. We aim to develop products and solutions that our customers can feel confident about and that helps them reach their own sustainability goals. Many of our products and solutions help our customers make better use of the world’s essential resources by helping to reduce water use, drive energy efficiency, and reduce GHG emissions.

ENHANCING EMPLOYEE KNOWLEDGE THROUGH TRAINING

In 2022, Pentair trained teams globally on our new Sustainability Scorecard and its integration into the New Product Development and Commercialization Process. More than 220 attendees from all global business units, as well as our marketing functions, learned about Pentair’s ESG efforts and goals for product sustainability. A second round of training followed, providing details on how to assess a product in each design stage of the New Product Development and Commercialization Process using the Sustainability Scorecard. This second round of training targeted product managers, product engineers, operation engineers, and leadership, and it attracted more than 130 attendees.

Throughout 2022, we routinely met with teams to continue to drive the adoption of the Sustainability Scorecard. In 2023, we plan to build on our Sustainability Scorecard by adding aggregated product impact and progress tracking abilities. Additional training sessions are also planned for new product development teams to further embed sustainability within the Company.

NEW PRODUCT DEVELOPMENT AND COMMERCIALIZATION PROCESS

1. DREAM

Goal: Analyze market and technology trends, brainstorm innovative product and service ideas, identify technology research and development and merger and acquisition needs, and develop user and channel insights.

Product Sustainability Goal in Dream:

Identify possible product and service ideas based on user and channel needs.

2. DISCOVER

Goal: Refine initial ideas or platforms from horizon roadmaps to form basic concepts.

Product Sustainability Goal in Discover:

Identify product baseline data against which product impact areas can be assessed; create project goals.

3. DEFINE

Goal: Refine concepts into a clear understanding of what they are and are not going to become in their proposed design recommendations. The concepts will be further defined, including how they will operate, how people will engage with them, how they will feel and look, and how we will sell them.

Product Sustainability Goal in Define:

Identify concept ideas and compare new product impacts to baselines in all life cycle stages and impact categories.

4. DEVELOP

Goal: Iteratively and incrementally move from defined concepts to working prototypes to final production-ready design. Manufacturing plans for Deploy and commercial plans for Deliver are refined so that any needed design changes will be incorporated into the final design.

Product Sustainability Goal in Develop:

Identify final concept design, finalize product impacts, and make final improvements.

5. DEPLOY

Goal: Implement manufacturing, supply, and inventory control plans; validate the final product and process; and finalize commercialization plans.

Product Sustainability Goal in Deploy:

Substantiate impact marketing claims.

6. OUTPUT: DELIVER

Goal: Commercialize the product. Focus on commercialization efforts, driving sales, gauging product performance, quickly taking any necessary corrective actions, reviewing the execution, and documenting learnings.

Product Sustainability Goal in Deliver:

Identify how a product is performing in the industry versus pre-launch estimations.

PRODUCT CASE STUDIES

MOVE WATER

We deliver water where people need it, when people need it, more efficiently.

CUSTOMER SPOTLIGHT: SAVING WATER THROUGH NEW TECHNIQUES

One of Pentair’s customers, Denver Water, is making headway in saving water, time, and money by introducing a new pipe disinfection technique. The new technique saves millions of gallons of water and nearly eliminates expensive pipe replacement rework. Denver Water installs water main delivery pipes. However, before those pipes are installed, they are cleaned, disinfected, and tested to ensure the pipes can deliver clean and safe water. In the past, Denver Water used liquid chlorine, liquid ozone, and/or pressure washing methods before testing water for harmful bacteria. In an effort to reduce waste, Denver Water’s scientists began searching for an alternative disinfection technique that could eliminate stubborn bacteria. Ozone gas provided impressive results, and after much testing, a custom-built ozone gas trailer utilizing Pentair’s ClearWater Tech ozone technology was created. The trailer pulls outside air in, separating oxygen and nitrogen, and then the

concentrated oxygen goes to the other side of the trailer where high-voltage electricity helps to create ozone. The process is fast and requires little flushing. **In fact, this gaseous ozone method saves Denver Water 13.5 million gallons of water a year and reduces staff time by about 30 days annually.**

INDUSTRY SPOTLIGHT: ANNUAL WASTEWATER DAY

The Pentair Jung Pumpen team in Germany has hosted an annual wastewater day each year since 2007. For this annual event, Jung Pumpen brings together participants across multiple sectors (government, planners, and civil engineers) to discuss best practices and new technologies related to wastewater. In 2022, the event focused on rainwater management and Internet of Things (IoT) solutions for commercial buildings, highlighting ways in which technology can foster more efficient water management for the future. The event brought 80 professionals together.

NOTES:
Source: [DenverWater.org](https://denverwater.org)

MOVE AND IMPROVE ESSENTIAL RESOURCES

Helping customers reach environmental goals through carbon capture and biogas upgrading solutions.

CUSTOMER SPOTLIGHT: PENTAIR PROPELS CARBON EMISSIONS REDUCTION MOMENTUM IN THE U.K.

Pentair customer Tata Chemicals Europe opened the U.K.’s first industrial-scale Carbon Capture and Utilization site in Northwich, England, in June 2022. Designed with the capacity to capture 40,000 tons of CO₂ per year, the Tata Chemicals Europe carbon capture and utilization site is removing the equivalent of over 20,000 cars from the road in the U.K. In an innovative application of Carbon Capture and Utilization Technology, the Tata Chemicals Europe site will capture CO₂ from the flue gases of Tata Chemicals Europe’s gas-fired 400-MW steam-combined heat and power site. Utilizing Pentair Union Engineering’s Advanced Amine Technology, the captured CO₂ will be recycled to produce high-grade sodium bicarbonate, which is most often used in the pharmaceutical sector.

Since 2010, Pentair has supplied biogas upgrading solutions with the capacity to produce 1.15 billion normal cubic meters (NM³) of biomethane, a better alternative to natural gas, that avoids emitting 2.1 million MT of CO₂ from fossil fuels. In 2022, we supplied biogas upgrading solutions with the capacity to produce 194 million NM³ of biomethane.

IMPROVE WATER

We provide great tasting, higher-quality water and ice while helping people use water more productively.

SOLUTION SPOTLIGHT: ICE PLUS WATER COMBINATION DISPENSING SOLUTIONS

To reduce the need for disposable water bottles at hotels and other applicable venues, Manitowoc Ice offers two models of ice plus water dispensing machines. This technology can help reduce the number of single-use plastic water bottles provided to guests. A large international hotel chain has deployed 60 units beginning in 2021. For customers who already have ice machines at their facilities, Manitowoc Ice developed an innovative conversion kit that can convert an existing cube ice machine into an ice plus water dispenser. These offerings support bringing new sources of water and ice to hotels with sustainability in mind.

Manitowoc Ice's sales of ENERGY STAR® ice makers in 2022 helped customers save over 21 MILLION KILOWATT-HOURS OF ENERGY. According to the U.S. Energy Information Administration,* this represents enough to power 2,055 homes for a year.



CUSTOMER SPOTLIGHT: HELPING CUSTOMERS ELIMINATE PLASTIC BOTTLES

In 2021, a fast-food chain customer announced its plans to eliminate plastic bottles from its restaurants in France, as required by local law. The chain not only wanted to comply with national and European standards, but it also wanted to provide higher quality water to its customers. In 2022, Pentair helped solve its dilemma by demonstrating that the chain could leverage the Pentair filtration system it was using for soft drinks, which thoroughly filters tap water through a pre-filter and a set of Pentair Everpure® cartridges. The filtration system now allows each French restaurant in the chain to provide drinking water of certified quality straight from its dispensers, eliminating the need for plastic bottles.

NOTES:

*Based on average annual electricity consumptions for a U.S. residential utility customer of 10,632 kWh in 2021. Source: [U.S. Energy Information Administration](#)

ENJOY WATER

We enable people to sustainably enjoy water with our innovative, energy-efficient pool solutions.

SOLUTION SPOTLIGHT: MAKING POOLS MORE ENERGY-EFFICIENT

Pentair continues to support our customers in their sustainability goals by helping to make pool ownership more energy efficient. In 2022, a series of new products was released to help consumers improve energy efficiency.

- ▶ The Pentair ETi[®] 250 High-Efficiency Pool Heater produces faster heat-up times and high thermal efficiencies for pools of all sizes, and it delivers high levels of corrosion resistance, long-lasting performance, and simple installation for a range of applications. **ETi 250 is at least 94% energy efficient, putting it in the top 5% of the most efficient pool heaters in the market.**
- ▶ Pentair IntelliFlo3[™] and IntelliPro3[™] Variable Speed and Flow Pool Pumps are ENERGY STAR[®] certified and offer built-in sensorless flow control for optimum flow, allowing the pumps to run at lower speeds while maintaining a regulated flow.



INDUSTRY SPOTLIGHT: ENERGY STAR[®] AWARD 2022 PARTNER OF THE YEAR— SUSTAINED EXCELLENCE AWARD

Pentair is proud of our continued collaboration with the U.S. Environmental Protection Agency (EPA), including again in 2022 being named as an ENERGY STAR Partner of the Year-Sustained Excellence Award winner from EPA and DOE. Pentair was the first pool equipment manufacturer to have an ENERGY STAR-certified pool pump and has been recognized as an ENERGY STAR Partner of the Year since 2013. **In 2022, we helped U.S. consumers save approximately 1 billion kWh of energy, resulting in GHG emissions reductions of 414,974 tons of CO₂ and saving \$142 million in operating costs*.** Pentair also offered its customers 17 ENERGY STAR-certified pool pump models, a 55% increase in ENERGY STAR-certified Pentair pool pumps available 2021 to 2022. Since 2005, Pentair's ENERGY STAR pool pumps have been responsible for a cumulative 39 billion kWh of energy savings, a reduction of 15.9 million tons of CO₂ emissions and \$5.3 billion in operative cost savings for U.S. consumers.

NOTES:

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

▶ **PRODUCT QUALITY AND SAFETY**

PRODUCT QUALITY

We are committed to developing and delivering products and services that are resilient, reliable, and beneficial to our stakeholders and the environment. At Pentair, product quality is a top priority that we incorporate into every phase of our product development process and beyond – from initial research through manufacturing to installment and service. Our teams identify risks to help ensure compliance with applicable standards and codes.



Pentair has a well-established, robust, and company-wide product quality process and governance structure grounded in our Pentair Quality Management Policy and System and in our product guides and manuals. We monitor quality through our Pentair Integrated Management System (PIMS) assessment process and also celebrate the importance of quality through events, such as by recognizing World Quality Month. In 2022,

25 of Pentair’s manufacturing sites were International Organization for Standardization (ISO) 9001-certified, with each site conducting an annual audit and re-gaining certification. The quality portion of our PIMS process includes required program elements and a maturity roadmap to drive continuous improvement across our operations. Assessments in our PIMS process include anonymous employee surveys, on-site interview panels, on-site audits, and a 24-month scorecard that monitors the performance of sites. In 2022, our PIMS survey, in conjunction with our overall employee survey, provided feedback on future improvements.

We provide ongoing training throughout the year to our engineers, product developers, and operations-based employees about Pentair’s high-quality standards. Our Quality team routinely hosts workshops throughout the year focusing on quality fundamentals, advanced quality planning, problem solving, and corrective and preventive action. Over the last seven years, these workshops have advanced our New Product Development and Commercialization Process to be more productive.

Once a product is on the market, we continue to monitor quality through customer feedback, insights from our sales team, and warranty claims. When a potential concern arises, we promptly activate our Quality Escalation Process, designed to both triage and examine a concern appropriately.

Spotlight: Improved Foundry Quality

Pentair sites are continuously looking for ways to drive efficiency and improve processes. By conducting a kaizen process quality exercise (a rapid improvement event designed to implement improvements in a one-week period) with our maintenance, employee training, and capital investment teams, our Ashland,



Ohio Foundry facility worked to identify improvements to process and practice. **Our 2022 kaizen identified changes that increase foundry output while simultaneously reducing defects. These implemented changes ultimately reduced the usage of natural gas and water.**

PRODUCT SAFETY

We are focused on our Win Right values and compliance, including delivering for our customers on product safety and regulatory compliance. Pentair seeks to continuously improve the quality, performance, and safety of its products. We work to ensure that we are designing and manufacturing our products to achieve appropriate certifications and maintain compliance with applicable laws and regulations. We believe that our focus on product quality, performance, and safety supports resilience for our Company and our customers.

GREENHOUSE GAS EMISSIONS STEWARDSHIP

With operations worldwide, Pentair recognizes that responsible energy consumption is a key component of making life better for people and the planet. We are committed to reducing our impact through energy efficiency in our operations and a reduction in GHG emissions.

STRATEGIC TARGET

Pentair is committed to the transition to a low-carbon economy through reducing our emissions. Using tools developed by the Science Based Target initiative (SBTi) and in alignment with the Intergovernmental Panel on Climate Change (IPCC) 1.5° scenario:

- ▶ We are targeting reducing our GHG emissions by 50% from a 2019 baseline by 2030, and aim to achieve carbon neutrality by 2050, in each case relating to Scope 1 and 2 GHG emissions.

PROGRESS TO TARGET

In 2022, Pentair’s total Scope 1 and 2 GHG emissions decreased 29% compared to the 2019 baseline.

We are pleased that we have made notable progress to reduce greenhouse gas emissions from our 2019 baseline. We made progress through a combination of efforts including procuring green electricity for our facilities and efficiency efforts. At the end of 2022, 37% of Pentair’s total electricity usage came from renewable resources, representing 18% of our total energy usage.

As we look forward, we plan to continue to focus on continued progress through the components included in our Low Carbon Transition Plan (LCCTP) which we began implementing in 2022. These components include continued renewable energy procurement, energy efficiency initiatives, and on-site generation.

2022 HIGHLIGHTS

- ▶ Reduced our total Scope 1 and 2 GHG emissions by 29% compared to our 2019 baseline.
- ▶ Increased our total renewable electricity usage to 37%, up from 8.3% in 2021.

PHOTO CREDIT:
Mark Willems, Technical Support Engineer

OUR APPROACH

Making life better for people and the planet is essential, which includes reducing the GHG emissions and impact on the environment. Pentair tracks global energy consumption and calculates emissions associated with our owned and operated businesses. In addition to our environmental drivers, the cost of energy required for our operations is tracked to help ensure we understand our largest drivers and biggest cost reduction opportunities.

Pentair has robust systems in place to track energy use and emissions throughout our global operations and to inform reduction activities, including:

- ▶ Manufacturing sites track electric and natural gas consumption every month as part of the Environmental Indicator metric. The data is reviewed by Pentair’s Environmental, Health, and Safety

(EHS) Leadership team to ensure accuracy. Each site is given a goal for reduction, and site leaders are responsible for this performance through site-specific key performance indicator scorecards reviewed by Operations executive leadership.

- ▶ We utilize a third-party provider to support usage and cost tracking as well as reduction opportunities, inventory creation, energy supply partnerships, and on-site energy generation solutions.
- ▶ Our efforts to reduce energy and emissions are guided by our LCTP, designed using a dynamic approach to focus on the strategic opportunities at our sites. Best practices are shared with the global Pentair community, including through published articles on MyPentair, our intranet; on global EHS best practice calls; and on company-wide and segment town hall meetings.

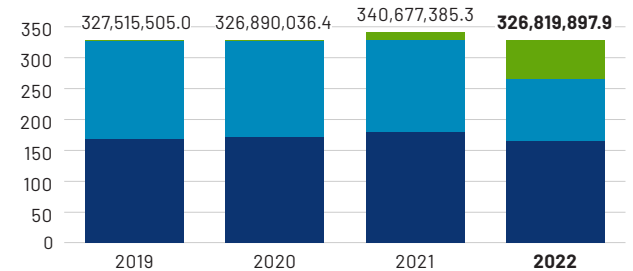
In 2022, we partnered with an external consultant to update our GHG inventory for Scope 1 and 2 emissions for calendar year 2019 baseline through 2022, inclusive of our recent acquisitions. All owned and operated assets were included. The World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol was followed, and the updated inventory received limited third-party assurance following WRI/WBCSD and the American National Standards Institute’s (ANSI) ISO 14064-3. As part of this process, our Inventory Management Plan was also updated. This plan describes how our inventory is built, including boundary and methodology decisions, and it will guide future updates with consistency and continuous improvement in mind. Our Chief Social Responsibility Officer oversees the reporting of our GHG inventory data throughout the reporting process, from initial data collection, to internal verification and through third-party assurance.

ENERGY SUMMARY BY YEAR	2019	2020	2021	2022
Total Scope 1 and 2 Energy Consumption (kWh)	327,517,505.0	326,880,036.4	340,677,385.3	326,819,897.9
Scope 1 Total Nonrenewable Fuel (kWh)	168,848,686.3	167,020,357.6	175,004,809.2	166,521,368.3
Scope 2 Purchased Electricity (Nonrenewable)	157,205,188.7	158,409,062.7	151,966,417.6	100,293,491.6
RECS and Solar On-Site Generated Renewable Energy (kWh)	1,463,630.0	1,450,616.0	13,706,158.4	60,005,038.0
Earned Hours	6,888,133.3	6,954,532.3	7,953,930.2	7,168,795.6
Energy intensity (kWh per Earned Hour)	48	47	43	46

NOTES:

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

TOTAL SCOPE 1 AND 2 ENERGY CONSUMPTION (KWH)



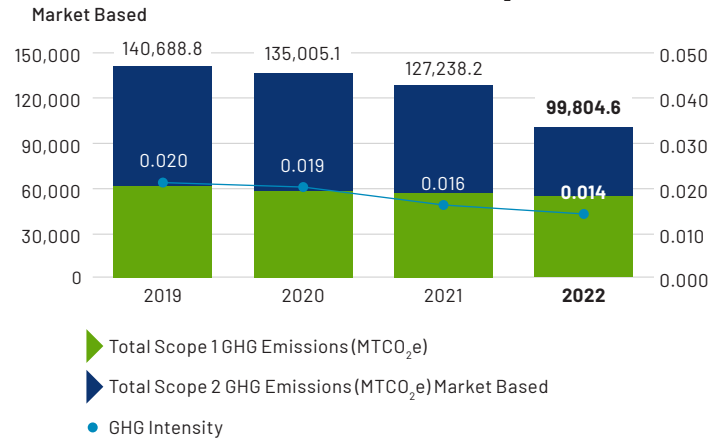
- ▶ Scope 1 Total Nonrenewable Fuel (kWh)
- ▶ Scope 2 Purchased Electricity (Nonrenewable)
- ▶ RECS and Solar On-Site Generated Renewable Energy (kWh)

DISCLOSURE METRICS: **GRI302: Energy**

DISCLOSURE METRICS: **SASB Energy Management: RT-IG-130a.1**

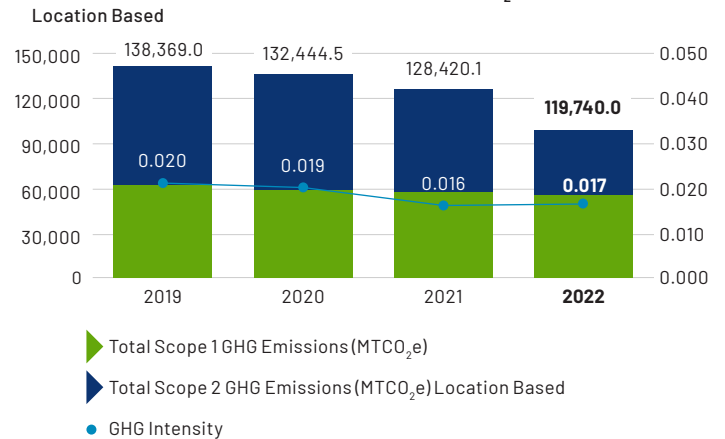
GHG SUMMARY BY YEAR (MARKET BASED)	2019	2020	2021	2022
Total Scope 1 and 2 GHG Emissions (MTCO ₂ e) Market Based	140,688.8	135,005.1	127,238.2	99,804.6
Total Scope 1 GHG Emissions (MTCO ₂ e)	60,813.5	56,297.1	55,443.8	53,963.2
Total Scope 2 GHG Emissions (MTCO ₂ e) Market Based	79,875.3	78,708.0	71,794.4	45,841.3
Avoided Emissions (RECs)	—	—	—	23,285.3
Earned Hours	6,888,133.3	6,954,532.3	7,953,930.2	7,168,795.6
GHG Intensity (MTCO ₂ e per Earned Hour)	0.020	0.019	0.016	0.014

TOTAL SCOPE 1 AND 2 GHG EMISSIONS (MTCO₂e)



GHG SUMMARY BY YEAR (LOCATION BASED)	2019	2020	2021	2022
Total Scope 1 and 2 GHG Emissions (MTCO ₂ e) Location Based	138,369.0	132,444.5	128,420.1	119,740.0
Total Scope 1 GHG Emissions (MTCO ₂ e)	60,813.5	56,297.1	55,443.8	53,963.2
Total Scope 2 GHG Emissions (MTCO ₂ e) Location Based	77,555.5	76,147.4	72,976.3	65,776.8
Earned Hours	6,888,133.3	6,954,532.3	7,953,930.2	7,168,795.6
GHG Intensity (MTCO ₂ e per Earned Hour)	0.020	0.019	0.016	0.017

TOTAL SCOPE 1 AND 2 GHG EMISSIONS (MTCO₂e)



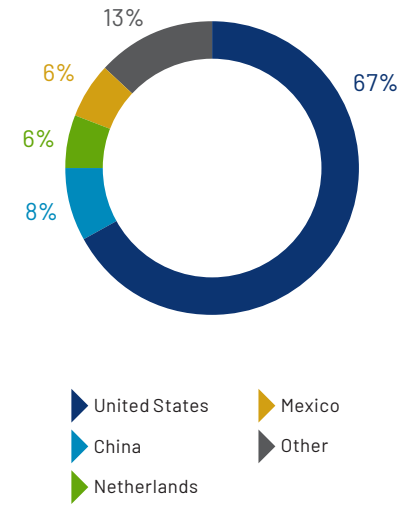
NOTES:

- GHG emission data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
- GHG intensity is calculated by dividing the total MTCO₂e used by total earned hours for Pentair in the same time period. Where actual earned hours data was not available, it was estimated using Pentair actual data.
- GHG intensity was not included in the assurance.
- See the About This Report section of the Report for additional information.

