PENTAIR

2021 CORPORATE RESPONSIBILITY REPORT



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Pentair is a publicly traded corporation traded on the New York Stock Exchange (NYSE) and incorporated in Ireland with United Kingdom (U.K.) tax residency and managed in Minnesota in the United States (U.S.). Based on filings with the U.S. Securities and Exchange Commission (SEC), our beneficial owners as of March 18, 2021, include: The Vanguard Group (11.33%); BlackRock, Inc. (9.1%); Parnassus Investments, LLC (6.45%); State Street Corporation (5.34%); and Impax Asset Management Group plc (5.15%).

PENTAIR
MAKING BETTER ESSENTIAL

Letter to Our Stakeholders From Pentair President and CEO John L. Stauch



Dear Stakeholders,

WELCOME TO PENTAIR'S 2021 CORPORATE RESPONSIBILITY REPORT.

At Pentair, our social responsibility efforts and corporate responsibility program are guided by *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 planet ***better***. We take this responsibility seriously, as we believe that making life better for people and our planet is ***essential***.

This belief is reflected in our steadfast focus on our environmental, social, and governance (ESG) priorities, which are integrated with our business strategies. These priorities, which we explore throughout this report, are critically linked to our continued leadership and ability to deliver products and solutions that help people and our planet thrive. To drive focused action, last year we announced strategic targets that reflect the areas that matter to our employees, customers, shareholders, and the community. Pentair has a long history of commitment to sustainability, and so we are especially proud of our efforts in 2021 where our teams made notable progress toward achieving our targets. You will see in this year's Corporate Responsibility Report the results of our efforts to actively track and measure this progress.

Together, we have an opportunity to make the ***planet*** better. Minimizing our impact on the environment is essential to how we operate, the products and solutions we create, and the customers we serve. In this report, we highlight our progress toward furthering our water stewardship within our operations, advancing our strategy to reduce our greenhouse gas (GHG) emissions as well as our progress in delivering smart and sustainable solutions.

At Pentair, we also have an opportunity to positively impact ***people*** — from our employees and those of our suppliers, to the quality of life in the communities in which we operate.

As a member of the CEO Action for Diversity & Inclusion™ coalition, leading our organization forward on diversity, equity, and inclusion (DEI) efforts is a priority, and I am proud of the progress highlighted in this report. In 2021, we also strengthened our focus on our suppliers to help ensure that Pentair's commitment to a fair and equitable work environment is carried through to our supply chain. Additionally, both Pentair and the Pentair Foundation advanced their work to improve the quality of life for millions of people around the world through partnerships and employee volunteerism.

Pentair's sound ***governance*** practices and principles set the foundation for how we make life's essential resources better — for people and our planet. Together with our Win Right Values, they guide the decisions we make and the actions we take that impact our employees, communities, customers, and the world in which we live. We believe that this, in turn, supports the long-term success and value of Pentair.

I am extremely proud of what we have accomplished in this past year. This is a true testament to the commitment and dedication of our employees, contributions of our partners, and guidance from our Board of Directors. It is heartening that our progress is also being recognized externally (p. 14), as we continue to focus on being a leading provider of solutions to help make the most of life's essential resources.

We are committed to Making Better Essential for people and our planet. Thank you for joining us on this important journey.

Thank you,

John L. Stauch
President and CEO, Pentair



Q&A With Karla Robertson, Executive Vice President, General Counsel, Secretary, and Chief Social Responsibility Officer

One year after being appointed Pentair's Chief Social Responsibility Officer, Karla Robertson reflects on the Company's efforts to advance its ESG maturity, achieve notable progress against its strategic targets, and set a course for further action.

YOU STEPPED INTO YOUR NEW ROLE TO LEAD THE NEWLY FORMED SOCIAL RESPONSIBILITY PROGRAM. TELL US ABOUT THE FIRST YEAR OF YOUR LEADERSHIP OF THIS PROGRAM AND WHAT YOU ARE MOST PROUD OF.

KR: 2021 was an important year for us, as we built upon our solid foundation and made advancements on being a leading socially responsible Company and on our specific ESG focus areas. This was informed by the materiality assessment (p. 10) that we undertook in 2020. These focus areas, which are aligned with our business strategies and stakeholder priorities, are designed to positively contribute to our business, including:

- Reducing our GHG impact
- Furthering Pentair's water stewardship within our operations
- Innovating to deliver water and energy-efficient solutions
- Building a more environmentally and socially sustainable supply chain
- Building an inclusive and diverse workforce

Notably, in June 2021 and in alignment with our strategies, we announced ambitious, but we believe achievable, social responsibility targets (p. 12). But we didn't just set targets, we developed a plan to achieve them and are excited to share in our report the progress we have made thus far, including:

- Pentair's total Scope 1 and 2 **GHG emissions** in 2021 decreased 11.8% compared to the 2019 baseline.
- In 2021, Pentair's **absolute water withdrawal** increased 12% compared to the 2019 baseline due to organic growth. Water withdrawal intensity decreased 5%.
- We enhanced our product innovation process for increased focus on environmental sustainability by developing a **product sustainability scorecard**. This scorecard is now integrated as a standard component in our product commercialization process.
- We refreshed and enhanced our **Supplier Code of Conduct** (the "Supplier Code") and launched it to our global supply base. Our enhanced Supplier Code places an increased focus on how our suppliers manage environmental and social issues within their operations and supply chain.
- We increased **representation of women in our workforce** to 32% (from 30% in 2019), and women in leadership positions increased to 31% (from 28% in 2019). We increased U.S. **people of color (POC) representation** to 43% (from 39% in 2019) of our U.S. workforce and 26% (from 23% in 2019) of our U.S. leadership positions.

