

# 2024 SUSTAINABILITY HIGHLIGHTS REPORT

*Making Better Essential*



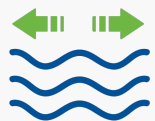
# WHO WE ARE

## 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.



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



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



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

## OUR VISION

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

## OUR IMPACT

**Making Better Essential** through our products and solutions, for people and our planet.

## OUR WIN RIGHT VALUES

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



# MAKING BETTER ESSENTIAL

## WATER, LIFE'S MOST ESSENTIAL RESOURCE

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

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



# 2024 HIGHLIGHTS AND AWARDS



## PLANET

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

Launched **new Sustainability Strategic Targets**

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

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

Held inaugural **Sustainability Innovation Challenge**

**ENERGY STAR® Partner of the Year** each year since 2013



## PEOPLE AND GOVERNANCE

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

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

Launched **updated supplier sustainability assessment**

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

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

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



## AWARDS



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



Investor's Business Daily Top 100 Sustainable Companies for 2024



ENERGY STAR Partner of the Year — Sustained Excellence Award



EcoVadis Bronze medal



2024 Kitchen Innovations Award from the National Restaurant Association Show for Pentair's Everpure EZ-R0 Reverse Osmosis System



# SUSTAINABILITY PROGRESS

## Pre-2010

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

## 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)

## 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 an increased focus on **environmental sustainability** and **social responsibility** (2022)
- ▶ Conducted **first double materiality assessment** (2023)
- ▶ Launched **new community impact strategy** aligned to our mission (2023)

## 2024

- ▶ **ACHIEVED** our **greenhouse gas (GHG) emissions social responsibility strategic target**
- ▶ **ACHIEVED** our **water withdrawal social responsibility strategic target**
- ▶ **ACHIEVED** 100% use of the **sustainability scorecard for new products**

## 2025

- ▶ **ANNOUNCED NEW SUSTAINABILITY STRATEGIC TARGETS**  
focused on:  
– **GHG emissions reduction**  
– **Water stewardship**  
– **Product design for sustainability**
- ▶ **Updated our double materiality assessment**

# ENVIRONMENTALLY FOCUSED SOCIAL RESPONSIBILITY STRATEGIC TARGETS ANNOUNCED IN 2021

## WATER STEWARDSHIP

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

## GREENHOUSE GAS EMISSIONS

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

## PRODUCT DESIGN FOR SUSTAINABILITY

**In 2024, we continued to achieve our product design for sustainability target by assessing 100% of new products<sup>1</sup> with our product sustainability scorecard.<sup>2</sup>**

<sup>1</sup> Physical products only.

<sup>2</sup> The product sustainability scorecard analyzed five impacts from a product's lifecycle — water use, energy use, GHG emissions, resource use efficiency, and material health — and incorporated an assessment of these impacts as part of new product design.



# ANNOUNCING OUR NEW SUSTAINABILITY STRATEGIC TARGETS

## WATER STEWARDSHIP

Restore 100% of the water volume withdrawn by Pentair manufacturing sites in high-water-stress areas<sup>3</sup> annually.

<sup>3</sup> "High-water-stress areas" are defined as areas that have an Overall Water Risk score of 3 or higher in the World Resource Institute's [Aqueduct Water Risk Atlas](#) tool. Water planned to be restored into the same or other high-water-stress areas as Pentair withdrawal.

## GREENHOUSE GAS EMISSIONS

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

## PRODUCT DESIGN FOR SUSTAINABILITY

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

<sup>4</sup> The product sustainability scorecard has been updated in 2025 to increase weighting on GHG emissions reduction, energy efficiency, and material efficiency (previously called resource use efficiency), in addition to also considering the impact of water use and material health. The scorecard results are incorporated as part of new product design.

# STRATEGIES TO ACHIEVE OUR SUSTAINABILITY STRATEGIC TARGETS



## WATER STEWARDSHIP

Maintain the progress we have made in reducing our water withdrawal

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

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Develop a nature strategy that supports our water stewardship efforts



## GREENHOUSE GAS EMISSIONS

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

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Continue to assess our Scope 3 GHG emissions

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Formalize a company-wide climate transition plan



## PRODUCT DESIGN FOR SUSTAINABILITY

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

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Continue to use our product sustainability scorecard as part of our new product development process

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Continue to design energy-efficient products

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Develop material efficiency strategies for our products

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Evaluate opportunities to advance circular business practices



# INNOVATING FOR OUR CUSTOMERS, THE PLANET, AND THE FUTURE

## MOVE WATER



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



## IMPROVE WATER



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



## ENJOY WATER



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



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

# ABOUT THIS HIGHLIGHTS REPORT

## Scope

This highlights report, published on April 21, 2025, describes Pentair's strategy and performance related to our sustainability program. Content focuses on our priority sustainability areas and supplements information in our [Annual Report on Form 10-K](#) for the fiscal year that ended on December 31, 2024. Unless otherwise noted, data in this report is based on calendar year 2024 (January 1, 2024, through December 31, 2024), or provided as of December 31, 2024, as applicable.

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

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

## Materiality

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

## Report Links

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

## Assurance

LRQA, an independent assurance provider, provided limited assurance of select data for the year 2024. Please reference our assurance statement in our full 2024 Sustainability Report for more information.

## Feedback

We recognize the dynamic nature of sustainability risk and disclosure and the associated financial implications. We believe organizations that understand their sustainability risks and proactively incorporate them into their holistic business strategy are well positioned for success and future growth. This highlights report and our full 2024 Sustainability Report can be used to demonstrate commitment to sustainability and to measure and compare performance over time. For questions or comments, please contact [ESG@pentair.com](mailto:ESG@pentair.com).

## Caution Concerning Forward-Looking Statements

This highlights report contains statements that we believe to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical fact, are forward-looking statements. Without limitation, any statements preceded or followed by or that include the words "targets," "plans," "believes," "expects," "intends," "will," "likely," "may," "anticipates," "estimates," "projects," "should," "would," "could," "positioned," "strategy," or "future," or words, phrases, or terms of similar substance or the negative thereof, are forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions, and other factors, some of which are beyond our control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements, including the risk that we will be unable to execute our strategy because of market or competitive conditions. All forward-looking statements speak only as of the date of this report. Pentair plc assumes no obligation, and disclaims any obligation, to update the information contained in this report. For additional information about factors that could cause actual results to differ materially from our expectations, refer to our reports filed with the SEC, including the discussion under "Risk Factors" in our [Annual Report on Form 10-K](#) for the year ended December 31, 2024, and in our subsequent quarterly reports, as filed with the SEC.





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