DISCLOSURE METRICS: GRI 305: Emissions

DISAGGREGATED GHG EMISSIONS	2019	2020	2021	2022
GHG EMISSIONS (LOCATION BASED = MARKET BASED)				
Total Scope 1 GHG Emissions (MTCO₂e)	60,813.5	56,297.1	55,443.8	53,963.2
Natural Gas	21,700.8	21,811.8	23,007.0	20,615.2
Diesel	2,425.8	1,780.4	1,800.0	1,865.8
Ethanol	4.2	2.4	1.2	10.3
Gasoline	9,175.2	9,099.7	9,374.9	9,933.6
Kerosene	120.1	59.6	43.1	35.0
Propane/Liquefied Petroleum Gas (LPG)	543.1	686.7	757.0	820.2
Other (Acetylene)	22.3	22.4	22.4	48.1
Process Emissions (Sulfur Hexafluoride and CO ₂)	24,315.2	20,459.1	18,310.0	19,307.3
Emissions of Ozone Depleting Substances	2,506.6	2,374.9	2,128.3	1,327.7
GHG EMISSIONS (LOCATION BASED)				
Total Scope 2 GHG Emissions (MTCO₂e) Location Based	77,555.5	76,147.4	72,976.3	65,776.8
Purchased Electricity Location Based	77,555.5	76,147.4	67,422.6	42,411.6
BEV Location Based	0	0	<1	24.8
RECs Location Based	0	0	5,553.7	23,340.4
Heat, Steam, and Cooling Location Based	0	0	0	0
Total Scope 1 and 2 GHG Emissions (MTCO₂e) Location Based	138,369.0	132,444.5	128,420.1	119,740.0
GHG EMISSIONS (MARKET BASED)				
Total Scope 2 GHG Emissions (MTCO₂e) Market Based	79,875.3	78,708.0	71,794.4	45,841.3
Purchased Electricity Market Based	79,875.3	78,708.0	71,794.4	45,802.1
BEV Market Based	0	0	<1	39.2
RECs Market Based	0	0	0	0
Heat, Steam, and Cooling Market Based	0	0	0	0
Total Scope 1 and 2 GHG Emissions (MTCO₂e) Market Based	140,688.8	135,005.1	127,238.2	99,804.6

PERCENT OF EMISSIONS BY COUNTRY (MTCO₂e)



NOTES:

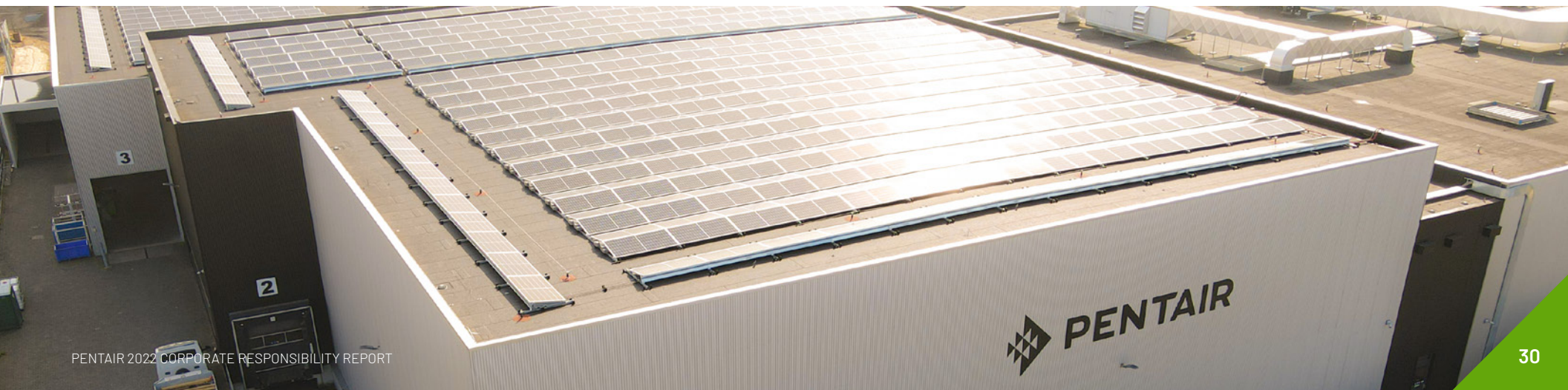
- GHG emission data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
- See the About This Report section of the Report for additional information.

DISCLOSURE METRICS: GRI 305: Emissions

▶ PENTAIR'S LOW-CARBON TRANSITION PLAN

Pentair's LCTP is a dynamic, site-specific, multi-year strategy that was designed to meet our GHG emissions reduction target by 2030 (for Scope 1 and 2 emissions). We utilized our original 2019–2021 GHG inventories to build the plan, focusing on our largest energy-consuming sites and the growth strategy for our business. In 2022, our GHG Inventory was updated with recent acquisitions. We are evaluating new opportunities for reduction that these acquired sites present and how this impacts our strategy moving forward. In 2022, critical components of our LCTP included:

- ▶ **Energy Efficiency Improvements:** Improving energy efficiency is a key strategy in our LCTP, both in the short and long term.
- ▶ **Solar:** We currently have four sites that utilize solar power generated on-site. We plan to evaluate additional opportunities for solar implementation across our sites.
- ▶ **Electrification:** We look for opportunities to promote electrification, including replacing and upgrading manufacturing equipment, as well as increasing the efficiency of our vehicle fleet.
- ▶ **Renewable Electricity:** We have five sites that are using purchased renewable electricity in 2022, and we plan to assess the expansion of our purchase of renewables.
- ▶ In addition to four sites purchasing green electricity in 2021, our site in Reynosa, Mexico also began purchasing green electricity in 2022. **At the end of 2022, 37% of Pentair's total electricity usage came from renewable resources, representing 18% of our total energy usage.**
- ▶ In the summer of 2022, our Enschede, Netherlands site completed the installation of over 800 rooftop solar panels with an annual generation capacity of 360,000 kilowatt-hours. This is projected to reduce the site's GHG emissions by five percent annually. Additional Pentair sites powered by on-site solar include Winterswijk, Netherlands; Pisa, Italy; and Milperra, Australia.
- ▶ **Sulfur Hexafluoride (SF6) Reduction:** SF6 is used at our Chardon, Ohio facility for a specific product testing process.
- ▶ In 2022, we launched a project to replace sulfur hexafluoride with an alternative testing gas to notably reduce global GHG emissions.



WATER STEWARDSHIP

Pentair is focused on water reduction and reuse activities as part of our Water Conservation Plan and to help us achieve our water withdrawal strategic target. Aligning with our Purpose to Make Better Essential and create a better world for our people and the planet through smart, sustainable water solutions, we are working to identify innovative solutions for water conservation within our own operations.

STRATEGIC TARGET

Water stewardship is an important focus for the Pentair business.

- ▶ Pentair is targeting a 30% reduction in overall water withdrawal from a 2019 baseline by 2030.

PROGRESS TO TARGET

In 2022, Pentair’s absolute water withdrawal within our operations decreased 0.7% compared to the 2019 baseline. We are proud of our 2022 progress achieving a 9.3% decrease compared to 2021 withdrawal.

In 2022, we focused on opportunities at our facilities with the highest water withdrawal, resulting in a 9.3% decrease in enterprise water withdrawal from 2021. We identified opportunities for water recirculation,

improving efficiency, and decreasing water loss through system improvements. We have identified additional key impact projects for further water reduction at focus facilities across the enterprise. We plan to utilize internal expertise, Pentair solutions, and best practices at strategic sites, including our recent acquisitions, to continue the momentum of decreasing our water withdrawal.

2022 HIGHLIGHTS

- ▶ Launched significant Water Reduction projects across multiple sites driven by internal water experts, including:
 - ▶ **Ashland, Ohio:** Total water savings from several projects at this site are expected to be over 10 million gallons per year.
 - ▶ **Suzhou, China:** Three key projects were executed that are expected to reduce the facility’s water consumption by approximately eight million gallons annually.

PHOTO CREDIT:
Dwayne Gauthreaux, Lean Coordinator

OUR APPROACH

Making the most of water, life’s most essential resource, is at the core of all that we do. As we strive to better our own water reduction and reuse activities, we considered water use, available water resources, and water risks to build our global, multi-year Water Conservation Plan in 2021. We continue to use this plan to guide our efforts.

Pentair has robust systems in place to track water withdrawal throughout our global operations and to inform reduction activities, including:

- ▶ Manufacturing sites track water withdrawal every month as part of the Environmental Indicator metric. The data is reviewed by the EHS Leadership team to ensure accuracy. Each site is given a goal for reduction, and site leaders are held accountable for performance.
- ▶ Water Withdrawal is monitored through our environmental management system tracking processes where anomalies are identified, analyzed, and corrected where necessary.
- ▶ We utilize a third-party provider to support withdrawal and cost tracking as well as reduction opportunities and inventory creation.
- ▶ Dedicated engineering resources for tracking and designing water reduction efforts.

- ▶ Our efforts to reduce water withdrawal are guided by our Water Conservation Plan. To support our focused strategies, leadership and cross-functional teams from facilities with the highest water withdrawal meet monthly to review progress toward the goal and share impact reduction projects. Best practices are shared with the global community through published articles on MyPentair, the company’s intranet, on global EHS best practice calls, and on company and segment town hall meetings.

Our Water Conservation Workstream is helping to advance reduction initiatives at facilities with the highest water withdrawal. We are also engaging in water use and withdrawal mapping for additional reduction opportunities. In 2022, we targeted sites to act as a pilot project for further analysis. We are building a multi-year plan, based on this analysis, that aligns with production and upgrade schedules. These efforts have resulted in significant learnings and best practices that can be shared across the company.

In 2022, we partnered with an external consultant to update our water inventory for our calendar year 2019 baseline through 2022, inclusive of our recent acquisitions. All owned and operated assets were included. The updated inventory received limited third-party assurance following WRI/WBCSD and ANSI’s ISO 14064-3. Our Chief Social Responsibility Officer oversees our reporting of our water inventory data throughout the reporting process, from initial data collection, to internal verification and through third-party assurance.

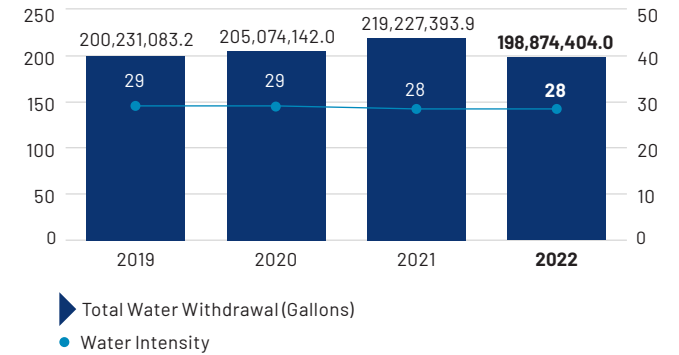


PHOTO CREDIT:
Jill Barthel, Demand Marketing Specialist

WATER WITHDRAWAL SUMMARY BY YEAR	2019	2020	2021	2022
Total Water Withdrawal (Gallons)	200,231,083.2	205,074,142.0	219,227,393.9	198,874,404.0
Earned Hours	6,888,133.3	6,954,532.3	7,953,930.2	7,168,795.6
Water Intensity (Gallons per Earned Hour)	29	29	28	28

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

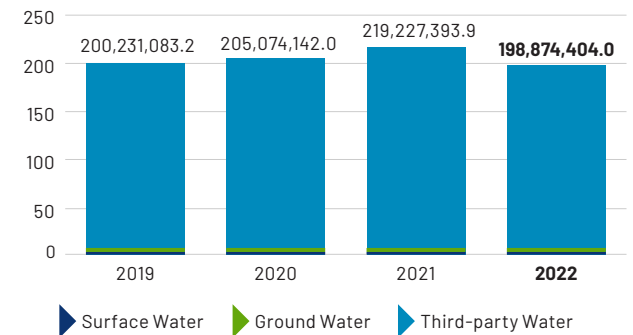
WATER WITHDRAWAL SUMMARY BY YEAR IN GALLONS



WATER WITHDRAWAL BY SOURCE	2019	2020	2021	2022
Water withdrawal by source (Gallons) - Total	200,231,083.2	205,074,142.0	219,227,393.9	198,874,404.0
Surface water	428,997.8	825,633.5	675,539.8	340,182.9
Ground water	1,686,708.5	1,843,024.5	1,172,232.2	1,734,723.5
Third-party water	198,115,376.8	202,405,484.0	217,379,621.9	196,799,497.6

- NOTES:**
- Water data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
 - See the About This Report section of the Report for additional information.

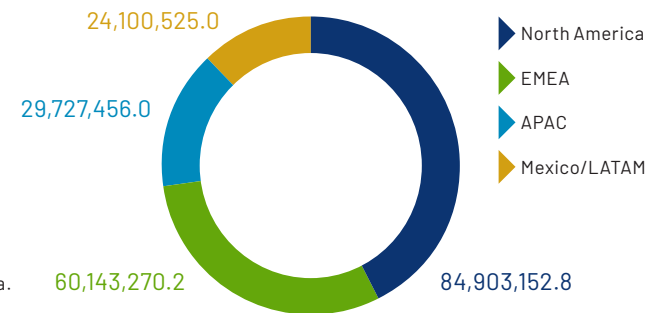
WATER WITHDRAWAL BY SOURCE IN GALLONS



WATER WITHDRAWAL BY REGION	2019	2020	2021	2022
North America	90,312,479.7	85,758,027.8	93,473,759.1	84,903,152.8
EMEA	50,463,363.5	53,488,237.2	60,105,057.4	60,143,270.2
APAC	40,123,219.1	42,740,122.1	41,206,148.5	29,727,456.0
Mexico/LATAM	19,332,020.9	23,087,754.9	24,442,428.9	24,100,525.0

- NOTES:**
- Water data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
 - See the About This Report section of the Report for additional information.

WATER WITHDRAWAL BY REGION (2022) IN GALLONS



DISCLOSURE METRICS: **GRI 303: Water and Effluents**

WATER RISK ASSESSMENT

In 2021, the first phase of a water risk assessment was conducted, leveraging the WRI Aqueduct Water Risk Atlas and the World Wildlife Fund (WWF) Nature Water Risk Filter. The assessment analyzed current and future water risk across multiple factors including supply quantity, municipal infrastructure reliability, watershed quality, environmental regulations, and social media activity. Results indicated that only 5% of manufacturing and laboratory facilities were determined to be of high risk at the time of the assessment.

In 2022, we continued to leverage the results from the 2021 assessment to inform our Water Conservation Plan, allowing us to focus on driving the greatest holistic impact. One success story is the design of a facility water reuse strategy for our Reynosa, Mexico manufacturing site. Utilizing Pentair technology to treat and recirculate water throughout the building, the system is projected to save up to four million gallons of water per year.

Additionally, the Reynosa site installed a gas-powered generator that provides cleaner and more reliable energy, including more efficient chillers that are projected to reduce water use by four million gallons annually.



ASHLAND, OHIO REDUCES FOUNDRY WATER USAGE

In Ashland, Ohio, local teams identified water-cooled heat exchangers that were running 24 hours a day, seven days a week, even when the equipment wasn't operating. The site was able to design water recirculation into the cooling system, saving approximately 10 million gallons of water annually.

“WATER, AS A BASIC, UNIVERSAL HUMAN NEED, IS ESSENTIAL TO EVERY SINGLE ONE OF US AND THE PLANET. WE ENCOURAGE EACH OF OUR EMPLOYEES TO FIND OPPORTUNITIES TO SAVE WATER AND TURN THEM INTO RESULTS. WE ACHIEVED A LOT IN THE PAST TWO YEARS, AND WE PLAN TO CONTINUE TO DO SO. AS EMPLOYEES OF A WATER COMPANY, WE ARE HONORED TO CONTRIBUTE TO SAVE LIFE'S MOST ESSENTIAL RESOURCE—WATER.”

—ALLEN GU, PENTAIR OPERATIONS MANAGER, SUZHOU FACILITY

KEY PROJECTS TO REDUCE WATER USAGE IN SUZHOU, CHINA

In Suzhou, China, our manufacturing facility continued to focus on water reduction. Three key projects were executed that **are expected to reduce the facility's water consumption by approximately eight million gallons annually:**

- ▶ Water flowmeters have been installed to monitor daily water usage in different sections of the site. Multiple leaks were detected and fixed.
- ▶ The facility continued to upgrade the fire system and reused water from lab testing for regular fire system testing.
- ▶ The facility reused water from the lab for testing and irrigation, and as chiller makeup water to improve cooling system performance.

WASTE MANAGEMENT

Approximately 93% of our waste generated in 2022 is classified as “nonhazardous” and managed by traditional regional waste management systems. We seek to decrease waste generation, reduce hazardous wastes, and maximize reuse and recycling opportunities for these waste streams.

OUR APPROACH

Pentair has diverse manufacturing processes globally that rely on various raw material streams. We must balance standardization and adaptability to enable each facility to effectively identify and manage its associated waste streams. At the heart of our efforts is our Zero Waste program, where we continue to drive material efficiencies by focusing on decreasing waste generation, increasing reuse and recycling, and reducing hazardous materials used in operations.

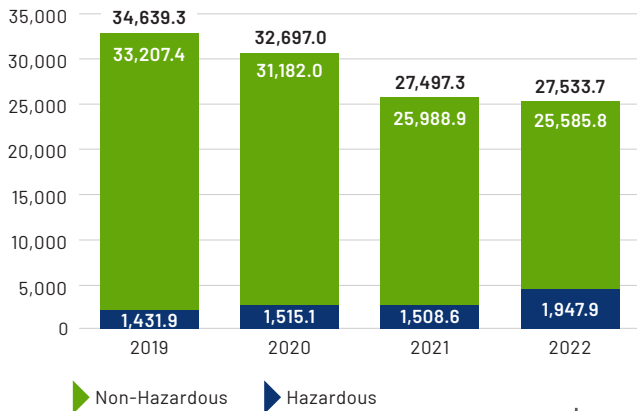
All manufacturing sites are required to perform full source identification and separation, in compliance with appropriate regulatory requirements and in

conformance with Pentair’s Zero Waste program. Facility waste management and Zero Waste programs are audited through a formal process based on regulatory requirements, industry benchmarking, and best practices. The results are reviewed by senior operations management, and any significant risks identified are managed through our regulatory compliance process with an executive review for accountability.