I'm very proud of the work we've accomplished this past year to advance Pentair's sustainability strategy. But, of course, we recognize that there is more to do. We believe we are focused on the right priorities for the future and plan to continue to engage with our stakeholders on focus areas where we can improve.

THIS REPORT HIGHLIGHTS THAT PENTAIR IS MAKING BETTER ESSENTIAL. WHAT DOES THIS MEAN TO YOU?

KR: At Pentair, we are energized by innovating with sustainability — for people and with the planet in mind. We take this approach because we believe protecting life's essential resources is

just that: ***essential***. The decisions we make, products we create, solutions we offer, and the partnerships we form are opportunities to make our planet ***better***. Our products and solutions create more efficiency by using fewer resources and transforming waste into value. Grounded in our Win Right Values (p. 7), we are committed to driving innovation that helps people and our planet thrive.

WHAT ARE YOU MOST EXCITED ABOUT AS YOU LEAD PENTAIR ON ITS SUSTAINABILITY JOURNEY?

KR: Our people inspire and energize me each and every day. We could not have done any of this important work without our very engaged and committed employees. Our employees are helping us deliver on our commitments, and it's through their efforts that Pentair can truly deliver a positive impact not only for our customers, but for the world. We are committed to building an environment where employees are energized by our purpose, valued for their contributions, treated fairly and with equity, encouraged to share their feedback and ideas, and have exciting opportunities to grow their careers and make a difference. In doing so, we believe we have created a competitive advantage in attracting and retaining talent.

It has also been rewarding to receive external recognition for our teams' progress. In 2021, Pentair's Sustainalytics ESG Risk Rating places it in the top 26% of the Machinery industry group assessed by Sustainalytics (p. 14), and as of 2021, Pentair received an MSCI ESG Rating of AA. In addition, Pentair was awarded a Silver medal from EcoVadis, placing Pentair in the top 25% of companies assessed for the quality of our sustainability management system. This recognition further highlights that we are on the right track!

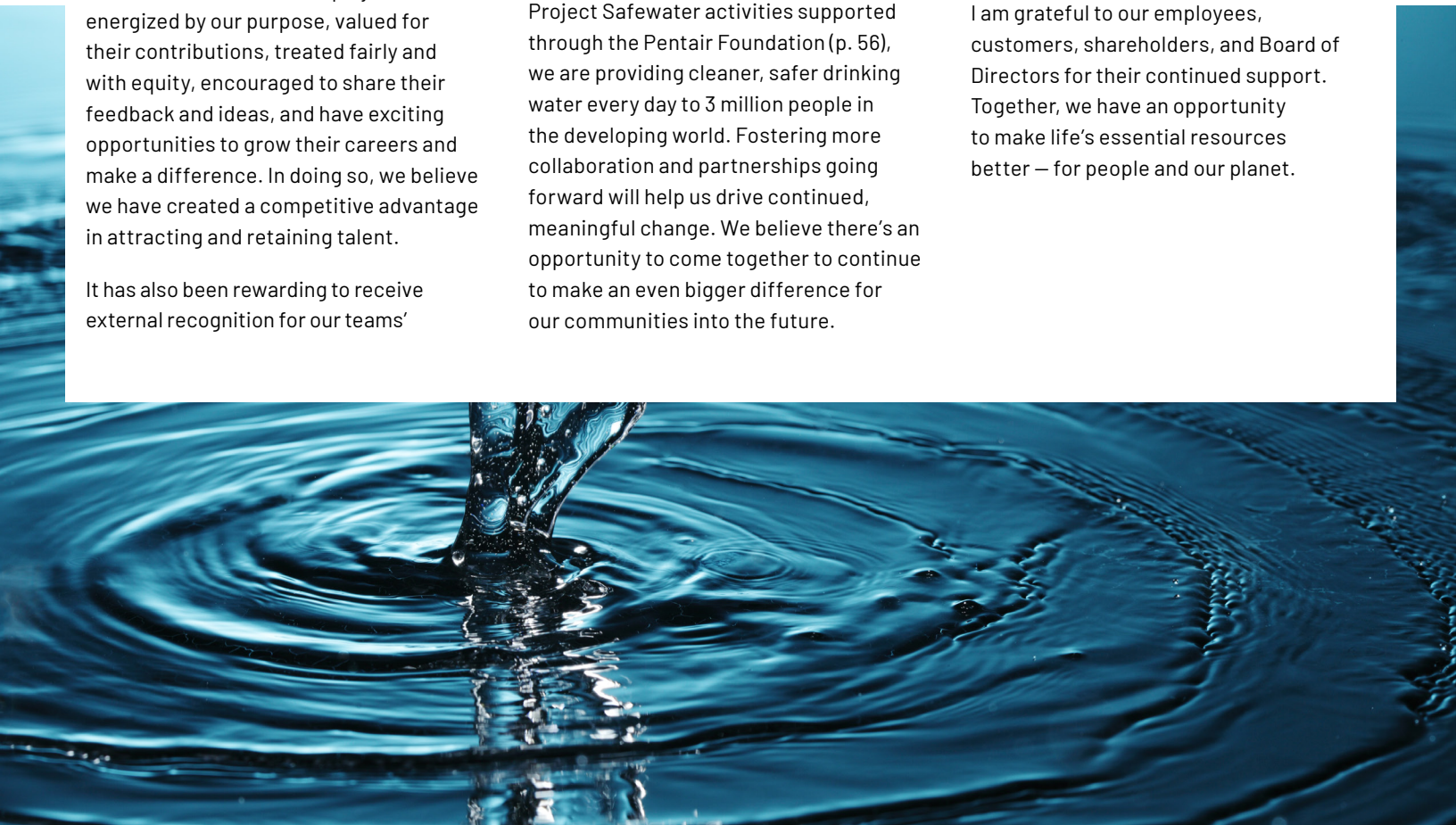
PENTAIR HAS A LEGACY OF COMMUNITY GIVING AND PHILANTHROPY THROUGH THE PENTAIR FOUNDATION. WHAT ARE YOUR PRIORITIES MOVING FORWARD TO HAVE AN IMPACT IN COMMUNITIES AROUND THE GLOBE?

