MAKING BETTER
ESSENTIAL

2023 CORPORATE RESPONSIBILITY
HIGHLIGHTS REPORT

PENTAIR

WHO WE ARE

OUR PURPOSE

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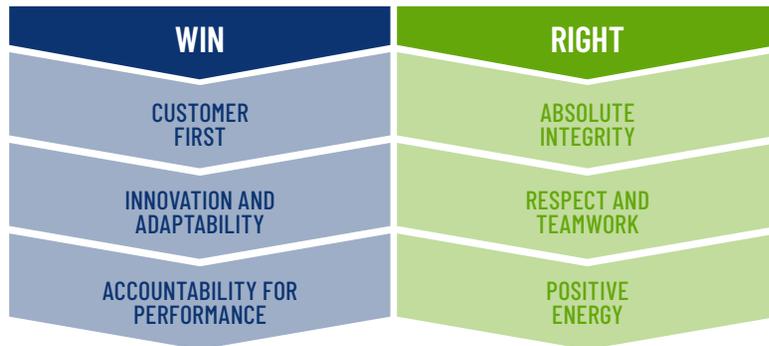
OUR MISSION

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 VALUES

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

OUR IMPACT

Making Better Essential guides our **Social Responsibility** program.

The decisions we make, the products we create, the solutions we offer, and the partnerships we form are opportunities to make the world better.

We believe that making life better for people and the planet is essential.

PENTAIR
MAKING BETTER
ESSENTIAL

OUR BUSINESS

Move Water

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

PENTAIR FLOW

Improve Water

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

PENTAIR WATER SOLUTIONS

Enjoy Water

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

PENTAIR POOL

2023 SOCIAL RESPONSIBILITY HIGHLIGHTS

PLANET

Offered our customers **28** ENERGY STAR®-certified pool pump models

Offered our customers **68** ENERGY STAR®-certified ice machine models from Manitowoc Ice[1]

>23.7 billion single-use plastic water bottles avoided by customers using Pentair residential water filtration systems since 2021[2]

~547,799 metric tons of CO_2e emissions reduced by US consumers through our energy-efficient pool pumps and heaters, equivalent to avoiding 1.4 billion miles driven by an average gasoline-powered passenger vehicle[3]

Substitution with a lower Global Warming Potential refrigerant in our Manitowoc ice machines has **avoided** **7,758 metric tons of CO_2e emissions** as compared[4] to using the former refrigerants, equivalent to avoiding the GHG emissions from 1,846 gasoline-powered passenger vehicles driven for one year[5]

4 sites reduced their water withdrawal by over 50% as compared to 2022[6]

41% of Pentair's total electricity usage came from **renewable resources,** representing 19% of our total energy usage

PEOPLE

Hosted our first Career Development Week for employees, resulting in nearly **5,000 HOURS** of professional development

$1.85 million invested in the community by Pentair and the Pentair Foundation

GOVERNANCE

Conducted our first **double materiality assessment** considering impact and financial effects

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

AWARD HIGHLIGHTS

America's Greenest Companies 2024 – Newsweek, in partnership with Plant-A Insights Group and GIST Impact

2024 Real Leaders – Most Innovative Model Award

Business Intelligence Group – 2023 Sustainability Service of the Year Finalist

Minneapolis St. Paul Business Journal – 2023 Sustainability Award, Minnesota Manufacturing Awards

ENERGY STAR® 2023 Partner of the Year – Sustained Excellence Award

Named to America's Best Large Employers 2024 list by Forbes and Statista, Inc.