At the site level, material use and waste generation reduction are integrated within our value stream mapping process. Pentair’s third-party partner manages aggregated reporting with invoice and manifest auditing to help ensure the accuracy of waste

accounting processes. Facilities use this data to report their monthly generation, diversion, and landfill/incineration activities. These reports are reviewed monthly to drive accountability, and remediation efforts are required if a site misses its metrics for two months in a row. In 2022, the amount of non-hazardous waste generated globally continued to trend downward, even as our manufacturing volumes increased, as our sites focused on identifying reuse and recycling opportunities. The Zero Waste Score (total waste reused or recycled out of total waste generated) is included on the monthly Environmental Indicator, and all manufacturing sites have annual goals to improve their Zero Waste score. In 2022, Pentair’s Zero Waste Score was 82%, the same as last year.

TOTAL WASTE GENERATED IN METRIC TONS



TOTAL WASTE BY DISPOSAL TYPE IN METRIC TONS



NOTES:

- Waste data reported for manufacturing plants only.
- Data set does not include KBI, Pleatco, or Manitowoc Ice data.
- See the About This Report section of the Report for additional information.

DISCLOSURE METRICS: GRI 306: Waste



PHOTO CREDIT:
Credit: Gagandeep Singh, Engineering Project Lead

ELIMINATING HAZARDOUS WASTE

While hazardous waste makes up 7.1% of our total waste volume, Pentair is committed to reducing the generation of hazardous waste and ensuring full compliance with EPA’s Resource Conservation and Recovery Act. Sites ensure proper separation and disposal of hazardous waste and, where possible, we evaluate the opportunity to use alternative materials to reduce hazardous waste generation. We also work to reduce the generation of solvents during machine servicing by conducting machinery upgrades and by tailoring equipment programming to increase the efficiency of material use and curing processes post-service.

WASTE MANAGEMENT IN PISA, ITALY

Our Pisa, Italy site completed a revamp of its waste management storage and handling program. This included revisiting and updating waste classifications and the identification of dedicated external storage areas for each waste stream. The site also worked on the installation of containers to protect waste from the weather, and a dedicated room was built to store hazardous waste and separate it from incompatible materials. In addition, site leaders trained all employees and introduced an audit schedule to ensure that standards will be maintained. This project, initiated in 2021 and completed at the beginning of 2022, has contributed to an improved Zero Waste score of 78% in 2020 to 82% in 2022.

ENVIRONMENTAL MANAGEMENT SYSTEM

At Pentair, we are committed to compliance with all applicable environmental laws and regulations in the places where we do business, including regular reporting and permit compliance. Our environmental management system aligns with ISO 14001 and provides a systematic approach to enhancing environmental performance, fulfilling compliance obligations, and achieving environmental objectives. Our Chief Supply Chain Officer (CSCO) has responsibility for our environmental management system and environmental compliance program, and the CSCO reviews performance quarterly.

COMPLIANCE WITH WATER STANDARDS

When water is discharged to a public entity, such as a Publicly Owned Treatment Works, Pentair's regulatory compliance program helps ensure we are acting as good stewards of the environment and in our communities. Most of our sites discharge to publicly owned treatment works with site-specific discharge requirements. Sites that discharge to surface water do so under an approved permit with compliance measures and monitoring in place to manage discharge. Pentair globally monitors and tracks issues of non-conformance through our Regulatory Compliance Evaluation and Culture, Process, Performance processes and, if identified, the Company works swiftly to return to compliance and implement corrective actions. **In 2022, Pentair had zero instances of discharge noncompliance.**



7 TOTAL NUMBER OF SITES*
certified to ISO 14001

NOTES:

*Data set includes Pentair manufacturing sites only. The data set does not include KBI or Manitowoc Ice.

PHOTO CREDIT:
Kimberly Aschenbrenner, Customer Service Operations Manager

PEOPLE



At Pentair, we believe that making a positive impact on people is essential. This includes making a positive impact on our employees and our suppliers and on the quality of life in the communities where we operate. We are grounded in our Purpose to create a better world for people and the planet through smart, sustainable water solutions.



WORKPLACE

▶ DIVERSITY, EQUITY, AND INCLUSION

At Pentair, we are committed to fostering a culture of belonging and equity, where diversity is celebrated and where an inclusive mindset is the norm. We believe bringing together diverse perspectives is essential because it inspires unique problem-solving, creativity, and innovation, which enables us to be better every day. We believe every employee should be provided the same opportunity to be heard, be respected, have a sense of belonging, and contribute to our Purpose. Race, gender, ethnicity, country of origin, age, personal style, sexual orientation, physical ability, religion, life experiences, and many more factors contribute to our diverse and inclusive company.

STRATEGIC TARGETS

Through living our Win Right values, Pentair is committed to continuing to strengthen our existing culture through an inclusive and diverse workplace by attracting, developing, and retaining top talent and building the inclusion and diversity core capabilities of our organization. By leveraging diverse teams, we are enabling strong business performance and improving the employee value proposition. Our inclusion and diversity targets include:

- ▶ Achieving an inclusive and diverse workforce and leadership team that embraces the communities where we live, work, and serve:
- ▶ With a specific focus on increasing women in leadership positions globally and increasing POC representation in U.S. leadership positions.

PROGRESS TO TARGETS

In 2022, the representation of women in our workforce was 32% (2019 baseline of 30%) and women in leadership positions was 32% (2019 baseline of 28%), which was flat to 2021. In 2022, our U.S. POC representation in our workforce was 40% (2019 baseline of 39%) and our U.S. POC representation in leadership positions was 25% (2019 baseline of 23%). While our representation of U.S. POC in both our workforce and leadership positions decreased since 2021, our representation has increased compared to our 2019 baselines for both targets. Focused efforts continue to improve diversity representation.

DISCLOSURE METRICS: GRI 405: Diversity and Equal Opportunity

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

NOTES:

- Information as of December 31, 2022.
- Inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Asian, Native Hawaiian/Other Pacific Islander. Data for U.S. employee population only.
- Data restated for 2019 through 2021 to include all sites of recently acquired businesses. All Pentair sites are included in 2022 data.
- Leadership roles are those of employees who are director level and above.

2022 HIGHLIGHTS

- ▶ Total employees worldwide: 11,189
- ▶ Percentage of women in the workforce: 32%
- ▶ Percentage of POC in the workforce (U.S. only): 40%
- ▶ Forbes 2022 The Best Employers for Women
- ▶ Launched roll-out of internal facilitator led “inclusion champion” model to deliver new individual contributor inclusive workplace education

OUR APPROACH

Diversity, equity, and inclusion (DEI) is a strategic imperative, and it is integral to our success at Pentair. As a leader in our sector, we know that reflecting on, valuing, and leveraging diversity is essential to attract, develop, and retain people with different perspectives who bring us better ideas and the best solutions. Through our company-wide DEI strategy, built upon our Win Right values, we are making a focused effort to continue to build an inclusive and diverse workplace.

Our Pentair culture, Win Right values, and Leadership Competencies support our DEI strategy that includes the following four pillars:

- ▶ **Workplace Inclusion** – Create a culture of inclusion and equity where individual differences and similarities are valued and utilized.
- ▶ **Workplace Diversity** – Attract, engage, and develop the best talent.
- ▶ **Community** – Foster a positive reputation in the community.
- ▶ **Marketplace** – Leverage inclusion and diversity to improve customer experience and satisfaction.

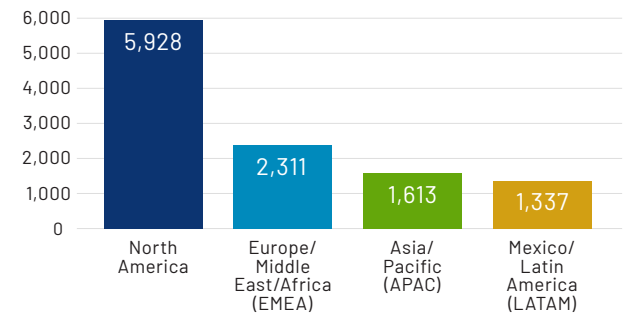
We have built accountability into this strategy and measure our progress against key DEI, talent, and culture metrics. Our Board of Directors has oversight, and our Executive Leadership Team reviews our progress regularly and adjusts our strategy, actions, and plans as needed. Additionally, our executive-led DEI council meets quarterly to review our progress.

To further demonstrate leadership commitment to DEI, **Pentair is a signatory of the CEO Action for Diversity and Inclusion™ coalition, the largest Chief Executive Officer-driven commitment to advance diversity and inclusion in the workplace.**

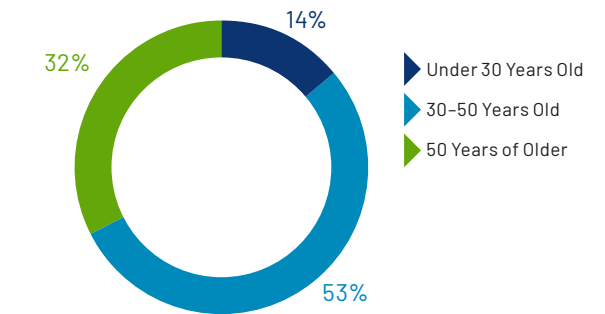
In 2022, our actions included:

- ▶ Conducted an employee engagement survey.
- ▶ Expanded our global listening strategy to add focus groups, employee listening sessions with our BRG leadership and our senior leadership, and town hall question and answer sessions with senior leaders.
- ▶ Dedicated a new position to drive our company-wide DEI recruitment strategy.
- ▶ Continued unconscious bias training as part of our interview process.
- ▶ Embedded DEI principles into our talent management programs.

2022 TOTAL EMPLOYEES BY REGION



2022 TOTAL EMPLOYEES BY AGE



NOTES:

- Information as of December 31, 2022.
- All Pentair sites are included in data.

DISCLOSURE METRICS: GRI 405: Diversity and Equal Opportunity



ATTRACTING AND RECRUITING DIVERSE TALENT

The recruitment process is a potential employee's first introduction to our culture. How we treat and attract candidates contributes to our corporate reputation. Our teams reviewed our recruiting methods to identify and mitigate processes that may have created barriers to diverse candidate pools. Data-driven market insights informed our approach. In 2022, we began to leverage our Business Resource Groups (BRG) for insights and to help solicit referrals when possible. BRG engagement with organizations like the Society of Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers, National Association of Black Accountants, and Women in Business bring a pipeline of high-talent candidates into Pentair.

We also focused on our interview teams. We aim for a broad perspective on candidate decisions.

Our recruiters and hiring managers are required to complete an unconscious bias training before they can participate in an interview panel. The training is also part of the standard on-boarding process for managers of people. Training and updating process changes are setting the correct cultural tone for all employees joining Pentair.

FOSTERING A GLOBALLY AWARE, INCLUSIVE CULTURE

At Pentair, we believe a culture of inclusion is one in which all our employees:

- ▶ Feel welcomed, trusted, respected, heard, and valued as people and business partners.
- ▶ Can bring their authentic selves to work and feel safe to express aspects of themselves and perspectives that may be different from their peers.
- ▶ Will not look the other way when someone is not being treated with fairness or respect.

Below are some examples of how Pentair is embedding inclusion into our culture:

- ▶ Pentair is working with the Minnesota Timberwolves and Minnesota Lynx (Minnesota’s NBA and WNBA teams, respectively) to host a series of panel sessions designed to educate, inspire, and empower Black, Indigenous and People of Color (BIPOC) and other historically marginalized students from the local Minnesota college and university communities. In addition, a Career Development Training Camp, powered by Pentair, provides students with an opportunity to see and hear from people who look like them and who have navigated similar career experiences.

- ▶ The Pentair Legal Team partnered with Twin Cities Diversity in Practice, an organization that supports its members to attract, recruit, advance, and retain attorneys of color. The joint effort created a successful placement of a diverse summer intern in our Pentair legal practice.

To further promote an inclusive culture, Pentair has also established a culture development program that focuses on strengthening the capacity of individuals and teams to live Pentair’s Win Right values. Our culture development program is deployed across the company to management, professional employees, production employees, and new hires, spreading inclusivity across the entire business.



▶ BUSINESS RESOURCE GROUPS

Our BRGs provide an opportunity for employees to develop connections throughout the company, share experiences and perspectives, support each other in professional and personal development, advocate for programs at Pentair, and serve as a collective voice for our employees. Our BRGs are woven into many aspects of how Pentair fosters a diverse and inclusive workplace.

In 2022, we launched our LGBTQA+ BRG, P.R.I.D.E. (Pentair Respect Inclusion Diversity Engagement) Alliance, joining our existing groups including the Women’s Resource Group, Latino Resource Group, and Black Employee Network. Each BRG has senior-level sponsors. Throughout 2022, Pentair senior leaders hosted listening sessions with our BRGs to engage in deeper conversations about employee culture and experience, and to hear feedback, ideas, and suggestions to make mutual commitments related to our DEI strategy. Each BRG has a mission and annually reconsiders its strategy, goals, and employee engagements.

▶ BRG COLLABORATION

Our BRGs have developed significantly since their launch. Our BRGs have developed to focus on their own maturity as well as collaborate across the different groups, which has also been helpful as employees identify with more than one of our BRGs.

In 2022, the following events demonstrated the collaborative nature of our growing BRGs:

- ▶ Our Women’s Resource Group partnered with the Black Employee Network to pilot Mentorship Circles. The pilot program kicked off in February 2022 with six mentorship circles (30 total participants – six mentors and 24 mentees) consisting of Women’s Resource Group and Black Employee Network members. The circles met each month and discussed topics ranging from Work-Life Balance, Networking in the Workplace, Working Remotely to Breaking Down Barriers.

- ▶ Our Black Employee Network, Latino Resource Group, and Women’s Resource Group jointly presented a renowned featured speaker and author to discuss having confidence in the workplace, addressing an individual’s belief in themselves, and advocating for their advancement.

- ▶ Our Women’s Resource Group and Latino Resource Group co-hosted an event with Pentair Board Member Melissa Barra, Executive Vice President, Chief Sales, and Services for the Sleep Number Corporation. Barra shared her career journey as a Latina in corporate America and her thoughts on acting as a mentor and sponsor. The in-person event was also made available to all employees to attend virtually. To read more about the event, visit our [website](#).



WOMEN'S RESOURCE GROUP

2020 FOUNDED IN

370 # OF MEMBERS

12 # OF EVENTS HELD

that were attended by more than 1,000 participants

Senior-level Sponsors:

Karla Robertson, Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer; and Phil Rolchigo, Ph.D., Executive Vice President, Chief Technology Officer

Chapters: Africa, China/Southeast Asia, Europe, India, Middle East, and the U.S.



2022 HIGHLIGHT

The Women's Resource Group hosted events throughout the year designed to help members advance in their careers, including with external speaker Lisa Wocken, Ph.D., on the topic of prioritizing promotion-worthy work. Through an interactive talk, our Women's Resource Group members learned how to bring intention to making commitments, identify priorities, and build their leadership profile.

BLACK EMPLOYEE NETWORK

2020 FOUNDED IN

68 # OF MEMBERS

6 # OF EVENTS HELD

that were attended by more than 40-80 participants on average

Senior-level Sponsor:

De'Mon Wiggins, Executive Vice President and President, Industrial and Flow Technologies



2022 HIGHLIGHT

The Black Employee Network's 2022 Leadership Summit featured "Communicating with Confidence" with Velera Wilson. The interactive workshop provided Black Employee Network members with actionable skills to increase workplace performance and advancement using practical and effective communication tools.

LATINO RESOURCE GROUP

2021 FOUNDED IN

118 # OF MEMBERS

6 # OF EVENTS HELD

that were attended by a total of more than 50-100 participants on average

Senior-level Sponsors:

Jerome Pedretti, Executive Vice President, and Chief Executive Officer, Pool; and Greg Claffey, Group President, Pool



2022 HIGHLIGHT

Members of the Latino Resource Group attended the 2022 Hispanic Leadership Summit at the United Nations in New York City. The Summit inspired the Latino Resource Group with new ideas for how to grow, support, and cultivate workplace relationships among Hispanics for the benefit of the Company and our communities.

P.R.I.D.E. ALLIANCE

2022 FOUNDED IN

59 # OF MEMBERS

3 # OF EVENTS HELD

that were attended by more than 200 participants

Senior-level Sponsors:

Darcy Robison, Vice President, Transformation; and Kelly Schermer-Maass, Vice President, Talent and Organization Development



2022 HIGHLIGHT

In celebration of International Human Rights Day, the P.R.I.D.E. (Pentair Respect Inclusion Diversity Engagement) Alliance coordinated with other BRGs to sponsor a virtual event focused on "belonging" at Pentair. The event was recorded and shared at other sites for employees to watch and have live discussions. The event video also will be used for ongoing training across Pentair.

TALENT DEVELOPMENT AND ENGAGEMENT

OUR APPROACH

We believe learning and development is a lifelong experience and we have worked to cultivate a robust culture of development that supports employees in their career journeys. It includes not only access to online resources employees can use to strengthen their skills and explore different career aspirations, but also manager and peer support to help guide them along the way.

The performance management process at Pentair follows an annual cadence including strategy-aligned goal setting, a goals review at mid-year, and an annual performance review. The process also reinforces our leadership behaviors and achieving results. This helps position us to deliver strong business results while providing a positive employee experience.

We support employee development in many ways at Pentair, for individuals, people managers and leadership. In 2022, we increased support and continued to promote internal tools and development options, including:

- ▶ **Individual Development Plans for Professional Employees:** These plans help employees understand where they are now in their career and partner with their managers to identify development actions tailored to reach their career their goals.
- ▶ **My Development Page:** This new platform is the one-stop-shop for development tools and resources. Housed within this platform are topics related to individual development, manager development, leadership competencies, and growing your career.

- ▶ **LinkedIn Learning:** We offer LinkedIn Learning to our professional population, with more than 10,000 self-development topics and courses in areas such as management and leadership development, building diverse and inclusive teams, resilience and well-being, and other key job-related skills. At the close of 2022, over 1,600 employees logged in to the LinkedIn Learning platform and viewed on average over three hours of content.
- ▶ **Career Development Guides:** We launched function-specific guides to assist in learning and career development.
- ▶ **Leadership Development:** We launched a development program focused on our key business leaders to elevate their business expertise as well as their employee and team leadership capabilities. We continued our investment in our Managers of People through Growth Manager and Inclusion training.

2022 HIGHLIGHTS

- ▶ Launched an individual development planning process to support employees in having career development discussions with their managers.
- ▶ Launched our first-ever General Manager Development Program focused on building critical capabilities in business and team leadership.
- ▶ Completed Inclusion training for our Managers of People.

OUR EMPLOYEE ENGAGEMENT PRINCIPLES

Our principles that guide and strengthen employee engagement across the Company are:

- ▶ We believe that it is critical to continuously evaluate the outcomes we expect against the resources we have, and prioritize accordingly to help ensure a manageable workload.
- ▶ We believe that having flexibility within our Company drives engagement and also leads to a competitive advantage.
- ▶ We want employees to take time away from work to fully disengage and recharge.
- ▶ We believe recognition is critical for building engagement.
- ▶ We are committed to developing internal talent.

In 2022, we provided workshops for all managers, focused on the engagement and retention of employees. We established Engagement Principles as a foundation and gave leaders practical tools and resources to help them demonstrate behaviors of engagement with their teams. **The workshops were attended by over 550 managers, with more than 530 attending live and the remainder watching the recording.**



DRIVING AN ENGAGEMENT CULTURE

Pentair is a purpose-driven company with aspirations to be an employer of choice. Our culture fosters inclusivity, engagement, and collective progress. We listen to, and engage with, our employees through a series of outlets, including our global employee engagement survey. In 2022, we conducted this survey emphasizing two key themes: high performance and an inclusive culture. The survey, targeted at our professional population, received a 60% participation rate and provided feedback on topics such as DEI, manager effectiveness, and employee development. Our leadership team shared topline results, held focus groups and employee listening sessions, and began targeted action planning to address the feedback received.