KR: We are committed to leading in the communities where we live and work and have seen the impact that's possible by partnering with global and local partners in communities around the world to provide safe water solutions. Through our Project Safewater activities supported through the Pentair Foundation (p. 56), we are providing cleaner, safer drinking water every day to 3 million people in the developing world. Fostering more collaboration and partnerships going forward will help us drive continued, meaningful change. We believe there's an opportunity to come together to continue to make an even bigger difference for our communities into the future.

AS YOU THINK ABOUT THE YEAR AHEAD, WHAT INSPIRES YOU?

KR: 2022 is another important year, as we continue to work to drive progress towards our targets. I am very proud of our strong foundation of governance that continues to position us well as we monitor ESG evolving trends. I am inspired by how we continue to build on our strong foundation and harness the collective efforts of our team to ***Make Better Essential***. Around the globe, our teams are focused on continuing the great momentum in energy and Scope 1 and 2 GHG emissions reductions at our sites. We also are planning to further our efforts on water stewardship and have started our supplier social responsibility assessment process. I am excited about taking our product innovation process to the next level, as we assess new products for sustainability. And I am looking forward to another year of fostering an inclusive and diverse workplace.

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 our planet.



ABOUT PENTAIR

WHO WE ARE

At Pentair, we strive to make life's essential resources better — for people and our planet. To create a better world through our products and solutions.



PENTAIR

OUR PURPOSE

We inspire people to move, improve, and enjoy life's essential resources for happier, healthier lives.

OUR MISSION

Pentair delivers smart, sustainable solutions that empower our customers to make the most of life's essential resources.

OUR VALUES

Our "Win Right" values are the foundation for our Company and shape how we do business and treat one another. We "win" by 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.

WIN

CUSTOMER FIRST	INNOVATION & ADAPTABILITY	ACCOUNTABILITY FOR PERFORMANCE
We make it easy for customers to do business with Pentair and are tenacious about meeting customer commitments.	We actively pursue continuous improvement, adapting to changing circumstances and applying new ideas.	We commit to high standards of performance and demonstrate personal ownership for getting the job done.

RIGHT

ABSOLUTE INTEGRITY	RESPECT & TEAMWORK	POSITIVE ENERGY
We are committed to honest and ethical business practices in our dealings with customers, business partners, investors, communities, and each other.	We treat others with respect and openness; we collaborate and align with others for team success.	We display a positive outlook and take responsibility for our impact on others.

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. It starts with a legacy of solving real problems with smarter technology. Whether it is residential and commercial business solutions to help people move, improve, and enjoy their water or sustainable innovations and applications, Pentair's comprehensive range of solutions help manage the world's essential resources. Collaborating with industry partners, governments, nongovernmental organizations (NGOs), and others, we serve a wide variety of customers in residential and commercial, food and beverage, industrial, and infrastructure verticals.

Pentair is comprised of two reportable business segments: Consumer Solutions and Industrial & Flow Technologies.

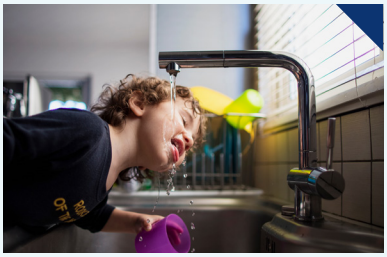


Sales by Segment

SALES* (IN MILLIONS)	2019	2020	2021
Consumer Solutions	$1,611.7	$1,742.9	**$2,341.9**
Industrial & Flow Technologies	$1,344.1	$1,273.6	**$1,421.4**
Other	$1.4	$1.3	**$1.5**
Total	$2,957.2	$3,017.8	**$3,764.8**

*For detailed information on sales by business and region, see our Annual Report.

CONSUMER SOLUTIONS



The Consumer Solutions segment designs, manufactures, and sells energy-efficient residential and commercial pool equipment and accessories as well as commercial and residential water treatment products and systems. Residential and commercial pool equipment and accessories include pumps, filters, heaters, lights, automatic controls, automatic cleaners, maintenance equipment, and pool accessories. Water treatment products and systems include pressure tanks, control valves, activated carbon products, conventional filtration products, and point-of-entry and point-of-use systems. Applications for our pool business's products include residential and commercial pool maintenance, repair, renovation, service, and construction. Our water treatment products and systems are used in residential whole home water filtration, drinking water filtration, and water-softening solutions in addition to commercial total water management and filtration in food service operations. The primary focus of this segment is business to consumer.