[1] *Manitowoc Ice is referred to as Manitowoc in this report.*
[2] *Based on cumulative sales of Pentair's brands meeting this definition from 2021-2023.*
[3] *Based on the total sales of ETi® High-Efficiency Pool and Spa Heaters and ENERGY STAR® rated Pentair pool pumps in 2023. Emission equivalency estimated using EPA Greenhouse Gas Equivalencies Calculator as available in March 2024.*

[4] *Based on the total sales of Manitowoc ice machines with R290 refrigerant in 2023 and former R404a and R134a refrigerants. Emission comparison is based on the Global Warming Potential released by the refrigerants.*
[5] *Estimated using the EPA Greenhouse Gas Equivalencies Calculator as available in March 2024.*
[6] *Represents manufacturing sites only. Excludes sites that closed during 2023.*

BUSINESS SEGMENT INNOVATION HIGHLIGHTS

DELIVERING INNOVATIVE AND SUSTAINABLE SOLUTIONS TO ADDRESS THE WORLD'S TOUGHEST WATER CHALLENGES

MOVE WATER

PENTAIR FLOW

Solving Our Customers' Biggest Challenges

The Pentair Xcentric Impeller is our innovative wastewater pump that helps solve the persistent problem of clogging from fibrous solids. Clogged pumps are a major issue as they require the pump to be shut down and cleaned manually. The Pentair team solved this critical customer problem with the creation of the Xcentric Impeller. Its bladeless design operates at over 85% energy efficiency to lower the lifecycle cost of the system[7], in addition to significantly reducing clogs.

IMPROVE WATER

PENTAIR WATER SOLUTIONS

Everpure EZ-RO Reverse Osmosis ("RO") Systems

Our Everpure EZ-RO system reduces contaminants and protects equipment with an all-in-one, simple design. This high-efficiency RO membrane system saves up to two times more water than standard RO membranes.[8] It is designed to bring the advantages of RO technology to smaller operations with its space-saving, compact size which can be expanded to support future business growth. We are proud to share that the Pentair Everpure EZ-RO System has been honored with a 2024 Kitchen Innovations Award from the National Restaurant Association.

ENJOY WATER

PENTAIR POOL

IntelliFlo3® Variable Speed and Flow Pool Pump

The IntelliFlo3® Variable Speed and Flow Pool Pump is our next generation pump that makes pool ownership more energy-efficient for our customers. Its built-in, sensor-less flow control has variable speeds and regulated flow for up to 90% energy savings.[9] It is also ENERGY STAR®-certified and can be monitored remotely with an entry-level automation option.

[7] A scale model of the pump was tested according to HI Standard 14.6 and ISO9906:2012.

[8] Up to 50% water recovery compared to standard RO systems with up to 25% recovery.

[9] Savings based on variable speed pump compared to a single-speed pump running 12 hours per day at an average of $0.16 per kWh in a 20,000-gallon pool. Actual savings may vary based on local utility rates, pool size, pump run time, pump horsepower, pump rpm, plumbing size and length, pump model, service factor, and other hydraulic factors. Individual Weighted Energy Factor scores and savings may vary by model.

SOCIAL RESPONSIBILITY PROGRESS

2020–2023

- Conducted **first materiality assessment** for our social responsibility program (2020)
- Appointed **first Chief Social Responsibility Officer** (2020)
- Announced **first Social Responsibility Strategic Targets** (2021)
- Enhanced our **product innovation process for increased sustainability** through the creation of a product sustainability scorecard (2021)
- Refreshed our **Supplier Code of Conduct** with increased focus on **environmental sustainability and social responsibility** (2022)
- Implemented a **new supplier ESG assessment process** in collaboration with a third-party expert (2022)
- Conducted **first double materiality assessment** (2023)
- Launched **new community impact strategy** aligned to our mission (2023)
- Drove **progress towards our strategic targets** (2021-2023)

2010–2019

- Received first **Environmental Protection Agency ENERGY STAR® Partner of the Year Award** for our high-efficiency pool pumps (2013)
- Implemented first **site-level environmental treasure hunts** to find efficiencies in energy and water as well as to **reduce waste and emissions** (2015)
- Released **first corporate responsibility report**, with reference to the Global Reporting Initiative (2016)
- **Separated our Water and Electrical businesses into two industry-leading public companies** with the water business retaining the Pentair name and ticker symbol PNR (2018)