INTERN OPPORTUNITIES RECOGNIZED FOR DIVERSITY ENGAGEMENT

The Pentair Leadership Development Program for interns is designed to develop a strong early career talent pipeline. We've expanded our programming significantly across functions and increased development offerings. Those who join our company full-time as part of our Leadership Development Programs experience a rotational program with on the job development, leadership interaction and coaching and development offerings. In 2022, internal DEI champions suggested improvements to improve programming and increase participant diversity.

LEAN MANAGEMENT TRAINING

The Enterprise Lean Team has launched several training programs in 2022 designed specifically to embed the Lean knowledge within our employees and drive a culture of continuous improvement. Most notably is the Front Line Leadership program, which was specifically designed for the Team Leader/Supervisor level and focuses specifically on Safety, Quality, Personal Development and Growth, and Lean.

The second key program is the Job Instruction Training program, which is specifically designed as a quick way to develop team leaders/supervisors, experienced craftspeople and others to becoming effective job skills trainers. This training is done at the Gemba (place of work), which ensures continuity of productivity and relevance to the teams’ work content.

“SINCE IMPLEMENTING JOB INSTRUCTION TRAINING, WE HAVE SEEN A BIG IMPACT IN TERMS OF IMPROVING OUR EFFICIENCY WHILE TRAINING NEW TEAM MEMBERS. THIS INCLUDES REWORK DURING TRAINING AND THE TIME IT TAKES TO GET THE TEAM MEMBER UP TO SPEED. ALSO, THERE IS FAR MORE CONSISTENCY IN OUR TRAINING AND SHARING OF INFORMATION BECAUSE THE PROCESS AND DOCUMENTATION IS STANDARDIZED.”

—ALYSSA DAVIS,
SR. SUPERVISOR, OPERATIONS – DELAVAN, WI

It is our intention to further enhance both programs in 2023 and reintroduce the Lean Rotation program. This program enables people to spend a few months in the business Lean teams learning the methodologies and tools required to make sustainable change at the Gemba.

POOL OPERATIONS MENTORSHIP PROGRAM

In October 2022, Pentair Pool Operations launched a mentorship program which develops a connection between trusted leaders, who can share their experiences, and their mentees. The nine-month program is building a skilled workforce and a strong talent pipeline, while promoting teamwork, collaboration, and cross-functional partnerships resulting in increased retention and engagement. Pool Operations has designed the program as a building block to long-term, engaged, and capable future leader development.



▶ **EMPLOYEE HEALTH AND WELLNESS**

OUR APPROACH

At Pentair, we understand the long-term advantages of offering competitive benefits, including programs, services, and resources to help our employees achieve a healthy balance at work and in life. Our standard 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 make sure to provide competitive benefits packages in compliance with local laws and regulations. We provide employees and their families with a wide range of benefits, including insurance plans, a retirement savings plan, wellness programs, and paid time off. We monitor pay and salary norms by region, and we assess and adjust our compensation structures accordingly. For a full list of benefits, please see our [website](#).

SUPPORTING EMPLOYEE WELLNESS

Through the Pentair wellness program, we help employees achieve and maintain a healthy lifestyle. Partnering with a third-party wellness provider, we offer tools and resources, including rewards and incentives, for employees committing to actions that help them take ownership and accountability for their health. In addition, certain Pentair sites host wellness events, including flu shot clinics and weight management/active lifestyle coaching. We continue to assess our offerings, and this past year we added additional offerings to further address mental health needs, blood pressure, and diabetes, and we also provided enhanced technology and healthcare partnerships to further assist employees and their family members in navigating health care needs.



2022 HIGHLIGHTS

- ▶ Added a new healthcare navigation partner to provide personalized care to U.S. employees.
- ▶ Added a new benefit to assist specifically with high blood pressure and diabetes.
- ▶ Offered mental health webinars and a mobile mental health support app.
- ▶ Pentair’s Employee Emergency Fund is available for our employees anywhere in the world who experience financial hardship due to events such as natural disasters or the death of a family member.

▶ OCCUPATIONAL HEALTH AND SAFETY

OUR APPROACH

At Pentair, we are committed to designing, manufacturing, and distributing our products and providing services to our customers in a safe and responsible manner. We manage our global operations with care for the health, safety, and wellbeing of our employees, customers, communities, and the environment. **Our vision is to build a Zero Harm culture for our employees, contractors, community, customers, and visitors.** We have an Environment, Health and Safety (EHS) Culture Playbook that is a key part of our global program and reflects industry best practices. It is based on six key elements including management engagement, improvement teams, hazard recognition, immersion and re-immersion, cultural capital investment, and recovery plan modes. Our EHS program is overseen by our Chief Supply Chain Officer, and its performance is reported to the Board of Directors annually.

On a monthly basis, Pentair has a Safety Indicator Score which measures proactive engagement and leading indicators to drive a reduction of the following lagging indicators: Injury Frequency Rate, Days Away from Work, Restricted, or Transferred, and Lost Time Incident Rate. Hazard reports and behavioral observations are tracked at the site level and include targets, feedback measurement, and risk closure metrics.

Our formal employee engagement programs on hazard recognition and reporting include global program elements with site-specific elements to fit the local culture. Employees are given a participation target with an incentive and recognition to reward engagement. Sites also commit to an annual site-specific performance improvement target to help ensure continuous improvement across Pentair.

Our year-end 2022 injury rate was 2.00 compared to 1.81 in 2021. While we did see an increase in recordable incidents in 2022, this increase was primarily attributable to higher rates of recordable incidents at sites acquired towards the end of 2021. We integrated these sites into our EHS programs throughout 2022. To address the increased injury rate, we have continued to use our EHS Culture Playbook. This included infusing global team resources, implementing new targeted programs according to the needs of our employees, and conducting leadership safety awareness training to continue to be proactive in our EHS programs. We provided visibility to the sites' EHS opportunities so that in 2023 our employees can continue the path toward improvement. To our benefit, having new sites due to acquisitions also allowed us an opportunity to collaborate on safety best practices and align the sites to our safety management and risk reduction processes.

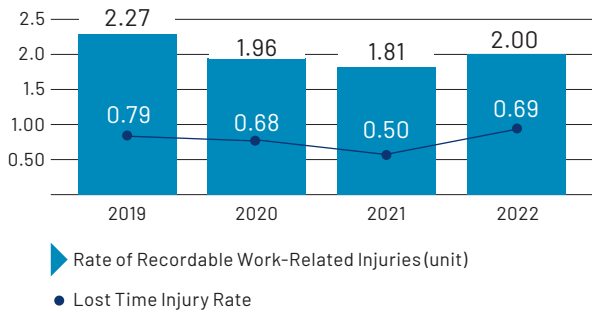
2022 HIGHLIGHTS

- ▶ In 2022, Pentair had eight manufacturing sites with zero recordable safety incidents, representing approximately 20% of our total manufacturing sites.
- ▶ In 2022, three of our Italian sites—Brescia, Pisa, and Romentino—received ISO 45001:2018 and 14001 certifications.
- ▶ Launched our inaugural Global Health and Safety Week.
- ▶ Launched our Early Symptoms Intervention program, which focuses on preventing recordable accidents.

PHOTO CREDIT:
 Lisa Vortherms, Executive Assistant

In 2022, we identified key sites that drove this injury rate performance, and we deployed aspects of our EHS Culture Playbook—along with a new Early Symptom Intervention program—to address it. Additionally, we assessed the safety maturity of the newly acquired sites, implemented our culture process and performance process, conducted in-person visits and guidance activities, and are actively hiring dedicated EHS positions for those sites.

RECORDABLE WORK-RELATED INJURIES



- NOTES:**
- Data set includes Pentair manufacturing plants only. The data set does not include KBI or Manitowoc Ice.
 - Based on 200,000 hours worked.
 - See the About This Report section of the Report for additional information.

DISCLOSURE METRICS: [GRI 403: Occupational Health and Safety](#)

4 TOTAL NUMBER OF SITES*

certified to ISO 45001

NOTES:
 *Data set includes Pentair manufacturing sites only. The data set does not include KBI or Manitowoc Ice.

SUPPLIER AND CONTRACTOR SAFETY

Our Supplier Code addresses EHS and applies to all suppliers and vendors providing goods or services to Pentair. Pentair suppliers must meet or exceed all applicable EHS laws and regulations, including those of their country of operation. Pentair suppliers must have adequate management systems for EHS and must provide their employees with adequate training of management systems and processes. In addition to requiring supplier self-certification of health, safety, and labor compliance, Pentair reserves the right to conduct on-site supplier audits to spot-check work environments and standards.

Contractor safety is managed at the site-level using the global environment, safety, and health standard, which includes vendor pre-qualification, site-specific training, high-risk activity protocols, and performance assessment.

JOB SAFETY ANALYSES AND HAZARD REPORTING PROGRAM

Our sites conduct routine and nonroutine Job Safety Analyses (JSA) to assess risk in the work environment. JSAs are reviewed annually to help ensure accuracy and to build continuous improvement of the facility safety management program. If a hazard is identified, the hazard is assessed for risk and the hierarchy of controls is used to identify the most effective method of control. JSAs are performed by trained cross-functional teams, including EHS, Operations, and Safety Committee members, and the employees working in the area to help ensure potential hazards are identified and the right controls are put in place. Employees are trained on the JSA prior to starting work in the area. Routine JSAs are conducted when new processes are implemented and when changes are made to the process or environment. Nonroutine JSAs are conducted when performing any nonroutine task, such as equipment maintenance. The process calls for workers to stop, evaluate the potential for safety hazards, and identify the right controls to minimize risk.



Our sites have a formalized Hazard Reporting program that encourages employees to report work-related hazards. Leadership is accountable for reviewing reported hazards in their area of responsibility, connecting with employees who reported any hazards to identify the best corrective action, and ensuring the hazards are controlled effectively by utilizing the hierarchy of controls. Pentair facilities also employ a stop work program, entitled “Stop, Call, Wait,” which trains employees to recognize unsafe conditions and to stop work, report the unsafe condition, and wait for assistance before resuming work. The number of hazards reported proactively is tracked through our monthly Safety Indicator metric and through the on-time closure rate for corrective actions related to the reported hazards. All employees who report hazards, injuries, or incidents are protected from retaliation.

PREVENTING ERGONOMIC INJURIES BEFORE THEY START

In 2021, we developed, funded, and launched pilot programs at our Moorpark, California, and New Brighton, Minnesota sites to reduce ergonomic-related injuries, the number one source of injuries across our Company. With a third-party partner, we worked to increase employees’ awareness of early warning signs, such as fatigue and pain, to prevent ergonomic impacts from escalating to ergonomic injuries. By driving ergonomics improvement, we aim to reduce the occurrence of nonnormal fatigue and discomfort and reduce our injury rate. **In 2022, our New Brighton facility saw a 60% reduction in reported ergonomic-related injuries. In Moorpark, a 30% reduction was achieved.** Expansion of this pilot program in 2023 is planned to focus on the top sites reporting ergonomic issues.

PENTAIR LAUNCHES ITS INAUGURAL GLOBAL HEALTH AND SAFETY WEEK

The EHS team delivered a week of learning with Pentair’s first Global Health and Safety week in June 2022. Events were available for on-site and remote employees, with activities including recorded sessions on wellbeing; podcasts to familiarize employees with the EHS team; a set of tools available in the EHS Hub; and a collection of resources on topics such as ergonomics and resilience, stress, hydration, adaptability, time management, and change.



“ORGANIZATIONAL WELLBEING REQUIRES TEAMWORK, A HOLISTIC APPROACH, AND THE CONVICTION THAT WE CAN CREATE A HEALTHY ENVIRONMENT FOR ALL EMPLOYEES IN OUR COMPANY. OUR GLOBAL HEALTH AND SAFETY WEEK UPHOLDS THE SPIRIT OF OUR COMMITMENT TO SAFETY AND HEALTH AT ALL LEVELS OF THE COMPANY.”

—ELIZABETH CASTELLANOS, EHS DIRECTOR



ENTERPRISE EHS ASSESSMENT

In 2022, we performed an Enterprise EHS Assessment in partnership with the Quality and Lean Manufacturing team. The global EHS team assessed 50% of the sites with the objective of reviewing the compliance and level of implementation of our EHS Culture Playbook. The exercise proved to be beneficial, providing us with greater clarity about our progress and opportunities, and highlighting the collaboration within our Company. The remaining 50% of sites that were not evaluated by the Global EHS team carried out a self-assessment based on specific guidelines and training. These company assessments support the optimization of our resources, shorten the implementation time of solutions by sharing best practices, and help us build a safe and healthy workplace for all employees.

RESPONSIBLE SUPPLY CHAIN

At Pentair, our dedication to making life better for people also includes the many essential people throughout our global supply chain. We are focused on making positive impacts beyond our own operational footprint and workforce.

STRATEGIC TARGETS

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

- ▶ In 2021, we refreshed our Supplier Code of Conduct with increased focus on environmental sustainability and social responsibility.
- ▶ In 2022, we plan to launch an enhanced Supplier Code of Conduct alongside an updated supplier assessment process, in which we aspire to:
 - ▶ Assess the ESG maturity of 100% of new suppliers with projected spend of greater than \$1 million by 2025.
 - ▶ Assess the ESG maturity of top 80% of existing suppliers by spend to ESG maturity by 2030.

PROGRESS TO TARGETS

In 2022, we successfully released a refreshed and enhanced [Supplier Code of Conduct](#). These enhancements included updates to the human trafficking and forced labor sections. In 2022, we launched a new supplier ESG assessment process in collaboration with a third-party expert. This assessment process consists of ten assessment modules on the topics of biodiversity, climate impact, data protection, diversity and inclusion, human rights, labor rights, organization commitment, product stewardship, resilience, and resource use.

- ▶ We assessed the ESG maturity of approximately 46% of our top 80% of existing suppliers by spend were assessed to ESG maturity in 2022.

- ▶ We have established a process to identify new suppliers with a projected spend of greater than \$1 million to help us achieve our 2025 assessment target for new suppliers. We are in the process of determining the assessment schedule that will also assist with the achievement of our 2025 goal related to new suppliers.

Data from these assessments will provide greater visibility into our supply chain, allow us to assess our suppliers across different ESG risk areas, and track progress against goals. When gaps are identified, we plan to work with suppliers to help them bridge the gaps and achieve these goals.

2022 HIGHLIGHTS

- ▶ Hosted our first Supplier Show, with over 800 suppliers in attendance, where we featured an ESG information session that included a discussion of the importance of social responsibility in our supply chain.
- ▶ Partnered with third-party experts to update our supplier assessment to incorporate more ESG-related topics.

PHOTO CREDIT:
Jermaine Faith Guillergan, Technical Writer

OUR APPROACH

Our approach to supply chain management starts with our [Supplier Code of Conduct](#) and [Global Supplier Guide](#), which all suppliers receive as a part of our sourcing and onboarding process. Pentair's Supplier Code of Conduct formalizes the essential principles under which suppliers are required to operate to do business with us. These principles aim to help make life better, and include topics such as child labor, wages, hours of work, inclusion and diversity, anti-bribery and corruption, supply chain security, and more. Our Chief Supply Chain Officer has responsibility for our supply chain program and updates our Executive Leadership Team and Board of Directors on a quarterly basis.

Throughout our supplier selection process, our priority remains around business alignment, value creation, and supplier excellence – including ESG factors. Pentair assesses new suppliers' financial performance, capacity to serve and grow with Pentair, social responsibility, effective management systems, and product quality and reliability. As part of this process, suppliers collaborate directly with our design, engineering, and quality teams to determine exact product qualifications, including quality specifications, delivery expectations, and material conformance requirements. Pentair follows a strict new product approval process where parts are audited prior to production approval with a new supplier.

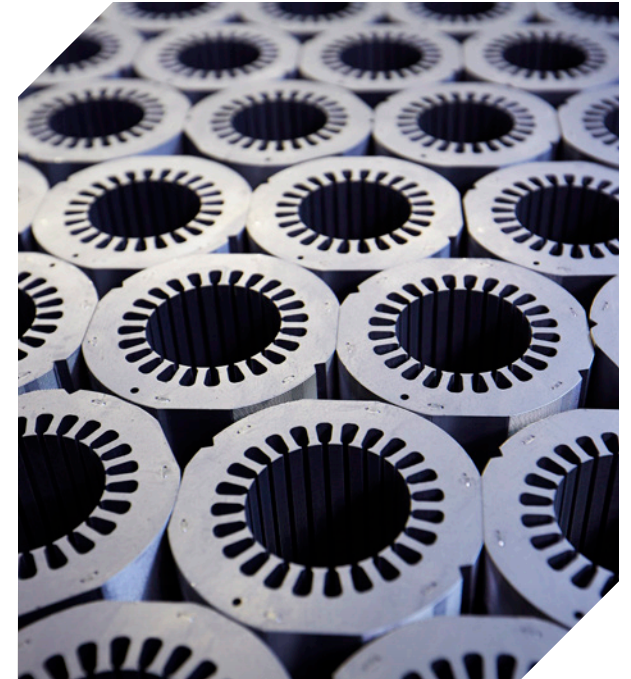
The Pentair Supply Management team works cross-functionally to optimize the supply chain. In 2022, our teams began a significant review with consideration to improving material velocity (reducing supplier lead times), reducing working capital (improving supplier payment terms and reducing inventory), and localizing and consolidating suppliers. Our strategic sourcing

team partners with suppliers to identify nearshore sourcing for local use to optimize our supply chain and logistics processes while streamlining our value chain and reducing our transportation footprint.

Pentair takes affirmative measures to review supplier internal management systems and compliance with our Supplier Code of Conduct, such as through announced and unannounced inspections of supplier facilities conducted by trained Pentair auditors. Specifically, we review the suppliers' overall management, commitment to, and maturity for the following:

- ▶ Environmental, Health, and Safety
- ▶ Environmental compliance and sustainability
- ▶ Product stewardship
- ▶ Anti-bribery and anti-corruption
- ▶ Protection of information and data security
- ▶ Human capital management and human rights policies
- ▶ Disaster and contingency planning (including the impact of climate change on operations)
- ▶ Quality management system
- ▶ Lean manufacturing
- ▶ Tier II supplier management (how our suppliers manage their supply base)

Pentair suppliers must maintain all compliance documentation and make themselves, their worker records, and their facilities available to Pentair and, if requested, Pentair's customers. Suppliers are continuously evaluated through scorecard reviews, follow-up virtual and on-site assessments, and performance-related business reviews. This process results in goal setting that is focused on continuous improvement.



ESG MATURITY FOR SUPPLIERS

At Pentair, we aim to increase the ESG maturity of our suppliers. As we focus on supplier partnership, we look to suppliers to share our ESG values. We implement our strategic target components related to assessing the ESG maturity of new and existing suppliers through our internal assessments and our use of a third-party partner supporting our Conflict Mineral reporting that uses surveys, audits, and proactive communication sessions to gather maturity information. This process enables us to better understand our suppliers' ESG baseline. With our updated [Supplier Code of Conduct](#) and its integration into our existing supplier assessment program, we expect to develop a comprehensive risk assessment of our global supply base. Our future goal is to use this comprehensive risk assessment to inform our partnership with our suppliers on building a continuing maturity strategy and improvement roadmap. We are looking forward to reaching our goals of assessing the ESG maturity of our suppliers so that we will be in a position to develop a further strategy for working with our suppliers on advancing their ESG maturity and achieving a more responsible and resilient supply chain.