INDUSTRIAL & FLOW TECHNOLOGIES



The Industrial & Flow Technologies segment manufactures and sells a variety of fluid treatment products (advanced membrane filtration, separation systems, membrane bioreactors), pumps (water supply pumps, water disposal pumps, solid handling pumps, fluid transfer pumps, turbine pumps), valves, and spray nozzles as well as systems combining these products (process filtration systems, gas recovery solutions). These products and systems serve the global residential, commercial, industrial, agricultural, and infrastructure verticals. They are used in a range of applications, food and beverage, fluid separation technologies (oil and gas and other industries), water and wastewater treatment, water wells, pressure boosting, fire suppression, flood control, agricultural irrigation, crop spray, and fluid circulation and transfer. The primary focus of this segment is business to business.

Where We Operate

11,263 employees
in 26 countries

Facilities and square footage:*
7,303,426 SQ. FT.
in 135 locations

*FY2021.

Main U.S. management office:
Golden Valley, Minnesota

Global headquarters:
London, UK

Incorporated in:
Ireland



In 2021, Pentair acquired Pleatco, a manufacturer of water filtration and clean air technologies for pool, spa, and industrial air customers, and Ken's Beverage, Inc. (KBI), a provider of beverage equipment and services. Both support Pentair's expansion into strategic areas and enhanced product offerings.

Facilities Overview

Manufacturing Plants	35	5,329,297 SQ. FT.
Distribution/Warehouses	35	915,136 SQ. FT.
Offices	28	706,154 SQ. FT.
Service Centers	35	267,177 SQ. FT.
Research & Development	2	85,662 SQ. FT.

Our ESG Priorities

In advance of the development and announcement of our strategic targets, Pentair executed an ESG Materiality Assessment in 2020, with the objective to better understand ESG areas of business opportunity and risk, the broader context within which our Company operates, and the priority ESG actions that we should take to further refine our strategy and communications. Our analysis consisted of the following steps:

1. Desktop research was completed to identify relevant ESG topics to the Pentair business based on peer leading practices, stakeholder requests, and industry trends. This was supported by a third party and followed best practices such as those published by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the Taskforce on Climate-Related Financial Disclosures (TCFD).

2. Surveys and interviews were conducted with more than 150 key internal and external stakeholders to gather quantitative and qualitative information that enabled us to prioritize ESG topics and more holistically understand the perspectives of each stakeholder group. Stakeholders directly engaged included all Pentair executive leaders and segment leaders, key customers, investors, suppliers, community organizations, and employees.

3. Available data (including metrics, performance, goals, strategies, and programs) were reviewed, and internal leaders and subject matter experts were further engaged to gain a better understanding of our current state. This enabled us to work through the boundaries for each ESG priority, mapping impact areas across our value chain.

4. Findings were aligned with Pentair leadership and our Board of Directors to create our ESG priorities for action, ESG targets, and communication.

Our 2020 ESG Materiality Assessment and stakeholder engagement process highlighted key focus areas and informed our 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 and provide a foundation for our forward-thinking ESG focus. Although Pentair views the entire spectrum of ESG topics as critical, this report discusses mainly the particular topics of focus in our existing and upcoming business strategy.

ENVIRONMENTAL

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

SOCIAL

- Employee Engagement
- Employee Health and Safety
- Inclusion and Diversity
- Supplier Code of Conduct

GOVERNANCE

- Senior Leadership/Board-Level ESG Oversight
- SMART 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 have the ability to be impacted by our business. This helps us guide our strategy and maximize the sustainable value we create. The following Stakeholder Engagement Table highlights the multiple interactions we host to inform and advise business strategy.

	STAKEHOLDER INTERESTS	ENGAGEMENT METHODS	
EMPLOYEES	• Health and Safety • Employee Engagement and Development • Product Safety • Business Performance • Supply Chain Management • Inclusion and Diversity • Product Design and Innovation for the Environment	• Town hall meetings • Development programs • Leadership competencies • Employee feedback • Trainings • Employee listening sessions with senior leadership • Union/work councils • Annual performance management process • Branded social media • Career development programs • Company policies and procedures • MyPentair employee intranet	• Employee communications and newsletters • Employee engagement committees • Employee safety committees • Business resource groups • Employee surveys • Business Conduct and Ethics hotline • Leadership site visits and roundtables • Quarterly business reviews and monthly operations reviews • New employee onboarding
CUSTOMERS	• Product Safety, Sustainability, and Innovation • Customer Support • Supply Chain Management • Inclusion and Diversity • Environmental Performance	• Dedicated business contacts • Customer surveys • Regular customer meetings • Procurement processes • Events • Online engagement	• Branded social media channels • Webinars and Pentair product education • Department of Energy (DOE) educational webinars • Direct marketing • Trade shows
INVESTORS	• 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	• Quarterly earnings calls • Investor forums • Regular meetings with Pentair leaders	• Quarterly and annual reporting • Conferences • Sustainability benchmarking
SUPPLIERS	• Procurement Opportunities • Health and Safety • Supply Chain Management • Product Safety and Sustainability	• Code of Business Conduct and Global Supplier Guide • Direct engagement	• Quarterly business reviews • Supplier assessments (on-site and virtual)
COMMUNITY	• Community Investments • Environmental Performance • Human Rights • Product Safety • Senior Leadership/Board-Level ESG Oversight	• Support of local causes and organizations • Donations to nonprofits • Contributions of water resources to communities in need	• Employee volunteerism • Science, Technology, Engineering, and Math (STEM) education programs

Our ESG Strategy

At Pentair, we are energized by innovating with sustainability — for people and with the planet — in mind. We take this approach because we believe protecting life's essential resources is just that: essential. The decisions we make, products we create, solutions we offer, and partnerships we form are opportunities to make our planet better. Our products and solutions create more efficiency by using fewer resources and transforming waste into value. We are committed to drive innovation that helps people and our planet thrive.