2000–2009

- **Acquired Wicor Industries**, enhancing the company's presence in the water industry (2004)
- Launched **IntelliFlo®**, the first variable speed pump in the US with **reduced energy usage of 30% to 70%** compared to non-variable speed pumps (2005)
- Launched **Project Safewater initiative** to sustainably deliver **safer and cleaner water in the developing world** (2007)

1980s–1999

- Adopted original **Pentair Code of Business Conduct and Ethics** (1980s)
- Established **Pentair Foundation** for philanthropic giving (1998)

STRATEGIC TARGETS: PROGRESS HIGHLIGHTS

CARBON FOOTPRINT REDUCTION

TARGET — 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.

2023 PROGRESS HIGHLIGHT — Our total Scope 1 and 2 GHG emissions decreased 30.9% compared to the 2019 baseline.

WATER WITHDRAWAL REDUCTION

TARGET — Pentair is targeting a 30% reduction in absolute water withdrawal from a 2019 baseline by 2030.

2023 PROGRESS HIGHLIGHT — Our absolute water withdrawal decreased 22.9% compared to the 2019 baseline.

PRODUCT DESIGN FOR SUSTAINABILITY

TARGETS
- Assess 100% of new products using an enhanced innovation process beginning in 2022.
- Include a product sustainability rating as an equally weighted factor in commercialization decisions.
- Develop a standardized process for aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible using our products.

2023 PROGRESS HIGHLIGHTS
- Building on our success from 2022, we assessed 100% of new products with our product sustainability scorecard[10] in 2023 as part of our enhanced innovation process.[11]
- We continued to consider product sustainability, along with other factors, as we weighed decisions in our commercialization process.
- We laid the groundwork for new sustainability tools to aggregate product sustainability achievements for our customers.

RESPONSIBLE SUPPLY CHAIN

TARGETS
- 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.

2023 PROGRESS HIGHLIGHTS
- We assessed the ESG maturity of 50% of new suppliers with projected spend of greater than $1 million.
- We assessed the ESG maturity of approximately 73% of our top 80% of existing suppliers by spend.

INCLUSION AND DIVERSITY

TARGET — Achieving an inclusive and diverse workforce and leadership team that embraces the communities in which we live, work, and serve, with a specific focus on increasing women in leadership[12] positions globally and people of color ("POC") representation in US leadership positions.

2023 PROGRESS HIGHLIGHTS — We achieved 31% female representation in our workforce (2019 baseline of 30%) and 31% female representation in leadership positions (2019 baseline of 28%). We achieved 38% POC representation in our US workforce (2019 baseline of 39%) and 24% POC representation in US leadership positions (2019 baseline of 23%).

[10] Our product sustainability scorecard analyzes five impacts from a product's lifecycle – 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.

[11] Physical products only.

[12] Leadership is defined as director level or above.

ABOUT THIS HIGHLIGHTS REPORT

SCOPE

This highlights report, published on May 2, 2024, is a summary of Pentair's social responsibility program. Please refer to our full 2023 Corporate Responsibility Report for more information. Our full report supplements information in our Annual Report on Form 10-K for the fiscal year that ended on December 31, 2023. Unless otherwise noted, data in this report is based on calendar year 2023 (January 1, 2023, through December 31, 2023), or provided as of December 31, 2023, as applicable.

Our GHG emissions inventory for Scope 1 and 2 emissions follows the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Our GHG emissions and water inventories include owned and leased sites where Pentair has full operational control, including our recently acquired businesses. Sites that are less than 0.1% of our 2022 GHG emissions or water inventories are estimated based on square footage and using Commercial Building Energy Consumption Survey, World Bank, and extrapolation from similar Pentair sites. Please note the scope details within footnotes and the ESG Index.

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

FEEDBACK

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

ASSURANCE

LRQA, an independent assurance provider, provided limited assurance of select data for the year 2023. Please reference our assurance statement in our full 2023 Corporate Responsibility Report for more information.

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.