DRIVING TRANSFORMATION AND SOURCING EFFECTIVENESS

In 2022, we embarked on a transformation of our sourcing processes. In partnership with a third-party expert, we have developed a globally aligned, gated process with the goal to find suppliers who want to form a long-term, sustainable partnership with us. Our transformed process drives supplier decision making across a wide array of topics, informing a holistic view of our supply chain partnerships. **This transformed process provides increased rigor, drives standardization across commodities, and ensures that a mutually beneficial relationship is built between Pentair and our suppliers.** As part of the process to assess supplier fit, we include a series of ESG questions to identify where each supplier is on their own ESG journey and to ensure that they are positioned to agree to and comply with our Supplier Code of Conduct. New suppliers with projected spend in excess of \$1 million per year and suppliers that fit within the top 80% of Pentair spend will be further assessed using our third-party process described above.

SUPPLIER SHOW

In 2022, as part of the transformation of our sourcing process, Pentair held its first Supplier Show, with over 800 supplier representatives in attendance. This show built momentum for our transformation efforts, and it demonstrated to our suppliers and our employees the significance of our supply chain transformation journey. **We focused on educating our suppliers about our ESG strategy and priorities, providing an opportunity to share our interest in working with like-minded suppliers.** Pentair's entire Executive Leadership Team attended the show and presented to our suppliers and employees their vision for our transformed supplier relationships, including emphasizing the importance of a responsible supply chain.



COMMUNITY IMPACT

Doing well by doing good has been a long-standing tradition at Pentair, as reflected in our Win Right values. Since 1998, Pentair and the Pentair Foundation have funded philanthropic causes, strengthening the communities where we operate as well as funding long-term programs focused on providing better access to water in the developing world through our Project Safewater initiatives.

OUR APPROACH

At Pentair and with the Pentair Foundation, our strategic giving priorities aim to make a long-term impact. We are putting our Purpose into practice for people around the world today as well as for future generations.

Through independent grant-making programs, Pentair and the Pentair Foundation focus on three key areas:

- ▶ **Water:** We support organizations and collaborate with partners to increase access to cleaner, filtered water around the globe through our Pentair products and solutions, the Foundation, and Project Safewater initiatives.
- ▶ **Education:** We partner with and support organizations working to increase access to educational opportunities for underserved

communities in developing countries and to creating the next generation of STEM leaders through educational programs in communities where Pentair operates.

- ▶ **Community:** We give back to local communities through philanthropic and Team Pentair volunteer support globally on an annual basis.



2022 HIGHLIGHTS

- ▶ Number of people impacted by Project Safewater's filtered water programs: 3 million people
- ▶ Total 2022 Pentair contributions: \$2.47 million
- ▶ People reached through 2022 Pentair Foundation Grants (Based on annual impact reports filed by grantees): 1.4 million people
- ▶ Total 2022 matching contributions from the Pentair Foundation in team volunteer and personal charitable giving: \$199,615
- ▶ Since 1988, Pentair and the Pentair Foundation donation to philanthropic causes: \$78.27 million



STRATEGIC GIVING PRIORITIES

WATER

Transforming the Way Safe Water Is Delivered

Pentair and the Pentair Foundation are aligned to create a better world for people and the planet through smart, sustainable water solutions. As a leading provider of water treatment and sustainable solutions, at Pentair we believe that access to clean, safe water is a fundamental human right and foundational to health, freedom, gender equity, and economic development. These tenets drive the solutions we engineer and exist at the heart of the Pentair Foundation and the Project Safewater programs.



Project Safewater is a holistic approach to providing safe water solutions together with global and local partners to communities where Pentair operates, and that improves access to water in developing communities around the world. Since 2007, we have launched and co-created innovative approaches —

combining technology, microenterprise business models, and scientific research — to help transform the way safer drinking water is sustainably delivered in developing countries. **The Pentair Foundation has contributed over \$15 million to Project Safewater strategic partners to further advance this endeavor, including \$650,000 in 2022.** Read more about our Project Safewater initiatives [here](#).

WATER CASE STUDIES

Making Clean Water Available to Communities in Developing Countries

The long-term commitment by Pentair and the Pentair Foundation to Project Safewater allows participation in multi-year project collaboration efforts to build projects based on sociological and scientific research, technology, and micro-enterprise business models. Programs are tailored considering local cultural, social, and historical factors, providing appropriate and long-lasting improvements to provide cleaner, safer drinking water every day to three million people in the developing world.

▶ **Safe Water Network:** Having launched the first clean water station in India in 2010, Pentair and the Pentair Foundation’s ongoing support of the Safe Water Network has delivered clean water to more than one million people in India via more than 350 iJal Stations — small water treatment facilities that produce clean water sold at affordable rates. By training local communities on how to operate and maintain the iJal stations, we are helping to build sustainable, locally owned, and economically viable solutions.

Water Mission: Pentair and the Pentair Foundation continued to collaborate with our longtime partner Water Mission to expand WASH (Water, Sanitation and Hygiene) safe water access in the western region of Honduras. Since 2007, our partnership has enabled more than 300,000 people in Honduras to access clean water from more than 200 safe water stations. In 2022, we kicked off our expansion to Mayan communities in Mexico, which will deliver access to safe water in 18 communities, as well as access to sanitation in 11 communities.



Shining Hope for Communities: Pentair engineers have designed, built, and installed a state-of-the-art water filtration system in Kibera, an impoverished settlement in Nairobi, Kenya, to treat water on-site. This doubled the volume of clean water that is delivered to the community, which is home to more than 250,000 people. The aerial piping system, the first of its kind in the country, distributes clean water away from groundwater contamination, while reducing the risk of tampering. In 2022, we continued to support efforts in the Mathare settlement in Nairobi and in the coastal town of Mombasa, reaching approximately 17,500 people in those two locations who previously lacked access to clean water.

Walking to Help Provide Cleaner, Safer Water for All

Three miles (approximately five kilometers) is the average distance that millions of people, primarily women and children, must cover to collect water each day. Often, the water they collect is not safe to drink but it is the only option they have.

In September 2022, more than 400 Pentair employees and family members in 30 cities across North America, Europe, and Asia walked with purpose in support of the seventh annual Walk for Water, in partnership with Pentair philanthropic partner Water Mission.

Participants were challenged to carry something that weighs between eight and 40 pounds (the weight of one to five gallons of water). In total, Pentair employees – together with the Team Pentair matching gift program – contributed to help the event raise more than \$200,000.



EDUCATION

Pentair and the Pentair Foundation believe all students in every community should have access to engaging and quality educational opportunities that enable them to build complex skills and work collaboratively with adults and peers.

In communities where Pentair operates, funding is provided to a variety of STEM education programs for kindergarten through graduate-level students. Pentair and the Pentair Foundation partner with organizations such as the Boys and Girls Club, FIRST Robotics, Project Scientist, Teach for America, and several universities to offer programs such as:

- ▶ After-school programs for at-risk youth which focus on STEM principles and STEM career opportunities.
- ▶ Programs where students explore real-world problems involving environmental, water, food, and health challenges.
- ▶ International robotics development and competitions.
- ▶ Community-driven projects led by middle and high school students incorporating principles of engineering, computing, and technology.
- ▶ Training and equipping teachers for STEM disciplines.

EDUCATION CASE STUDIES

Making a Lasting Impact on the Next Generation STEM Students

Our strategic commitment to education allows Pentair and the Pentair Foundation to establish longer term engagements to help facilitate lasting change in the communities we support.

Peer-to-Peer Youth Empowerment:

The Pentair Foundation has been working with H2O for Life since 2009, helping to educate youth about the issues affecting local water resources and the global water crisis. The program creates opportunities for students to take action through service-learning projects that support the implementation of water, sanitation, and hygiene education projects in developing countries. In 2022, the Pentair Foundation helped H2O for Life

engage with students at 40 U.S. schools and provide in-service learning projects to 20,000 young adults. Altogether, these young water warriors raised funds supporting WASH projects, benefiting an estimated 12,000 of their fellow youth at H2O for Life partner schools in developing countries.

▶ Bringing Science to Life for Girls:

Project Scientist, a Pentair Foundation grant recipient since 2019, is focused on driving diversity in STEM careers by gender, race, and ethnicity. In 2022, more than 2,800 students in the U.S. were served during eight weeks of Summer STEM Lab, a hands-on immersive experience for girls ages 7-12. In addition to the Company providing funding, Pentair female professionals contribute to Project Scientist's Virtual Lab by creating and hosting interactive learning experiences as part of the STEM Superstar sessions. These professionals share their experiences with the girls of what it's like to be an engineer, and they provide educational and fun experiments for the girls to do at home.



COMMUNITY

Pentair operates in many diverse communities around the world, each with its own unique needs and challenges. We work with local organizations and partners to understand where and how we can help, and we direct our investments for the greatest impact.

COMMUNITY CASE STUDIES

Helping Communities Recover from Hurricane Ian

Hurricane Ian, which left a path of wide-ranging devastation in Florida, is widely regarded as one of the worst hurricanes to hit the state. As a leader in the communities where we live and work, and as a reflection of how we live out our Win Right values, Pentair made a

\$150,000 donation to the American Red Cross Hurricane Ian Disaster Relief Fund, which was directed to help support relief efforts across the impacted communities in Florida. Beyond donations to the American Red Cross and the Team Pentair match, impacted Company employees were also able to apply for grants through Pentair’s Employee Emergency Fund, which is designed to support employees who are facing financial hardship as the result of a natural disaster or other unforeseen event.

Engaging Our Employees in Change

A key aspect of our community investment approach is the Team Pentair engagement program. From serving as mentors to young science students to packing food

and cleaning beaches, Pentair employees share their time, talents, and energy to make a lasting difference in local communities from Singapore to Sanford, North Carolina – and many places in between. The Pentair Foundation provides grants for every 25 collective hours volunteered by a Pentair team of five or more or by an individual for both virtual and in-person activities. It also matches employee contributions up to \$6,000 per employee per year. In 2022, the Pentair Foundation implemented a double match for qualifying contributions to nonprofit organizations made on Giving Tuesday (November 29).

TEAM PENTAIR IN ACTION



GOVERNANCE



Pentair's sound governance practices and principles 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 and principals guide the decisions we make and the actions we take that impact our employees, communities, partners, customers, and the world in which we live. We believe that this, in turn, supports the long-term success and value of Pentair.



GOVERNANCE AND ETHICS

ETHICAL BUSINESS PRACTICES

Our governance practices, which are built upon the [Pentair Code of Business Conduct and Ethics](#) (the “Code”), enable us to promote business value and deliver results to our stakeholders. The Code applies to all employees, contractors, executives, and our Board of Directors.

Our Win Right values of Customer First, Innovation and Adaptability, Accountability for Performance, Absolute Integrity, Respect and Teamwork, and Positive Energy are all reflected in our Code. The Code includes:

- ▶ An outline of our commitment to abide by international laws, regulations, and global standards, as well as to follow local laws of each country where we do business.
- ▶ Our commitment to, and policies for, doing business with integrity.

Pentair is committed to creating an environment where employees are encouraged to speak up, ask for help, and raise concerns. Open communication contributes to a transparent, collaborative, and honest working environment, and we have implemented resources for employees to speak up in the event of workplace misconduct. We have an established Pentair Ethics Helpline that is available to employees in the languages of the regions where we operate. The Helpline can be accessed on the web or by phone through local toll-free numbers in all countries with Pentair employees. Employees may also report suspected violations directly to their human resources representative or supervisor. In addition to the Helpline, employees can file a report online using the web reporting form available at [PentairEthics.com](#).

As another option, our Office of Business Conduct and Ethics is available for employees to submit unethical behavior complaints directly by phone, email, or mail. Pentair does not tolerate retaliation in any form against employees for raising concerns or making good-faith reports about possible breaches of law, policy, or ethical violations.

In addition to internal compliance, we extend our expectations for adherence to strong ethical, labor, and environmental standards to our suppliers and vendors through our [Supplier Code of Conduct](#).

2022 HIGHLIGHTS

- ▶ Adopted a standalone Human Rights Policy in December 2022, building on existing policies from our Code of Business Conduct and Ethics.
- ▶ Increased training in cyber awareness.
- ▶ 100% of active professional-level employees completed training on our Code of Business Conduct and Ethics.



PHOTO CREDIT:
Laurent Droulez, Marketing Director

BOARD OVERSIGHT OF BUSINESS ETHICS

The Audit and Finance Committee and the Governance Committee of our Board of Directors oversee compliance with our Code. The Code guides how we conduct day-to-day business, calling on all employees to:

- ▶ Manage Pentair according to the highest business, ethical, moral, and civic standards as a public Company.
- ▶ Operate in a manner that earns the respect of our shareholders, employees, communities, customers, suppliers, and all others with a stake in our success.
- ▶ Contribute to Pentair as a top-performing Company, managed for the long-term benefit of all our constituents.

ANTI-BRIBERY AND ANTI-CORRUPTION

At Pentair, we compete based on our product and service quality, pricing, and reputation. As outlined in the Code, we prohibit offering or accepting bribes or other unlawful payments to obtain new business or retain existing business. Bribery is prohibited not just for all Pentair employees, but also for third parties that conduct business on our behalf.

Pentair employees are required to sign our Code upon hire, abide by our Code, and complete compliance and job-related training annually. 100% of our active professional-level employees fully completed the 2022 training and Code certification. Additionally, each member of our Board of Directors also certifies annually to the Code and completes annual training. Our Chief Compliance Officer is responsible for upholding our anti-bribery and anti-corruption policies.

BOARD OF DIRECTORS

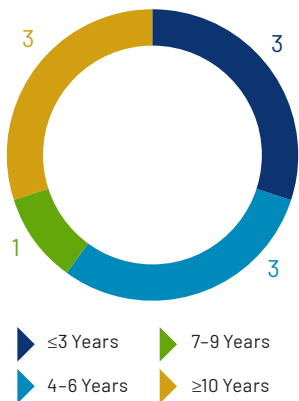
BOARD OF DIRECTORS

Pentair's Board of Directors has separate Chief Executive Officer and Chairman positions and is comprised of a diverse set of individuals who are elected each year by a majority vote. The Board has three committees that are all made up of independent directors: the Audit and Finance Committee, the Compensation Committee, and the Governance Committee.

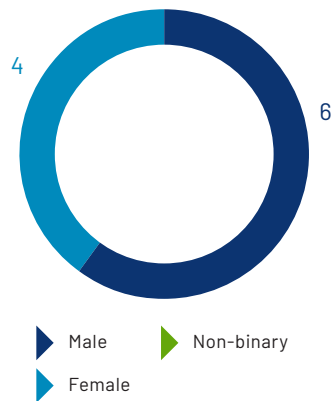
We believe our directors bring a well-rounded variety of diversity, skills, qualifications, and experiences, and that they represent an effective mix of deep Company knowledge and fresh perspectives. Six of our current directors joined the Board in the past five years.

MONA ABUTALEB STEPHENSON Audit and Finance Committee	MELISSA BARRA Audit and Finance Committee	GLYNIS A. BRYAN Audit and Finance Committee (Chair)	T. MICHAEL GLENN Compensation Committee (Chair) and Governance Committee	THEODORE L. HARRIS Compensation Committee and Governance Committee
DAVID A. JONES Chairman of the Board, Compensation Committee, and Governance Committee	GREGORY E. KNIGHT Audit and Finance Committee	MICHAEL T. SPEETZEN Audit and Finance Committee	JOHN L. STAUCH Pentair President and CEO	BILLIE I. WILLIAMSON Governance Committee (Chair) and Compensation Committee

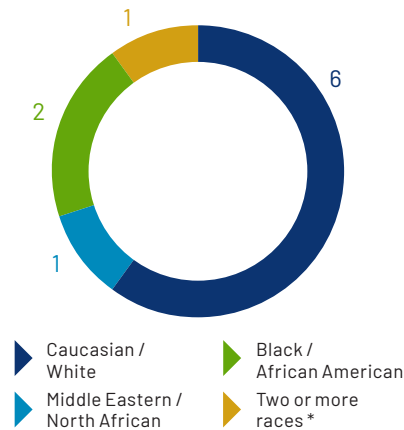
BOARD OF DIRECTORS TENURE BALANCE



BOARD OF DIRECTORS GENDER DIVERSITY

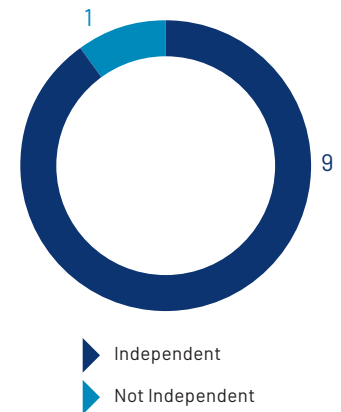


RACE / ETHNICITY



* Hispanic/LatinX and Caucasian/White

DIRECTOR INDEPENDENCE



DISCLOSURE METRICS: GRI 405: Diversity and Equal Opportunity

NOTES:
Data current as of March 24, 2023.

ESG GOVERNANCE

Our Board of Directors provides ESG oversight by periodically reviewing the company's ESG strategy, including our Social Responsibility Strategic Targets, communications, and risks. In addition, the Governance Committee oversees ESG strategy and risks, including business sustainability risks. The Chief Social Responsibility Officer leads Pentair's cross-functional ESG team and program provides regular ESG updates at least annually to our Board of Directors and its Governance Committee.

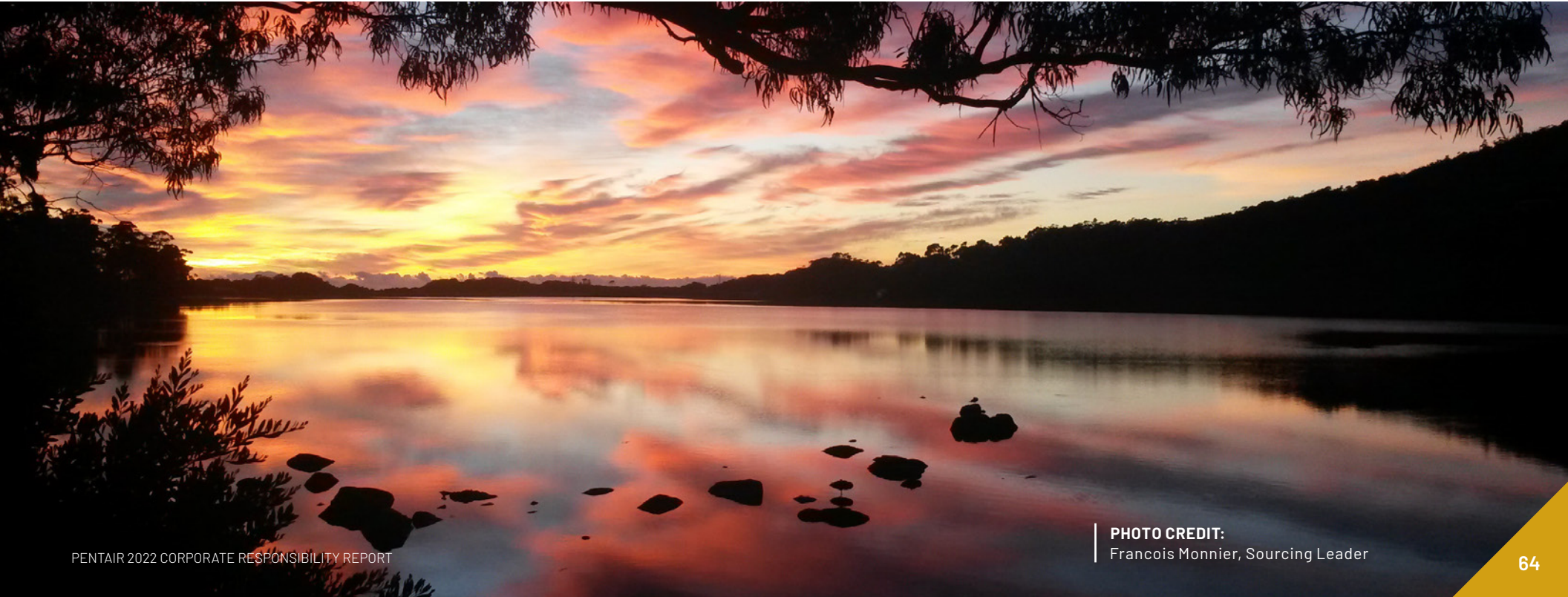
As part of the social responsibility program, we have a team of professionals dedicated to executing our ESG strategy and managing sustainability policies,

initiatives, and public reporting. Cross-functional leaders work with our dedicated social responsibility team of professionals to integrate ESG into their functions and businesses and drive the ESG culture.