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've set Social Responsibility 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 our planet.

CARBON FOOTPRINT REDUCTION

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 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 Highlights: Pentair's total Scope 1 and 2 GHG emissions in 2021 decreased 11.8% compared to the 2019 baseline.

WATER REDUCTION

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 Highlights: In 2021, Pentair's absolute water withdrawal increased 12% compared to the 2019 baseline due to organic growth. Water withdrawal intensity decreased 5%.

PRODUCT DESIGN FOR SUSTAINABILITY

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.
- 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 by the use of our products.

Progress Highlights: We enhanced our product innovation process for increased focus on environmental sustainability by developing a product sustainability scorecard. This scorecard is now integrated as a standard component in our product commercialization process.

RESPONSIBLE SUPPLY CHAIN

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:

In 2021, we plan to refresh 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 100% of new suppliers with projected spend of greater than $1M to ESG maturity by 2025.
- Assess top 80% of existing suppliers by spend to ESG maturity by 2030.

Progress Highlights: We enhanced our Supplier Code of Conduct (the "Supplier Code"), placing an increased focus on social and environmental issues and how suppliers manage ESG risks within their operations and supply chain. We then launched this enhanced Supplier Code to our global supply base.

INCLUSION AND DIVERSITY

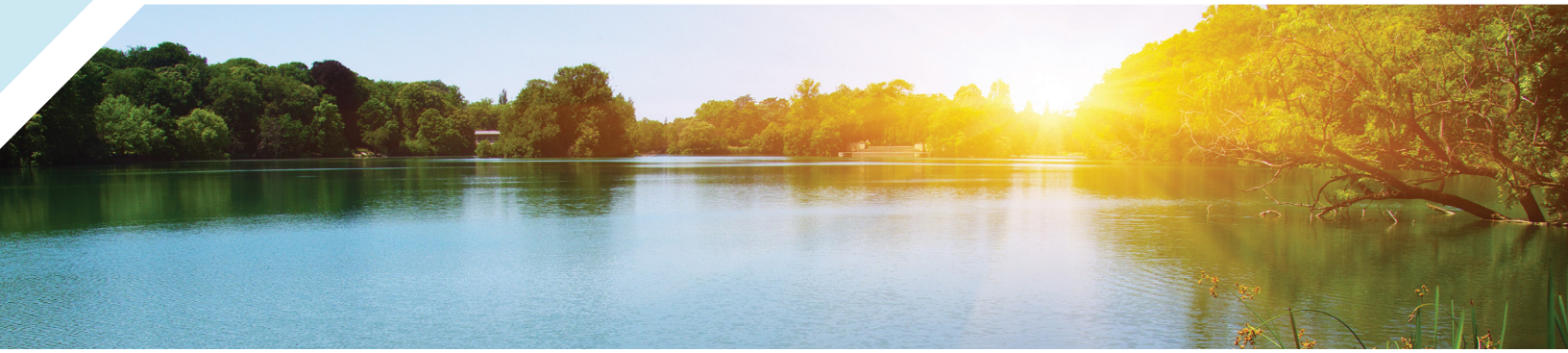
Through living our Win Right Values, Pentair is committed to continuing to strengthen our existing culture through an inclusive and diverse workplace by attracting, developing, and retaining top talent and building the inclusion and diversity core capabilities of our organization. By leveraging diverse teams, we will enable strong business performance and improve the employee value proposition.

Our inclusion and diversity targets include:

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 positions globally and POC representation in U.S. leadership positions.

Progress Highlights: Pentair increased representation of women in our workforce to 32% (from 30% in 2019), and women in leadership positions increased to 31% (from 28% in 2019). We increased U.S. POC representation to 43% (from 39% in 2019) of our U.S. workforce and 26% (from 23% in 2019) of our U.S. leadership positions.



2021 Highlights

PLANET

11.8% reduction in Scope 1 and 2 GHG emissions despite a 17% increase in sales volume

Provided drinking water filtration capacity to help our customers avoid **8,956,839,073** single-use plastic water bottles by using Pentair residential filtration systems

441,224 tons of CO_2 emissions avoided by U.S. consumers using Pentair's energy-efficient pool pumps

ENERGY STAR partner of the year since 2013

70% of Pentair solutions support water efficiency, helping to reduce, reuse, or recover water, directly or indirectly

Supplied our customers CO_2 recovery solutions that had the capacity to recover **7.48 million MT annually**

20% of Pentair's manufacturing footprint is now powered by green electricity

PEOPLE

32% women in our global workforce

55% women promoted to director level or above globally

43% people of color in our U.S. workforce

98% of managers in U.S. completed Unconscious Bias training

Seven manufacturing sites achieved **zero** recordable injuries

>3 million people impacted by Project Safewater's filtered water programs

GOVERNANCE

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

Two new diverse directors joined our Board of Directors: **40%** of our Board members are female and 40% are racially or ethnically diverse*

Established a team dedicated to executing our **ESG Strategy**

*As of March 31, 2022.

2021 SUSTAINABILITY RECOGNITION

MSCI ESG RATINGS AA (CCC B BB BBB A AA AAA)

As of 2021, Pentair received an MSCI ESG Rating of AA.