As part of our shareholder engagement process in 2022, in the fall, we reached out to our largest shareholders representing a majority of our shares to engage specifically around various topics including ESG matters, and shareholders representing approximately nine percent of our shares accepted our invitation to meet and discuss.

Additionally, the company's 2022 Management Incentive Plan (MIP) included an ESG component addressing progress towards our Social Responsibility Strategic Targets in the form of a potential modifier to the final MIP financial calculation for executive officers. This modifier may be applied to the MIP payout that is determined based on achievement of the MIP financial targets, to increase or decrease such payout by up to 10%.

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



RISK MANAGEMENT

Our Board of Directors is responsible for general oversight of our risk management. The Board focuses on the most significant and material risks facing the business and helps to ensure that management develops and implements appropriate controls and risk mitigation strategies.

At the direction of the Board, we have instituted an enterprise-wide risk management process that identifies potential exposure to risks that arise in the course of our business. The Board has determined that it, as a whole and not a separate committees, will oversee our enterprise risk management 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. Each of our Board committees focuses on specific risks within its respective area of responsibility and regularly reports to the full Board. The Board uses our enterprise-wide risk management system as a key tool for understanding the risks facing the Company and for assessing whether management's processes, procedures, and practices for mitigating those risks are effective

Our General Counsel is the primary person responsible to the Board in the planning, assessment, and reporting of our risk profile and this risk management system. The Board reviews and discusses an assessment of and a report on our risk profile on a regular basis, including reports on strategic, operational, financial, cybersecurity, IT, privacy, and legal and regulatory

compliance risks. This includes ESG-related risks. For example, through our enterprise risk review process, we assess climate risks across our portfolio. Our Board of Directors meets at regular intervals to identify and manage risks within our operations, provide oversight of succession planning, and provide oversight for Pentair's corporate strategy.

For more information on corporate governance, including a description of our governance structure and practices, criteria used for nominating and selecting the highest governance body members, processes to help ensure conflicts of interest are avoided, and processes for communicating critical concerns to our Board, please see our 2023 [Proxy Statement](#).

MANAGING ENVIRONMENTAL, SOCIAL, AND GOVERNANCE RISKS

The identification and management of risks are critical steps to maintaining business resiliency and sustainable operations. We proactively manage risks through a dynamic framework that includes:

- 1 Board Engagement:** The Board periodically reviews the Company's strategies related to managing ESG risks, including climate change and human rights-related risks; and the Board and its Governance Committee oversee ESG risks, including business sustainability risks.
- 2 Executive Engagement:** Our Chief Social Responsibility Officer is Pentair's executive officer responsible for ESG and leads Pentair's ESG program, with oversight and strategic direction provided by our Board of Directors and its Governance Committee.
- 3 Internal and Third-Party Auditing to Assess Our Procedures:** Annually through our enterprise risk review process and periodically throughout the year, as applicable, we assess climate-related risks across our portfolio, including natural disasters such as floods and earthquakes, as well as other ESG-related risks. These assessments provide us with insights for determining the correct risk mitigation measures for our business so that we can take preventive measures to improve and promote business continuity for our customers.

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 as well as to following the local laws of each country where we do business.

HUMAN RIGHTS POLICY

Pentair's [Code](#), compliance policies, and Human Rights Policy are in place to ensure the fair treatment of all people and to reflect Pentair's commitment to the protection of human rights and fair labor practices within our own operations and value chain.

Effective in December 2022, Pentair adopted its Human Rights Policy. This policy joins our Code and other compliance policies in requiring employees to act with the highest levels of ethics and integrity and to treat others in a fair and equitable manner with zero tolerance for human rights abuses, discrimination, or harassment. The Human Rights Policy is aligned with the standards set forth by the International Labour Organization, the United Nations (UN) International Bill of Human Rights, and the UN Guiding Principles on Business and Human Rights. The policy addresses child and forced labor, work hours and wages, and freedom of association, and it promotes a positive workplace and respect for others. Our active professional-level employees take annual training on our Code, which includes responsibilities related to labor and human rights.

Pentair's Anti-Discrimination and Equal Employment Opportunity Policy, Anti-Harassment Policy, and Raising Concerns and Non-Retaliation Policy provide Pentair's equal employment and anti-discrimination statements, clarify prohibited conduct, and more clearly define the complaint processes. These enterprise policies emphasize some of our core principles, which include our commitment to providing equal employment opportunities and prohibiting discrimination of all types toward all employees and applicants for employment on the basis of race (including related to hairstyle); color; religion; sex (including pregnancy, lactation, and childbirth); sexual orientation; gender identity; age; national origin; disability; genetic information; veteran status; uniform service member status; or any protected status under federal, state, or local law.

Pentair recognizes and respects the rights of employees regarding freedom of association and collective bargaining. We engage in a constructive and open dialogue process with union representatives as well as with all employees through our established complaint mechanisms.

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

PROTECTING HUMAN RIGHTS IN OUR SUPPLY CHAIN

Our [Supplier Code of Conduct](#) provides our expectations on social and compliance issues, including labor and human rights, and how suppliers manage ESG risks within their operations and supply chain.

Our Supplier Code requires our suppliers to conform to our Conflict Minerals Policy and to our antislavery and human trafficking guidelines. We utilize a third-party assessment and certification provider for our yearly Conflict Minerals survey. Through this third-party audit process, Pentair also performs an annual survey of our Tier I suppliers regarding the presence of conflict minerals. The goal is to receive information from suppliers that constitute 95% of our direct spend. When this process detects potential risk in the supply chain, Pentair works to mitigate risk, as appropriate. Pentair does not have a direct relationship with smelters and/or refiners; most of the work is carried out indirectly through Pentair's suppliers or through our involvement with industry working groups and coalitions.

For more information, please see the following resources:

- ▶ [Partner and Supplier Resources](#)
- ▶ [Conflict Minerals Policy](#)
- ▶ [Conflict Minerals Report](#)
- ▶ [Slavery and Human Trafficking Statement](#)

DATA PRIVACY AND CYBERSECURITY

Pentair is committed to providing a reliable and secure environment to protect the customer and employee data provided to us. Pentair has implemented physical and system security measures, as well as data security and privacy principles, and has invested significantly in industry-leading technologies to provide the appropriate protections.

Many of our business practices involve the use of data for sales and services, and we believe that digitalization and the ability to process data will become increasingly important for continuing innovation for our customers. As Pentair continues to rely on data internally and externally for business opportunities, Pentair has an obligation to take specific precautions when collecting and processing information. Pentair's Global Privacy Office, which is part of the legal function reporting to the General Counsel, implements data

privacy policies that govern how we collect, process, store, and transmit data lawfully as well as the safeguards we have in place to maintain and prevent unauthorized use or disclosure. Pentair's information security program is aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, is led by our Chief Information Security Officer who reports to our Chief Financial Officer.

The Audit and Finance Committee of our Board of Directors is responsible for overseeing the Company's risk exposure to information security, cybersecurity, and data protection, as well as the steps management has taken to monitor and control such exposures.

All active professional-level employees receive mandatory cybersecurity education and training. Employee phishing tests are conducted on a regular

basis. Employees who do not follow protocol are redirected for additional training. For Pentair mergers and acquisitions, we have a standardized approach to integrate cybersecurity processes. We also continue to strengthen our security and privacy risk assessment process of our suppliers, working to ensure they have the right controls in place to manage risk within their operations.

Security and privacy audits are conducted and reported to the Board or the Board's Audit and Finance Committee at least quarterly. The Company has an established crisis response team and protocols for responding to information security and privacy incidents, should any occur. The team maintains a standard playbook to respond to any potential incidents. Tabletop exercises are conducted for tactical response readiness.

Pentair is committed to complying with applicable privacy and data protection laws wherever it does business. The personal information Pentair collects, regarding employees or any third party, is treated with care and protected, with policies and practices designed to help ensure that information is used lawfully and properly.

Additional information regarding our data privacy can be found on the [Privacy Notice](#) page of our website. With a registered account, you can access, review, and manage changes to personal information, including a request to suppress information.



PUBLIC POLICY

While Pentair currently does not make corporate political contributions, it does have in place a [Political Contributions Policy](#) governing such contributions, should they be made in the future. Under the policy, processes are in place to help ensure that if such contributions are made, they are made in a manner consistent with the Company's Win Right values, and that such contributions protect and/or enhance stakeholder value.

The use of Pentair funds for political purposes must be approved by the Chief Executive Officer, the Chief Financial Officer, and the General Counsel. Company management annually will provide a report to the Governance Committee on any political contributions made by the Company.

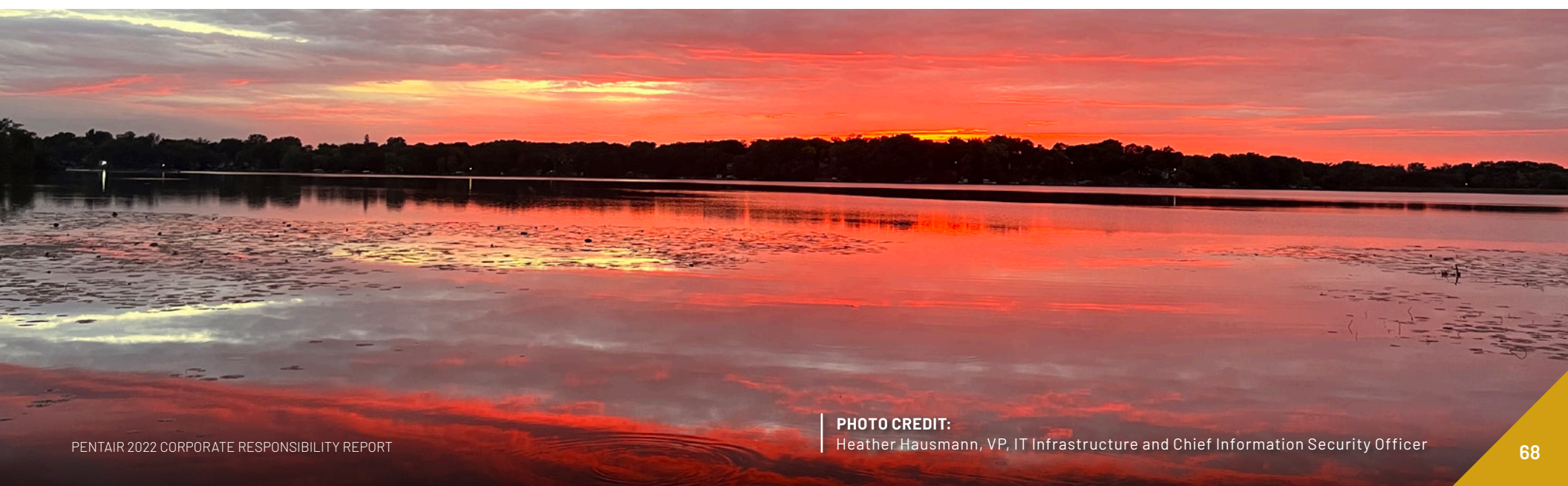
In 2022, Pentair made no political contributions.

TRADE ASSOCIATIONS

The Company is a member of numerous trade associations, professional societies, industry groups, and other tax-exempt organizations. These organizations dialogue with government officials and other key stakeholders on industry-relevant issues. Pentair may not always share the views of its industry peers and associations and, in certain circumstances, may choose to not participate in industry and trade group-related activities.

Pentair will voluntarily disclose the portion of payments that major U.S.-based trade associations and other tax-exempt organizations report to the Company as being used for political activity purposes where payments are \$50,000 or greater.

In 2022, no U.S.-based trade association or other tax-exempt organization to which Pentair made a payment of \$50,000 or more in 2022 reported to Pentair that any portion of that payment was used for political activity purposes.





ABOUT THIS REPORT

PHOTO CREDIT:
Eleanor Wood, Legal Counsel

▶ ABOUT THIS REPORT

SCOPE

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

We continue to integrate data from our recently acquired businesses: Pleatco, KBI and Manitowoc Ice. Data from our KBI, Pleatco and Manitowoc Ice acquisitions is not included in our waste data. Data from KBI and Manitowoc Ice is not included in our injury frequency rate data. Data from all three acquisitions is included in our GHG emissions, water and human resources-related data. Please note the boundaries within footnotes associated with the graphs and in the ESG Disclosures Index. Due to rounding, the numbers presented throughout this report may not add up precisely to the totals provided. As additional data become available or we expand on current data collection, acquisitions will be drawn into metrics as applicable.

FRAMEWORK ALIGNMENT

Pentair has reported the information cited in the GRI Index for the period of January 1, 2022 through December 31, 2022, with reference to the GRI Standards. Pentair used reporting guidance from the International Financial Reporting Standards' (IFRS) SASB Standards and Taskforce on Climate-Related Financial Disclosures (TCFD) to further inform reporting, as relevant. Please refer to our SASB Standards Index and TCFD Index.

FEEDBACK CONTACT

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

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

REPORT LINKS

This report contains links to other websites and references information 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.

POLICY REFERENCE

- ▶ [Code of Business Conduct and Ethics](#)
- ▶ [Conflict Minerals Policy](#)
- ▶ [Human Rights Policy](#)
- ▶ [Political Contributions Policy](#)
- ▶ [Slavery and Human Trafficking Statement](#)
- ▶ [Supplier Code of Conduct](#)
- ▶ [UK Tax Strategy](#)



CAUTION CONCERNING FORWARD-LOOKING STATEMENTS

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

MATERIALITY

For purposes of this report, we report against our material ESG topics identified through our internal materiality assessments and our stakeholder engagement. For purposes of this report, we use GRI’s definition of materiality, which is different from the definition used for Securities and Exchange Commission filings. The inclusion of information on this report should not be construed as a characterization regarding the materiality or financial impact of that information for Securities and Exchange Commission 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 Securities and Exchange Commission, including our [Annual Report on Form 10-K](#) and Quarterly Reports on Form 10-Q.

ASSURANCE STATEMENT

In 2022, Lloyd’s Register, a third-party assurance provider, provided limited assurance of our Scope 1 and 2 GHG emissions, water data, injury rate data, and selected diversity and inclusion and energy data. These assurance certifications are on the following pages.





LRQA Independent Assurance Statement

Relating to Pentair’s GHG Emissions Inventory and Environmental Data for Calendar Years 2019, 2020, 2021 and 2022, and Safety, and Diversity Metrics for the Calendar Year 2022

This Assurance Statement has been prepared for Pentair plc (Pentair) in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Pentair plc to provide independent assurance of Pentair plc’s (Pentair’s) Greenhouse Gas emissions inventory, energy use, water withdrawal, safety injury frequency rate, and diversity metrics (“the report”) against the assurance criteria below to a limited level of assurance and materiality of the professional judgment 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 2019, CY 2020, CY 2021, and CY 2022 specifically the following requirements:

- Verifying conformance with:
 - o Pentair’s reporting methodologies for selected datasets;
 - o World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data¹
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below: ²
 - o CY 2019, CY2020, CY2021 and CY 2022 Direct (Scope 1), Energy Indirect (Scope 2) greenhouse gas emissions
 - o CY 2019, CY2020, CY2021 and CY 2022 Water Withdrawal
 - o CY 2022 Energy Consumption
 - o CY 2022 Safety Injury Frequency Rate
 - o CY 2022 Inclusion and Diversity Rates

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.

NOTES:

¹ <http://www.ghgprotocol.org/>

² GHG quantification is subject to inherent uncertainty.



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 assurance³ and at the materiality of the professional judgment of the verifier.

Table 1. Summary of Pentair's GHG Emissions Data for CY19, CY20, CY21 and CY22.

GREENHOUSE GAS EMISSIONS	2019 ^{1,1} (BASE YEAR)	2020	2021 ^{1,1}	2022	UNIT
Scope 1 GHG emissions	60,813	56,297	55,444	53,963	Metric Tons CO ₂ e
Scope 2 GHG emissions (Location-based) ^{1,2}	77,556	76,147	72,976	65,777	Metric Tons CO ₂ e
Scope 2 GHG emissions (Market-based) ^{1,2}	79,875	78,708	71,794	45,841	Metric Tons CO ₂ e

NOTES:

Note 1.1. CY2019 and CY2021 data have been re-verified with the addition of sites acquired after January 1, 2021. These acquisitions are included in the emissions totals for all inventories stated above.

Note 1.2: 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 CY19, CY20, CY21 and CY22.

ENVIRONMENTAL DATA PARAMETER	2019 ^{1,1} (BASE YEAR)	2020	2021 ^{1,1}	2022	UNIT
Energy Use ^{2,1}	n/a	n/a	n/a	326,819,898	kWh
Total Water Withdrawal	200,231,083	205,074,142	219,227,394	198,874,404	Gallons

NOTES:

Note 2.1. Energy use verified for 2022 only; includes kWh equivalent energy from stationary and mobile fuel consumption, purchased electricity and solar generation.

Table 3. Summary of Pentair's Performance Metrics for CY2022.

DATA PARAMETER	2022	UNIT
Safety Injury Frequency Rate ^{3,1} for Manufacturing Facilities	2.00	Cases Per 200,000 Hours
Percent of Women in the Workforce ^{3,2}	32.46	Percent
Percent of POC in the Workforce ^{3,3} (U.S. only)	40.18	Percent
Percent of Women Director and Above	31.52	Percent
Percent of POC Director and Above ^{3,3} (U.S. only)	24.63	Percent

NOTES:

Information as of 12/31/2022

Note 3.1. Injury Frequency Rate calculated according to GRI Disclosure 403-9, section 2.1.4: Rate of recordable work-related injuries. Consists of Pentair manufacturing sites except for Manitowoc.

Note 3.2. Percent of women applies to global Pentair employees.

Note 3.3. People of Color (POC) inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Asian, Native Hawaiian/Other Pacific Islander. Data for U.S. employee population only.

NOTES:

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.



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 and EHS data from a sample of facilities.
- interviewing relevant employees responsible for managing applicable data and records.
- verifying CY 2019, CY2020, CY2021 and CY 2022 GHG emissions, and CY 2022 EHS, and DEI data at an aggregated level.

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.

Dated: 31 March 2023

A handwritten signature in cursive script that reads 'Brooke Farrell'.

Brooke Farrell
LRQA Lead Verifier
On behalf of LRQA, Inc.,
1330 Enclave Parkway, Suite 200 Houston, TX 7707

LRQA reference: UQA00001999/ 5564258

NOTES:

LRQA Group Limited its affiliates and subsidiaries, and their respective officers, employees or agents are, individually and collectively, referred to in this clause as 'LRQA'. LRQA assumes no responsibility and shall not be liable to any person for any loss, damage or expense caused by reliance on the information or advice in this document or howsoever provided, unless that person has signed a contract with the relevant LRQA entity for the provision of this information or advice and in that case any responsibility or liability is exclusively on the terms and conditions set out in that contract.

The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

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ESG DISCLOSURES INDEX

PHOTO CREDIT:

Vitali Savinschi, Field Service Engineer

GLOBAL REPORTING INITIATIVE INDEX

Pentair has reported the information cited in the GRI Index for the period of January 1, 2022 through December 31, 2022, with reference to the GRI Standards.