SUSTAINALYTICS a Morningstar company RATED

Pentair's ESG Risk Rating places us in the top 26% of the Machinery industry group assessed by Sustainalytics.*

SILVER 2022 ecovadis Sustainability Rating

Pentair has been awarded a Silver medal, placing us in the top 25% of all companies assessed by Ecovadis.

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PLANET

PENTAIR
MAKING BETTER ESSENTIAL



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.

PRODUCTS AND SOLUTIONS

The Pentair business is built on delivering smart, sustainable, energy- and resource-efficient products and solutions. We continue to innovate with sustainability in mind to make life's essential resources better. Our products and solutions create more efficiency by using fewer resources, and transforming waste into value. We are committed to driving innovation that helps our planet thrive.



PRODUCT DESIGN FOR SUSTAINABILITY

Strategic Targets

- Enhance our product innovation processes for increased focus on environmental sustainability in 2021.
- Launch 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.
- Develop a standardized process for aggregation of product sustainability achievements to disclose customer energy, water, and chemical savings made possible by the use of our products.

PRODUCT DESIGN FOR SUSTAINABILITY

Progress to Targets

In 2021, we enhanced our product innovation process for increased focus on environmental sustainability by developing a product sustainability scorecard. This scorecard is now integrated as a standard component in our product commercialization process. A key component is our increased focus on customer engagement, which allows us to reflect our customers' sustainability needs into product design from the start and continue to make advancements on being a leading socially responsible Company.

In partnership with a third-party sustainable design expert, a cross-functional global team of leaders from Pentair developed a comprehensive, standardized product sustainability scorecard that will help us assess the sustainability impact of our product designs at each stage of our commercialization process. The scorecard analyzes five impacts across a product's life-cycle stages: water use, energy use, GHG emissions, resource use efficiency, and material health. These five sections are equally weighted in the design's sustainability score, and that sustainability score is incorporated into the design's approval process, along with all other factors we consider in our product design process.

We chose this balanced approach to reduce the risk of impact "silos" and unintended trade-offs and to better identify holistic design improvement opportunities that improve the full life cycle of our products. We plan to aggregate the metrics from the scorecard at the product category/business and enterprise level to provide a comprehensive baseline for our product sustainability. This foundation will assist us in our strategic road map development for our product sustainability goals, which we expect will, in turn, further help reduce our customers' impact on climate change.

We plan to continue to refine and adapt our design and development processes in step with the evolving sustainability landscape and needs of our customers.

In 2022, we plan to launch our enhanced innovation process and begin to assess 100% of new products using this enhanced process, which will include a product sustainability rating as an equally weighted factor in commercialization decision.

2021 PRODUCTS AND SOLUTIONS HIGHLIGHTS

More than 50 products launched in 2021

ENERGY STAR Partner of the Year since 2013 for our leadership in innovating energy-efficient pool pumps

Supplied our customers CO_2 recovery solutions that had the capacity to recover **7.48 million MT** annually and supported our Beverage customers with the capacity to replace 3 million MT CO_2 otherwise coming from less sustainable sources

70% of Pentair solutions support water efficiency, helping to reduce, reuse, or recover water, directly or indirectly*

73% of Pentair solutions support energy efficiency by requiring less energy to operate** or by aiding broader systems to operate more efficiently*

Provided drinking water filtration capacity to help our customers avoid **8,956,839,073** single-use plastic water bottles by customers using Pentair residential filtration systems

*This is based on total sales in 2021 of Pentair's brands meeting this definition, as a percentage of total revenue.

**Products subject to DOE 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 prior version, less than competitor (as known), or less than industry standard/norm.



"Our goal for the products we develop is to create long-term value for our customers and help them address their sustainability goals."

—Phil Rolchigo, EVP and Chief Technology Officer

Our Approach to Product Innovation

Our products are developed and designed with sustainability in mind. We are innovating to reduce our customers' impact by helping them get more value from the resources they use. We find opportunities to convert waste into valuable byproducts, including turning organic waste into renewable natural gas that can power homes, capturing and upgrading carbon for reuse, and utilizing advanced membrane technologies that filter and separate impurities so that water may be reused or safely returned to the environment.

Research & Development (R&D)

Innovation helps us meet our customers' most pressing challenges while driving business success. In 2021, we spent $85.9M on R&D and launched more than 50 new products and services.

	2019	2020	2021
Total Number of Patents Granted	**943**	**810**	**835**
Number of Patents Granted in the United States	351	345	378
Total Number of Patents Pending	**212**	**158**	**187**
Number of Patents Pending in the United States	86	83	97
R&D Spending (Million USD)	$78.9	$75.7	$85.9
Number of Engineers Dedicated to R&D	675	692	690
Number of Technology Innovation Centers	2	2	2

For detailed information on sales by business and region, see our Annual Report.

STRENGTHENING EMPLOYEE INNOVATION SKILLS

To continue to be on the forefront of innovation, we are working to build the digital and technology skills of Pentair employees.



Rama Budampati

Pentair's Rama Budampati, Vice President, Enterprise Technology and IoT, has built an internal engineering team with robust IoT technical capabilities to support this growing focus of our business. This included bringing in new team members as well as strengthening the skills of existing employees. As of year-end 2021, approximately 25% of the team had successfully completed Amazon Web Services certification. Working with Pentair's technical support team, the IoT team is providing Pentair customers assistance with connectivity issues. The team also enhanced the Pentair web app, adding new features and simplifying existing features.

"I am proud of the collaboration by our team this year, particularly in a virtual environment due to COVID," says Rama. "Their passion, engagement, and drive for results comes through in the results we are seeing."

To learn more about how we are strengthening our employee's technical skills, visit the PEOPLE section on p. 45.

PROTECTING AND RESPECTING INTELLECTUAL PROPERTY (IP)

Intellectual property protection (IPP) is critical to our investments in R&D and in our ability to innovate. We both value and respect IPP and view it as a tool to maintain our competitiveness in the industry.

Pentair's global patent portfolio is robust, with 56 patents added in 2021. Through a new collaborative IP review process, we work to protect our new, promising inventions, proprietary technologies, products, and solutions. In some cases, we may also partner with a third party for future development of potential products or technologies. In addition, we have robust processes in place to help ensure we respect the valid IP rights of third parties.



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.

70% of our manufacturing sites are ISO 9001 Certified.

Pentair has a well-established, robust, and enterprise-wide product quality process and governance structure grounded in our Quality Management Policy and System and in our product guides and manuals. We monitor quality through our Pentair Integrated Management System (PIMS) assessment process. The Quality portion of our PIMS process includes required program elements and a maturity road map to drive continuous improvement across our operations. Assessment to our PIMS process includes anonymous employee surveys, on-site interview panels, on-site audits, and a 24-month scorecard that monitors sites' performance.

We provide ongoing training throughout the year to our engineers, product developers, and operations-based employees on Pentair's high-quality standards. Our Quality professionals have access to the full suite of Automotive Industry Action Group (AIAG) quality tools in addition to our Global Quality Playbook, our Quality Culture Playbook, and LinkedIn Learning (LIL). Our Quality team hosts workshops throughout the year focusing on quality fundamentals, advanced quality planning, and corrective and preventive action.

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 the concern appropriately.



Reduction of Fiberglass Tank Defects

We have reduced fiberglass tank defects while improving quality and reducing the amount of scrap for discard through several team kaizens — rapid improvement working events designed to implement improvements in a one-week period — as well as through improved onboarding of new employees, training of new production team members, and capital investments to improve molding and machining equipment.

Improving Compressor Performance

We determined a product containing a specific type of compressor was not performing at a level to meet our standards. Based on customer feedback, we made changes to the product design that significantly improved the long-term reliability of the compressor. As a result, our customers now replace and discard compressors less frequently, thus reducing waste and incidental GHG emissions.



PRODUCT SAFETY

We are focused on our culture of Winning Right 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.



The Impact of Our Products and Solutions

We strive for our solutions to help the environment from all aspects of our business: from our residential water treatment and pool products to commercial and industrial water reuse solutions to our sustainable gas technology for biogas upgrading and carbon capture utilization. By creating products that utilize resources more efficiently, we empower our customers to make positive impacts on our planet.

SMART SOLUTIONS

Providing Clean Water to Indigenous Communities in Canada

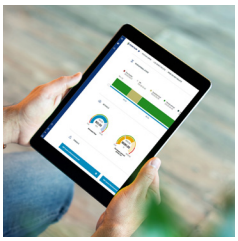
In the past, residents served by Washagamis Bay's West and East Public Water Systems in Ontario, Canada, including members of the indigenous First Nations, often had to resort to boiling water or purchasing bottled water, as their tap water did not meet quality standards.

Searching for a sustainable solution, they turned to Pentair. Working with Delco Water, Pentair supported a 12-month pilot at the Windigo Island Demonstration Plant that included two nanofiltration systems equipped with Pentair X-Flow hollow fiber nanofiltration membrane technology. Each system is able to produce 4.08 liters per second (L/s), which translates to 65 gallons per minute (GPM) and does not require the use of chemicals to alter pH levels unlike traditional membrane filtration systems.

The pilot demonstrated that drinkable water straight from the tap was possible for the community. The feedwater color was reduced significantly, resulting in clearer, safer water with ultraviolet transmission improving from approximately 75% to the instrument's level of detection.*

*Actual results and performance vary based upon site and operating conditions.

SMART SOLUTIONS



Helping Brewers Reduce Water and Energy Use

Pentair's commitment to smart, sustainable solutions is bringing the world of data-driven decision-making to the brewery business with BrewAssist.

BrewAssist, a cloud-based IoT solution, functions as a "virtual assistant," helping brewers optimize the process of beer membrane filtration (BMF). BMF helps brewers produce a clearer more consistent beverage as well as work more sustainably by consuming less energy, using less water, and creating less waste. In addition, it allows brewers to take complex, continuous data produced in the brewing process and turn them into insights, making it possible to share knowledge between users or between multiple locations. Brewers can receive push notifications if performance decreases, and the brewing process can be monitored from a mobile app or a web application.



SMART SOLUTIONS

Making Pools More Energy-Efficient

Pentair's efforts, paired with ENERGY STAR's goals and leadership, are changing the pool industry. In 2021, we continued to educate customers and dealers about ENERGY STAR-certified products to drive permanent change to lifestyles and purchasing decisions. Our efforts included:

- Educating utility companies on the new ENERGY STAR Version 3 specifications through educational consultations, webinars, and virtual training roundtables. We also assisted utility companies by providing incentives, managing the rebate program in partnership with utilities, and managed a number of roadblocks with the ENERGY STAR Version 3 update to customers who purchase ENERGY STAR products.
- Collaborating with the U.S. Environmental Protection Agency (EPA) to provide ENERGY STAR Version 3 educational programming at virtual trade shows.
- Raising awareness within the pool industry on the changes to specifications and regulatory items, including switching from Energy-Factor to the improved metric, Weighted-Energy-Factor testing. We also assisted the Pool and Hot Tub Alliance with educational presentations and materials to support the transition.
- Implementing an online training portal for pool dealers to receive continuing education credits from the safety of their homes or offices. Every training included information on ENERGY STAR Version 3 specifications.