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 2: GENERAL DISCLOSURES 2021						
2-1	Organizational details	Pentair plc 2022 Annual Report on Form 10-K About Pentair: Who We Are pages 5-8	-	-	-	-
2-2	Entities included in the organization's sustainability reporting	2022 Annual Report on Form 10-K	-	-	-	-
2-3	Reporting period, frequency and contact point	FY2022 unless otherwise stated Annual PentairCSR@Pentair.com	-	-	-	-
2-4	Restatements of information	We updated our 2019-2021 GHG and water inventories to account for the acquisitions of KBI, Pleatco, and Manitowoc Ice	-	-	-	-
2-5	External assurance	About this Report: Assurance Statement pages 72-74, March 31, 2023	-	-	-	-
2-6	Activities, value chain and other business relationships	2022 Annual Report on Form 10-K 2023 Proxy Statement About Pentair: What We Do page 7	-	-	-	-
2-7	TOTAL EMPLOYEES	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC) Employees only (does not include Contingent Workers) 5,891 total employees in the U.S.	9,290	9,878	11,263	11,189
2-7	<i>Total full-time employees</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC) Employees only (does not include Contingent Workers)	-	-	-	10,888
2-7	<i>Total part-time employees</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC) Employees only (does not include Contingent Workers)	-	-	-	301
2-8	Total workers who are not employees (contractors)	Contingent Workers Only	-	-	-	415

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
2-9	Governance structure and composition	2023 Proxy Statement Board of Directors Corporate Governance Corporate Governance Principles Governance: ESG Governance page 64	-	-	-	-
2-10	Nomination and selection of the highest governance body	2023 Proxy Statement	-	-	-	-
2-11	Chair of the highest governance body	2023 Proxy Statement	-	-	-	-
2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement Audit and Finance Committee Charter Compensation Committee Charter Governance Committee Charter Governance: ESG Governance page 64	-	-	-	-
2-13	Delegation of responsibility for managing impacts	2023 Proxy Statement Audit and Finance Committee Charter Compensation Committee Charter Governance Committee Charter Governance: ESG Governance page 64	-	-	-	-
2-14	Role of the highest governance body in sustainability reporting	2022 Annual Report on Form 10-K 2023 Proxy Statement Governance: ESG Governance page 64	-	-	-	-
2-15	Conflicts of interest	2023 Proxy Statement Pentair Code of Business Conduct and Ethics Governance: Ethical Business Practices pages 61-62	-	-	-	-
2-16	Communication of critical concerns	2022 Annual Report on Form 10-K 2023 Proxy Statement Governance: ESG Governance page 64	-	-	-	-
2-17	Collective knowledge of the highest governance body	2023 Proxy Statement Governance: ESG Governance page 64	-	-	-	-
2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement	-	-	-	-
2-19	Remuneration policies	2023 Proxy Statement	-	-	-	-
2-20	Process to determine remuneration	2023 Proxy Statement	-	-	-	-
2-21	Annual total compensation ratio	2023 Proxy Statement	-	-	-	-
2-22	Statement on sustainable development strategy	Social Responsibility Strategic Targets: Our ESG Strategy & Development page 15	-	-	-	-
2-23	Policy commitments	Not available for disclosure	-	-	-	-
2-24	Embedding policy commitments	Not available for disclosure	-	-	-	-
2-25	Processes to remediate negative impacts	Not available for disclosure	-	-	-	-

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
2-26	Mechanisms for seeking advice and raising concerns	Pentair Code of Business Conduct and Ethics Governance: Ethical Business Practices pages 61-62	-	-	-	-
2-27	Compliance with laws and regulations	2022 Annual Report on Form 10-K	-	-	-	-
2-28	Membership associations	Pentair partners with numerous organizations, including industry partners, governments, and nongovernmental organizations (NGOs), to bring our Social Responsibility vision to life through our business operations, within our industry and across communities. Key partners are mentioned throughout this report.	-	-	-	-
2-29	Approach to stakeholder engagement	Social Responsibility Strategic Targets: Our ESG Strategy & Development page 15	-	-	-	-
2-30	Total employees covered by collective bargaining agreements (%)	Denotes employees covered by manufacturing labor collective bargaining agreements (including works council employee representation) as a percent of total Pentair population.	28%	29%	26%	28%
GRI 3: MATERIAL TOPICS 2021						
3-1	Process to determine material topics	Social Responsibility Strategic Targets: Materiality page 16	-	-	-	-
3-2	List of material topics	Social Responsibility Strategic Targets: Materiality page 16	-	-	-	-
3-3	Management of material topics	Social Responsibility Strategic Targets: Materiality page 16 Planet: pages 18-37 People: pages 38-58	-	-	-	-
GRI 201: ECONOMIC PERFORMANCE 2016						
3-3	Management of material topics	2022 Annual Report on Form 10-K	-	-	-	-
201-1	Direct economic value generated and distributed	2022 Annual Report on Form 10-K	-	-	-	-
201-2	Financial implications and other risks and opportunities due to climate change	2022 Annual Report on Form 10-K Planet: pages 18-37	-	-	-	-
201-3	Defined benefit plan obligations and other retirement plans	2022 Annual Report on Form 10-K	-	-	-	-
201-4	Financial assistance received from government	Not available for disclosure	-	-	-	-

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 202: MARKET PRESENCE 2016						
3-3	Management of material topics	2022 Annual Report on Form 10-K	-	-	-	-
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not available for disclosure	-	-	-	-
202-2	Proportion of senior management hired from the local community	Not available for disclosure	-	-	-	-
GRI 203: INDIRECT ECONOMIC IMPACTS 2016						
3-3	Management of material topics	Planet: pages 18-37 People: pages 38-58	-	-	-	-
203-1	Infrastructure investments and services supported	People: Community Impact pages 55-58	-	-	-	-
203-2	Significant indirect economic impacts	Planet: pages 18-37 People: Community Impact pages 55-58	-	-	-	-
GRI 204: PROCUREMENT PRACTICES 2016						
3-3	Management of material topics	People: Responsible Supply Chain pages 52-54	-	-	-	-
204-1	Proportion of spending on local suppliers	Not available for disclosure	-	-	-	-
GRI 205: ANTI-CORRUPTION 2016						
3-3	Management of material topics	Governance: Ethical Business Practices pages 61-62 People: Responsible Supply Chain pages 52-54 2022 Annual Report on Form 10-K	-	-	-	-
205-1	Operations assessed for risks related to corruption	Not available for disclosure	-	-	-	-
205-2	Communication and training about anti-corruption policies and procedures	Governance: Ethical Business Practices pages 61-62 People: Responsible Supply Chain pages 52-54 2022 Annual Report on Form 10-K	-	-	-	-
205-3	Confirmed incidents of corruption and actions taken	Not available for disclosure	-	-	-	-
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016						
3-3	Management of material topics	Pentair Code of Business Conduct and Ethics	-	-	-	-
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not available for disclosure	-	-	-	-

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 207: TAX 2019						
3-3	Management of material topics	Pentair UK Tax Strategy	-	-	-	-
207-1	Approach to tax	Pentair UK Tax Strategy	-	-	-	-
207-2	Tax governance, control, and risk management	Pentair UK Tax Strategy	-	-	-	-
207-3	Stakeholder engagement and management of concerns related to tax	Not available for disclosure	-	-	-	-
207-4	Country-by-country reporting	Not available for disclosure	-	-	-	-
GRI 301: MATERIALS 2016						
3-3	Management of material topics	Planet: Products and Solutions pages 19-21	-	-	-	-
301-1	Materials used by weight or volume	Not available for disclosure	-	-	-	-
301-2	Recycled input materials used	Not available for disclosure	-	-	-	-
301-3	Reclaimed products and their packaging materials	Not available for disclosure	-	-	-	-
GRI 302: ENERGY 2016						
3-3	Management of material topics	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
302-1	TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) RENEWABLE AND NONRENEWABLE	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	1,179,030.3	1,176,735.4	1,226,404.5	1,176,519.0
302-1	<i>Total Energy Consumption Within the Organization From Nonrenewable Sources (GJ)</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	1,173,761.3	1,171,513.4	1,177,063.7	960,506.8
302-1	<i>Total Energy Consumption Within the Organization From Renewable Sources (GJ)</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	5,268.9	5,222.1	49,340.8	216,012.1
302-1	TOTAL SCOPE 1 AND 2 ENERGY CONSUMPTION (KWH)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	327,517,505.0	326,880,036.4	340,677,385.3	326,819,897.9
302-1	Total Nonrenewable Fuel (kWh)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	168,848,686.3	167,020,357.6	175,004,809.2	166,521,368.3
302-1	<i>Natural Gas</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	119,738,644.8	120,351,018.3	126,945,348.5	113,748,481.6
302-1	<i>Diesel</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	9,600,139.9	7,047,348.8	7,107,300.5	7,397,820.0
302-1	<i>Ethanol</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	15,281.7	8,803.4	4,387.2	166,386.7



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
302-1	Gasoline	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	36,415,140.1	36,130,925.9	37,179,677.1	41,078,245.5
302-1	Kerosene	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	466,653.0	231,445.0	167,557.9	135,587.2
302-1	Propane/LPG	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	2,516,824.5	3,159,870.1	3,509,591.8	3,785,285.6
302-1	Other	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	96,002.3	90,946.2	90,946.2	209,561.6
302-1	Total Purchased Energy (kWh) (Renewable and Nonrenewable)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	157,205,188.7	158,409,062.7	164,203,368.0	158,787,253.6
302-1	Electricity (Nonrenewable)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	157,205,188.7	158,409,062.7	151,966,343.4	100,195,995.5
302-1	Steam	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Heat	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Heat	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Cool	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Other	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	74.2	97,496.1
302-1	Purchased Electricity (RECs kWh)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	12,236,950.4	58,493,762.0
302-1	Total Energy Sold (kWh)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	227,082.0	0.0	0.0
302-1	Electricity	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	227,082.0	0.0	0.0
302-1	Steam	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Heat	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Cool	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Other	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0
302-1	Total Renewable Fuel (kWh)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.0	0.0	0.0	0.0

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
302-2	Energy consumption outside of the organization	Pentair currently reports on energy requirements only for ENERGY STAR Pool Pump products.	NA	NA	NA	NA
302-3	Energy intensity ratio (units)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	48	47	43	46
302-3	Natural Gas – Energy intensity ratio (kWh/ Earned Mfg. Hr.)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	17	17	16	16
302-3	Purchased Electricity – Energy intensity ratio (kWh/Earned Mfg. Hr.)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	23	23	21	22
302-4	Reduction of energy consumption	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
302-5	Reductions in energy requirements of products and services	Planet: Products and Solutions pages 19-21	-	-	-	-
GRI 303: WATER AND EFFLUENTS 2018						
3-3	Management of material topics	Planet: Water Stewardship pages 31-34	-	-	-	-
303-1	Interactions with water as a shared resource	Planet: Water Stewardship pages 31-34	-	-	-	-
303-2	Management of water discharge-related impacts	Planet: Water Stewardship pages 31-34	-	-	-	-
303-3	TOTAL WATER WITHDRAWAL (MEGALITERS)	Planet: Water Stewardship pages 31-34	758.0	776.3	829.9	752.8
303-3	<i>From Surface Water</i>	Planet: Water Stewardship pages 31-34	1.6	3.1	2.6	1.3
303-3	<i>From Groundwater</i>	Planet: Water Stewardship pages 31-34	6.4	7.0	4.4	6.6
303-3	<i>From Seawater</i>	Planet: Water Stewardship pages 31-34	-	-	-	-
303-3	<i>Produced Water</i>	Planet: Water Stewardship pages 31-34	-	-	-	-
303-3	<i>Third-Party water</i>	Planet: Water Stewardship pages 31-34	749.9	766.2	822.9	745.0
303-3	<i>Freshwater (<= 1,000 mg/L Total Dissolved Solids)</i>	Planet: Water Stewardship pages 31-34	-	-	-	-
303-3	<i>Other Water (>1,000 mg/L Total Dissolved Solids)</i>	Planet: Water Stewardship pages 31-34	-	-	-	-
303-3	Water Withdrawal Intensity (Megaliter/ Earned Hours)	Planet: Water Stewardship pages 31-34	0.0	0.0	0.0	0.0
303-3	Total Water Withdrawal From Water-Stressed Areas (megaliters)	Planet: Water Stewardship pages 31-34	171.9	194.6	217.9	176.5
303-4	Total Water discharge (megaliters)	Planet: Water Stewardship pages 31-34	512.5	524.0	558.6	490.8
303-5	Total Water consumption (megaliters)	Planet: Water Stewardship pages 31-34	245.5	252.3	271.3	262.0

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 304: BIODIVERSITY 2016						
3-3	Management of material topics	Not available for disclosure	-	-	-	-
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not available for disclosure	-	-	-	-
304-2	Significant impacts of activities, products and services on biodiversity	Not available for disclosure	-	-	-	-
304-3	Habitats protected or restored	Not available for disclosure	-	-	-	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not available for disclosure	-	-	-	-
GRI 305: EMISSIONS 2016						
3-3	Management of material topics	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
305-1	TOTAL GROSS DIRECT (SCOPE 1) GHG EMISSIONS (MT CO2E)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	60,813.5	56,297.1	55,443.8	53,963.2
305-1	<i>Natural Gas</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	21,700.8	21,811.8	23,007.0	20,615.2
305-1	<i>Diesel</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	2,425.8	1,780.4	1,800.0	1,865.8
305-1	<i>Ethanol</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	4.2	2.4	1.2	10.3
305-1	<i>Gasoline</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	9,175.2	9,099.7	9,374.9	9,933.6
305-1	<i>Kerosene</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	120.1	59.6	43.1	35.0
305-1	<i>Propane</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	543.1	686.7	757.0	820.2
305-1	<i>Other</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	22.3	22.4	22.4	48.1
305-1	<i>Process Emissions</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	24,315.2	20,459.1	18,310.0	19,307.3
305-1	<i>Ozone-Depleting Substances</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	2,506.6	2,374.9	2,128.3	1,327.7



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
305-2	TOTAL ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS LOCATION-BASED (MT CO2E)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	77,555.5	76,147.4	72,976.3	65,776.8
305-2	<i>Purchased Electricity</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	77,555.5	76,147.4	67,422.6	42,411.6
305-2	BEV	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	0.02	24.8
305-2	RECs	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	5,553.7	23,340.4
305-2	<i>Heat, Steam, and Cooling</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
305-2	TOTAL ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS MARKET-BASED (MT CO2E)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	79,875.3	78,708.0	71,794.4	45,841.3
305-2	<i>Purchased Electricity</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	79,875.3	78,708.0	71,794.4	45,802.1
305-2	BEV	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	0.03	39.2
305-2	RECs	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
305-2	<i>Heat, Steam, and Cooling</i>	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
305-3	Other indirect (Scope 3) GHG emissions	Not available for disclosure	-	-	-	-
305-4	Scope 1 and 2 GHG Emissions Intensity (MTCO2e/Earned hour)	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	0.020	0.019	0.016	0.014
305-5	Amount of Reductions in GHG Scope 2 Emissions From Conservation/Efficiency Initiatives (MTCO2e) Market Based	Planet: Greenhouse Gas Emissions Stewardship pages 26-30	-	-	-	-
305-6	Emissions of ozone-depleting substances (ODS)	Not available for disclosure	-	-	-	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not available for disclosure	-	-	-	-
GRI 306: WASTE 2020						
3-3	Management of material topics	Planet: Waste Management pages 35-36	-	-	-	-
306-1	Waste generation and significant waste-related impacts	Planet: Waste Management pages 35-36	-	-	-	-
306-2	Management of significant waste-related impacts	Planet: Waste Management pages 35-36	-	-	-	-

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
306-3	TOTAL WASTE GENERATED (METRIC TONS)	Planet: Waste Management pages 35-36	34,639.3	32,697.0	27,497.5	27,533.7
306-3	<i>Non-hazardous Waste Generated</i>	Planet: Waste Management pages 35-36	33,207.4	31,182.0	25,988.9	25,585.8
306-3	<i>Hazardous Waste Generated</i>	Planet: Waste Management pages 35-36	1,431.9	1,515.1	1,508.6	1,947.9
306-4	TOTAL WASTE DIVERTED FROM LANDFILL (METRIC TONS)	Planet: Waste Management pages 35-36	26,534.2	24,860.2	22,201.1	21,442.3
306-4	Non-hazardous Waste Diverted From Landfill (Metric Tons)	Planet: Waste Management pages 35-36	25,293.6	23,599.0	20,932.0	20,285.3
306-4	<i>Prepared for reuse</i>	Planet: Waste Management pages 35-36	470.8	2,392.0	7,902.0	4,583.9
306-4	<i>Recycled input materials used</i>	Planet: Waste Management pages 35-36	24,822.8	21,207.0	13,030.0	15,701.4
306-4	<i>Other</i>	Planet: Waste Management pages 35-36	0.0	0.0	0.0	0.0
306-4	Hazardous Waste Diverted from Landfill (Metric Tons)	Planet: Waste Management pages 35-36	1,240.6	1,261.2	1,269.1	1,157.0
306-4	<i>Prepared for reuse</i>	Planet: Waste Management pages 35-36	12.3	0.0	6.4	0.0
306-4	<i>Recycled input materials used</i>	Planet: Waste Management pages 35-36	1,228.4	1,261.2	1,262.7	1,157.0
306-4	<i>Other</i>	Planet: Waste Management pages 35-36	0.0	0.0	0.0	0.0
306-5	TOTAL WASTE DISPOSED (METRIC TONS)	Planet: Waste Management pages 35-36	8,105.0	7,837.0	5,296.4	6,091.4
306-5	Non-hazardous Waste Disposed (Metric Tons)	Planet: Waste Management pages 35-36	7,913.9	7,583.0	5,056.9	5,300.5
306-5	<i>Incineration (with energy recovery)</i>	Planet: Waste Management pages 35-36	0.0	0.0	0.0	0.0
306-5	<i>Incineration (without energy recovery)</i>	Planet: Waste Management pages 35-36	1,107.0	1,212.0	1,169.5	836.1
306-5	<i>Landfill</i>	Planet: Waste Management pages 35-36	6,806.9	6,371.0	3,887.4	4,464.4
306-5	<i>Other</i>	Planet: Waste Management pages 35-36	0.0	0.0	0.0	0.0
306-5	Hazardous Waste Disposed (Metric Tons)	Planet: Waste Management pages 35-36	191.1	254.0	239.5	790.9
306-5	<i>Incineration (with energy recovery)</i>	Planet: Waste Management pages 35-36	0.0	0.0	0.0	0.0
306-5	<i>Incineration (without energy recovery)</i>	Planet: Waste Management pages 35-36	175.1	113.0	157.1	242.2
306-5	<i>Landfill</i>	Planet: Waste Management pages 35-36	16.1	141.0	82.4	548.7
306-5	<i>Other</i>	Planet: Waste Management pages 35-36	0.0	0.0	0.0	0.0

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016						
3-3	Management of material topics	People: Responsible Supply Chain pages 52-54	-	-	-	-
308-1	New suppliers that were screened using environmental criteria (%)	Pentair Supplier Code of Conduct People: Responsible Supply Chain pages 52-54	-	-	-	49%
308-2	Negative environmental impacts in the supply chain and actions taken	Not available for disclosure	-	-	-	-
GRI 401: EMPLOYMENT 2016						
3-3	Management of material topics	People: pages 38-48	-	-	-	-
401-1	TOTAL EMPLOYEE NEW HIRES	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	2,314	2,432	4,305	3,411
401-1	By Age Group					
401-1	<i>Under 30 Years Old</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	834	1,047	1,565	1,128
401-1	<i>30 to 50 Years Old</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	1,078	1,053	2,010	1,672
401-1	<i>50 Years or Older</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	383	316	698	537
401-1	<i>Unknown</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	19	16	32	74
401-1	By Gender					
401-1	<i>Women</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	651	878	1,447	1,057
401-1	<i>Men</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	1,644	1,539	2,828	2,216
401-1	<i>Unknown</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	19	15	30	138



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
401-1	By Region					
401-1	North America	Excludes Contingent Workers, Includes Temporary Employees	1,584	1,698	3,268	2,070
401-1	EMEA	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany	346	194	269	344
401-1	APAC	Excludes Contingent Workers, Includes Temporary Employees, Includes India (as part of APAC)	213	101	227	334
401-1	Mexico/LATAM	Excludes Contingent Workers, Includes Temporary Employees	171	439	541	663
401-1	By POC/Non-POC (U.S.) Only	5891 total employees in the U.S.				
401-1	POC	Excludes Contingent Workers, Includes Temporary Employees	-	-	1,547	749
401-1	Non-POC	Excludes Contingent Workers, Includes Temporary Employees	-	-	1,107	840
401-1	Undeclared	Excludes Contingent Workers, Includes Temporary Employees	-	-	612	479
401-1	Rate of Employee New Hires		-	-	-	-
401-1	By Age Group					
401-1	Under 30 Years Old	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	9%	11%	14%	10%
401-1	30 to 50 Years Old	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	12%	11%	18%	15%
401-1	50 Years or Older	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	4%	3%	6%	5%
401-1	By Gender					
401-1	Women	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	7%	9%	13%	9%
401-1	Men	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	18%	16%	25%	20%



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
401-1	By Region					
401-1	North America	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	17%	17%	29%	19%
401-1	EMEA	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany	4%	2%	2%	3%
401-1	APAC	Excludes Contingent Workers, Includes Temporary Employees, Includes India (as part of APAC)	2%	1%	2%	3%
401-1	Mexico/LATAM	Excludes Contingent Workers, Includes Temporary Employees	2%	4%	5%	6%
401-1	By POC/Non-POC (U.S.) Only	5891 total employees in the U.S.				
401-1	POC	Excludes Contingent Workers, Includes Temporary Employees	-	-	24%	13%
401-1	Non-POC	Excludes Contingent Workers, Includes Temporary Employees	-	-	17%	14%
401-1	Undeclared	Excludes Contingent Workers, Includes Temporary Employees	-	-	9%	8%
401-1	TOTAL NUMBER OF EMPLOYEE TURNOVER	Excludes Contingent Workers, Includes Temporary Employees	2,505	1,910	2,936	3,728
401-1	By Age Group					
401-1	Under 30 Years Old	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	765	692	1,099	1,209
401-1	30 to 50 Years Old	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	1,186	837	1,311	1,728
401-1	50 Years or Older	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	542	368	513	769
401-1	Unknown	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	12	13	13	22
401-1	By Gender					
401-1	Women	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	708	608	891	1,194
401-1	Men	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	1,780	1,288	2,032	2,489
401-1	Unknown	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	17	14	13	45



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
401-1	By Region					
401-1	North America	Excludes Contingent Workers, Includes Temporary Employees	1,457	1,324	2,009	2,697
401-1	EMEA	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany	353	235	239	296
401-1	APAC	Excludes Contingent Workers, Includes Temporary Employees, Includes India (as part of APAC)	294	131	177	173
401-1	Mexico/LATAM	Excludes Contingent Workers, Includes Temporary Employees	401	220	511	562
401-1	RATE OF EMPLOYEE TURNOVER					
401-1	By Age Group					
401-1	Under 30 Years Old	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	8%	7%	10%	11%
401-1	30 to 50 Years Old	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	13%	8%	12%	15%
401-1	50 Years or Older	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	6%	4%	5%	7%
401-1	Unknown	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	0%	0%	0%	0%
401-1	By Gender					
401-1	Women	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	8%	6%	8%	11%
401-1	Men	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	19%	13%	18%	22%
401-1	Unknown	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	0%	0%	0%	0%
401-1	By Region					
401-1	North America	Excludes Contingent Workers, Includes Temporary Employees	16%	13%	18%	24%
401-1	EMEA	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany	4%	2%	2%	3%
401-1	APAC	Excludes Contingent Workers, Includes Temporary Employees, Includes India (as part of APAC)	3%	1%	2%	2%
401-1	Mexico/LATAM	Excludes Contingent Workers, Includes Temporary Employees	4%	2%	5%	5%

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People: Employee Health and Wellness page 48	-	-	-	-
401-3	TOTAL NUMBER OF EMPLOYEES ENTITLED TO PARENTAL LEAVE	As of last date of reporting year	-	4,703	5,381	5,002
401-3	Women	-	-	1,662	1,978	1,853
401-3	Men	-	-	3,041	3,403	3,149
401-3	NUMBER OF EMPLOYEES WHO TOOK PARENTAL LEAVE	Paid Parental Leave during the reporting year	-	113	173	176
401-3	Women	-	-	43	60	65
401-3	Men	-	-	70	113	111
401-3	NUMBER OF EMPLOYEES WHO RETURNED FROM PARENTAL LEAVE	During the reporting year	-	111	173	169
401-3	Women	-	-	41	60	62
401-3	Men	-	-	70	113	107
401-3	NUMBER OF EMPLOYEES WHO RETURNED FROM PARENTAL LEAVE AND ARE STILL EMPLOYED AFTER 12 MONTHS OF RETURNING TO WORK		-	100	152	122
401-3	Women	-	-	38	56	49
401-3	Men	-	-	62	96	73
401-3	RETURN TO WORK RATE FOR EMPLOYEES WHO TOOK PARENTAL LEAVE (%)		-	-	-	-
401-3	Women	-	-	95%	100%	95%
401-3	Men	-	-	100%	100%	96%
401-3	RETENTION RATE FOR EMPLOYEES WHO TOOK PARENTAL LEAVE (%)		-	-	-	-
401-3	Women	-	-	88%	93%	82%
401-3	Men	-	-	89%	85%	65%
GRI 402: Labor/Management Relations 2016						
3-3	Management of material topics	People: Talent Development pages 45-47	-	-	-	-
402-1	Minimum notice periods regarding operational changes	Not available for disclosure				



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018						
3-3	Management of material topics	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-1	Occupational health and safety management system	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-2	Hazard identification, risk assessment, and incident investigation	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-3	Occupational health services	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-4	Worker participation, consultation, and communication on occupational health and safety	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-5	Worker training on occupational health and safety	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-6	Promotion of worker health	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not available for disclosure	-	-	-	-
403-8	Workers covered by an occupational health and safety management system	Not available for disclosure	-	-	-	-
403-9	WORK-RELATED INJURIES FOR ALL EMPLOYEES	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-9	<i>Total number of high-consequence work-related injuries (excluding fatalities)</i>	People: Occupational Health and Safety pages 49-51	14	6	9	0
403-9	<i>Total number of lost-time injuries</i>	People: Occupational Health and Safety pages 49-51	65	54	44	64
403-9	<i>Lost-time injury rate</i>	People: Occupational Health and Safety pages 49-51	0.79	0.68	0.50	0.69
403-9	<i>Total number of fatalities as a result of work-related injury</i>	People: Occupational Health and Safety pages 49-51	0	0	0	0
403-9	<i>Total number of recordable work-related injuries</i>	People: Occupational Health and Safety pages 49-51	187	155	160	185
403-9	<i>Rate of recordable work-related injuries (unit)</i>	People: Occupational Health and Safety pages 49-51	2.27	1.96	1.81	2.00
403-9	<i>Total number of hours worked (full-time)</i>	People: Occupational Health and Safety pages 49-51	15,561,254	14,585,265	16,414,198	17,288,584



DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
403-9	Total number of hours worked (temporary and full-time)	People: Occupational Health and Safety pages 49-51	16,494,908	15,778,561	17,646,722	18,476,622
403-9	WORK-RELATED INJURIES FOR ALL WORKERS WHO ARE NOT EMPLOYEES (CONTRACT)	People: Occupational Health and Safety pages 49-51	-	-	-	-
403-9	Total number of high-consequence work-related injuries (excluding fatalities)	People: Occupational Health and Safety pages 49-51	3	0	0	NA
403-9	Total number of lost-time injuries	People: Occupational Health and Safety pages 49-51	4	5	3	NA
403-9	Lost-time injury rate	People: Occupational Health and Safety pages 49-51	0.86	0.84	0.49	NA
403-9	Total number of fatalities as a result of work-related injury	People: Occupational Health and Safety pages 49-51	0	0	0	NA
403-9	Total number of recordable work-related injuries	People: Occupational Health and Safety pages 49-51	21	26	8	NA
403-9	Rate of recordable work-related injuries (unit)	People: Occupational Health and Safety pages 49-51	4.50	4.36	1.30	NA
403-9	Total number of hours worked (temporary)	People: Occupational Health and Safety pages 49-51	933,654	1,193,296	1,232,524	1,188,038
403-9	Work-related ill health	Not available for disclosure	-	-	-	-
403-10	Work-related ill health	Not available for disclosure	-	-	-	-
GRI 404: TRAINING AND EDUCATION 2016						
3-3	Management of material topics	People: Talent Development pages 45-47	-	-	-	-
404-1	Average hours of training per year per employee	Not available for disclosure	-	-	-	-
404-2	Programs for upgrading employee skills and transition assistance programs	People: Talent Development pages 45-47	-	-	-	-
404-3	TOTAL EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS (%)		-	91%	93%	94%
404-3	Women		-	91%	93%	94%
404-3	Men		-	91%	93%	94%
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016						
3-3	Management of material topics	People: Diversity, Equity, and Inclusion pages 39-44	-	-	-	-
405-1	TOTAL EMPLOYEES	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC) 5891 total employees in the U.S.	9,290	9,878	11,263	11,189

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
405-1	DIVERSITY OF EMPLOYEES					
405-1	Workforce	Workforce = total employees	9,290	9,878	11,263	11,189
405-1	Women (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	30%	31%	32%	32%
405-1	Men (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	69%	68%	67%	66%
405-1	People of Color (%) (U.S. Only)	Excludes Contingent Workers, Includes Temporary Employees 5,891 employees in U.S. workforce (includes Leadership)	39%	42%	43%	40%
405-1	Leadership	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	127	127	144	165
405-1	Women (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	28%	28%	31%	32%
405-1	Men (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	70%	72%	69%	68%
405-1	People of Color (%) (U.S. Only)	Excludes Contingent Workers, Includes Temporary Employees 134 employees in U.S. in leadership role	23%	25%	26%	25%
405-1	Board of Directors					
405-1	Women (%)	-	37.5%	33%	40%	40%
405-1	Men (%)	-	62.5%	67%	60%	60%
405-1	People of Color (%)	-	37.5%	33%	40%	40%
405-1	EMPLOYEES BY AGE GROUP					
405-1	Workforce					
405-1	Under 30 Years Old (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	14%	16%	16%	14%
405-1	30 to 50 Years Old (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	55%	54%	52%	53%
405-1	50 Years or Older (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	31%	30%	31%	32%

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
405-1	Leadership					
405-1	Under 30 Years Old (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	0%	0%	0%	0%
405-1	30 to 50 Years Old (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	67%	63%	57%	53%
405-1	50 Years or Older (%)	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	33%	37%	43%	47%
405-1	Board of Directors					
405-1	Under 30 Years Old (%)	-	0%	0%	0%	0%
405-1	30 to 50 Years Old (%)	-	12.5%	0%	10%	0%
405-1	50 Years or Older (%)	-	87.5%	100%	90%	100%
405-1	EMPLOYEES BY REGION					
405-1	North America	Excludes Contingent Workers, Includes Temporary Employees	4,779	5,204	6,479	5,928
405-1	EMEA	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany	2,235	2,188	2,218	2,311
405-1	APAC	Excludes Contingent Workers, Includes Temporary Employees, Includes India (as part of APAC)	1,414	1,404	1,454	1,613
405-1	Mexico/LATAM	Excludes Contingent Workers, Includes Temporary Employees	862	1,082	1,112	1,337
405-2	Ratio of basic salary and remuneration of women to men	Not available for disclosure	-	-	-	-
GRI 406: NON-DISCRIMINATION 2016						
3-3	Management of material topics	Governance: Labor and Human Rights page 66	-	-	-	-
406-1	Incidents of discrimination and corrective actions taken	Not available for disclosure	-	-	-	-
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016						
3-3	Management of material topics	Governance: Labor and Human Rights page 66	-	-	-	-
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not available for disclosure	-	-	-	-

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 408: CHILD LABOR 2016						
3-3	Management of material topics	Governance: Labor and Human Rights page 66	-	-	-	-
408-1	Operations and suppliers at significant risk for incidents of child labor	Not available for disclosure	-	-	-	-
GRI 409: FORCED OR COMPULSORY LABOR 2016						
3-3	Management of material topics	Governance: Labor and Human Rights page 66	-	-	-	-
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not available for disclosure	-	-	-	-
GRI 410: SECURITY PRACTICES 2016						
3-3	Management of material topics	Governance: Data Privacy and Security page 67	-	-	-	-
410-1	Security personnel trained in human rights policies or procedures	Not available for disclosure	-	-	-	-
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016						
3-3	Management of material topics	Not available for disclosure	-	-	-	-
411-1	Incidents of violations involving rights of indigenous peoples	Not available for disclosure	-	-	-	-
GRI 413: LOCAL COMMUNITIES 2016						
3-3	Management of material topics	People: Community Impact pages 55-59	-	-	-	-
413-1	Operations with local community engagement, impact assessments, and development programs	People: Community Impact pages 55-59	-	-	-	-
413-2	Operations with significant actual and potential negative impacts on local communities	Not available for disclosure	-	-	-	-
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016						
3-3	Management of material topics	People: Responsible Supply Chain pages 52-54 Supplier Code of Conduct	-	-	-	-
414-1	New suppliers that were screened using social criteria (%)	People: Responsible Supply Chain pages 52-54 Supplier Code of Conduct	-	-	-	49%
414-2	Negative social impacts in the supply chain and actions taken	Not available for disclosure	-	-	-	-
GRI 415: PUBLIC POLICY 2016						
3-3	Management of material topics	Governance: Public Policy page 68 Political Contributions Policy	-	-	-	-
415-1	Political contributions	Governance: Public Policy page 68 Political Contributions Policy 2022 Political Contributions Reporting	-	-	-	-

DISCLOSURE	METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
GRI 416: CUSTOMER HEALTH AND SAFETY 2016						
3-3	Management of material topics	Planet: Product Quality and Safety page 25	-	-	-	-
416-1	Assessment of the health and safety impacts of product and service categories	Planet: Product Quality and Safety page 25	-	-	-	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not available for disclosure	-	-	-	-
GRI 417: MARKETING AND LABELING 2016						
3-3	Management of material topics	Not available for disclosure	-	-	-	-
417-1	Requirements for product and service information and labeling	Not available for disclosure	-	-	-	-
417-2	Incidents of non-compliance concerning product and service information and labeling	Not available for disclosure	-	-	-	-
417-3	Incidents of non-compliance concerning marketing communications	Not available for disclosure	-	-	-	-
GRI 418: CUSTOMER PRIVACY 2016						
3-3	Management of material topics	Governance: Data Privacy and Cybersecurity page 67	-	-	-	-
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance: Data Privacy and Cybersecurity page 67	-	-	-	-

SUSTAINABLE ACCOUNTING STANDARDS BOARD INDEX

Pentair is reporting disclosure topics within the SASB Industrial Machinery and Goods subsector of Resource Transformation.

CODE	ACCOUNTING METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
ENERGY MANAGEMENT						
RT-IG-130a.1	Total energy consumed (GJ)	-	1,179,030.3	1,176,735.4	1,226,404.5	1,176,519.0
RT-IG-130a.1	Percentage grid electricity (%)	-	48%	48%	45%	31%
RT-IG-130a.1	Percentage renewable (%)	-	0%	0%	4%	18%
EMPLOYEE HEALTH AND SAFETY						
RT-IG-320a.1	Total recordable incident rate (TRIR)	-	2.27	1.96	1.81	2.00
RT-IG-320a.1	Fatality rate	-	0	0	0	0
RT-IG-320a.1	Near miss frequency rate (NMFR)	-	-	-	10.9	11.3
FUEL ECONOMY & EMISSIONS IN USE-PHASE						
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Not Applicable	-	-	-	-
RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Not Applicable	-	-	-	-
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	Not Applicable	-	-	-	-
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Not Applicable	-	-	-	-
MATERIALS SOURCING						
RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	2022 Annual Report on Form 10-K	-	-	-	-
REMANUFACTURING DESIGN & SERVICES						
RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Not available for disclosure	-	-	-	-

CODE	ACCOUNTING METRIC	RESPONSE/REFERENCE/NOTES	2019	2020	2021	2022
ACTIVITY METRICS						
RT-IG-000.A	Number of units produced by product category	Not available for disclosure	-	-	-	-
RT-IG-000.B	NUMBER OF EMPLOYEES: TOTAL	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany, Includes India (as part of APAC)	9,290	9,878	11,263	11,189
RT-IG-000.B	<i>Number of employees: North America</i>	5891 USA + 37 CAN Excludes Contingent Workers, Includes Temporary Employees	4,779	5,204	6,479	5,928
RT-IG-000.B	<i>Number of employees: EMEA</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes Germany	2,235	2,188	2,218	2,311
RT-IG-000.B	<i>Number of employees: APAC</i>	Excludes Contingent Workers, Includes Temporary Employees, Includes India (as part of APAC)	1,414	1,404	1,454	1,613
RT-IG-000.B	<i>Number of employees: Mexico/LATAM</i>	Excludes Contingent Workers, Includes Temporary Employees	862	1,082	1,112	1,337

TASKFORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES INDEX

According to TCFD recommendations, we disclose information on four areas (governance, strategy, risk management, metrics, and targets) in relation to risks and opportunities from climate change.

DISCLOSURE RECOMMENDATIONS		RESPONSE/REFERENCE
GOVERNANCE		
Governance regarding climate change risk and opportunities	a. Board’s oversight of climate-related risks and opportunities	<p>Deliberation and decision-making on sustainability risk are conducted for all management activities, including climate change issues</p> <p>At the regular Board of Directors meeting held in February 2022, climate change issues and plans to respond to those issues were announced</p>
	b. Management’s role in assessing and managing climate-related risks and opportunities	<p>Pentair’s cross-functional ESG team is led by the Chief Social Responsibility Officer, with oversight and direction from the Board of Directors. Additionally, leaders throughout the organization maintain frequent and open communication with employees to facilitate and help ensure alignment with our ESG strategies, initiatives, and efforts</p> <p>2022 Annual Report on Form 10-K 2023 Proxy Statement Governance: ESG Governance page 64 Governance: Risk Management page 65</p>
STRATEGY		
Impact of climate change risk and opportunities on the business, strategy, and financial plan of an organization	a. Climate-related risks and opportunities the organization has identified over the short, medium, and long term	<p>2022 Annual Report on Form 10-K Governance: Risk Management page 65</p>
	b. Impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	<p>2022 Annual Report on Form 10-K Governance: Risk Management page 65</p>
	Resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	<p>Pentair is committed to the transition to a low-carbon economy through reducing our emissions impacts. Using tools developed by the Science Based Target initiative (SBTi), and in alignment with the United Nations (U.N.) Intergovernmental Panel on Climate Change (IPCC) 1.5°C scenario: We are targeting reducing our Scope 1 and 2 GHG emissions by 50% from a 2019 baseline by 2030 and aim to achieve carbon neutrality by 2050</p> <p>2022 Annual Report on Form 10-K Governance: Risk Management page 65</p>

DISCLOSURE RECOMMENDATIONS		RESPONSE/REFERENCE
RISK MANAGEMENT		
How the organization identifies, assesses, and manages climate-related risks	a. The organization’s processes for identifying and assessing climate-related risks	2022 Annual Report on Form 10-K Planet: Greenhouse Gas Emissions Stewardship pages 26-30 Governance: Risk Management page 65
	b. The organization’s processes for managing climate-related risks	2022 Annual Report on Form 10-K Planet: Greenhouse Gas Emissions Stewardship pages 26-30 Governance: Risk Management page 65
	c. How processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	2022 Annual Report on Form 10-K Planet: Greenhouse Gas Emissions Stewardship pages 26-30 Governance: Risk Management page 65
METRICS AND TARGETS		
The metrics and targets used to assess and manage climate change risk and opportunity	a. The metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	We are targeting reducing our GHG emissions by 50% from a 2019 baseline by 2030 and aim to achieve carbon neutrality by 2050, in each case relating to Scope 1 and 2 GHG emissions
	b. Scope 1; Scope 2; and, if appropriate, Scope 3 GHG emissions and the related risks	2022 Scope 1 emissions: 53,963.2 MTCO2e 2022 Scope 2 emissions location-based: 65,776.8 MTCO2e 2022 Scope 2 emissions market-based: 45,841.3 MTCO2e Scope 3 emissions: Pentair does not currently calculate Scope 3 emissions Planet: Greenhouse Gas Emissions Stewardship pages 26-30
	c. The targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Scope 1 and 2 GHG emissions (MTCO2e) were reduced by 29% in 2022 from the 2019 market-based baseline Scope 1 and 2 GHG emissions (MTCO2e) were reduced by 13% in 2022 from the 2019 location-based baseline Planet: Greenhouse Gas Emissions Stewardship pages 26-30