The ENERGY STAR Version 3 specification coincided with the new DOE's Dedicated Purpose Pool Pump (DPPP) regulations, which started in July 2021. During 2021, we transitioned our portfolio from 36 Version 2 pumps to 11 Version 3 pumps. Although the Version 2 pumps met DPPP regulations, Pentair prioritized elevating our pump portfolio to meet ENERGY STAR Version 3 specifications and enhance energy savings opportunities for our customers. In 2021, these 11 models represented 7% of all ENERGY STAR-certified pool pumps and 51% of all unit sales for the entire pool industry.*



ENERGY STAR AWARD 2021

PARTNER OF THE YEAR

Pentair is proud of our continued collaboration with the EPA, including being named as an ENERGY STAR Partner of the Year from 2013 to program year 2021, where we were awarded the ENERGY STAR Partner of the Year Sustained Excellence award for our leadership in innovating energy-efficient pool pumps.

441,224 tons
of CO_2 emission savings

In 2021, we helped U.S. consumers save 932 million kilowatt-hours (kWh) of energy from our energy-efficient pool pumps, resulting in GHG emissions reductions of 441,224 tons of CO_2, and provided $102.5 million in energy cost savings.** Since 2005, Pentair's ENERGY STAR pool pumps have been responsible for a cumulative 32.6 billion kWh of energy savings, the reduction of 15.4 million tons of CO_2 emissions, and $3.6 billion in operating cost savings for consumers.

*Based on ENERGY STAR® Unit Shipment and Market Penetration Report Calendar Year 2020 Summary.

**Savings are based on a weighted average annual kWh savings from the Consortium for Energy Efficiency (CEE) at $0.11/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.

SMART SOLUTIONS

Reducing Carbon Emissions in the Transport Sector



The transport sector has historically been dependent on fossil fuels, but with innovations in biogas upgrading, the opportunity to mitigate the damaging effects of carbon emissions generated from fossil-based fuels is within reach.

McCulla Ltd, a leading provider of ambient, chilled, and frozen logistics solutions in Northern Ireland, was thinking ahead when it began producing electricity from an anaerobic digester plant at one of its sites in 2017. Its ultimate goal: Use the energy to power its logistics fleet.

Pentair Haffmans B.V. helped McCulla realize its vision with the launch of a new biogas upgrading plant in 2021. The plant enables McCulla to fuel its fleet of trucks with Compressed Natural Gas (bio-CNG). The Pentair Biogas Upgrading System, Pentair BioCompact, has capacity for 450 standard cubic meter (m3) of biogas to be processed into biomethane every hour, enabling McCulla to operate its new green fleet of 10 bio-CNG trucks. The organic material that McCulla uses to produce the sustainable fuel comes from food waste collected from supermarkets throughout the country.

When compared with diesel, the benefits of bio-CNG are promising. A recent study that compared a conventional diesel-fueled heavy goods vehicle with one that runs on compressed gas (either bio-CNG or biomethane) found that the vehicle running on biomethane emitted approximately 78.2% lower equivalent carbon emissions than the diesel, and the vehicle running on bio-CNG emitted 12.3% lower carbon emissions.*

*Madhusudhanan, Anil K., et al. "Modeling and evaluation of a biomethane truck for transport performance and cost." *Transportation Research Part D: Transport and Environment*, Volume 87, October 2020. https://www.sciencedirect.com/science/article/pii/S1361920920307173

SMART SOLUTIONS

Decarbonizing the Dry Ice Sector

Dry ice has a wide variety of applications, including vaccine or biological sample transportation, cold-chain logistics, and the transportation of perishables for both domestic and long-distance deliveries. But it takes significant amounts of energy to produce.

In 2021, Dry Ice Scotland Ltd — the UK's largest independent dry ice manufacturer and distributor — worked with Pentair Haffmans to launch a new production site that will allow it to produce dry ice from renewable bio-CO_2 instead of fossil fuels. The site will capture CO_2 generated from biogas at a nearby anaerobic digestor plant. Pentair technology will recover the captured CO_2 and purify and liquify it into bio-CO_2, creating a byproduct with versatile applications, including compressed dry ice pellets and slices.

Since 2001, we supplied biogas upgrading solutions with the capacity to produce 955M Nm3* of biomethane. Biomethane is an alternative to natural gas that avoids emitting 1.7 million metric tons of CO_2 from fossil fuels.

In 2021, we supplied biogas upgrading solutions with the capacity to produce

168M Nm3

of biomethane.

* normal cubic meters

SMART SOLUTIONS

Helping Farmers Turn Manure Into Food-Grade CO_2



Schaap Bio Energie, a Dutch farm operation and energy producer, has been turning manure and other organic material into heat, electricity, and high-quality fertilizer since 2007. However, producing biogas and burning it in a combined heat and power plant does not always bring the return that justifies the investment; the volume of manure and other waste streams finding their way to the Schaap farm grew faster than the local demand for heat.

To obtain a better return on investment, the farm worked with Pentair to install the latest biogas upgrading technology. The system allows Schaap to supply 1.6 million m3 biomethane per year to the national gas grid.

"Nature puts a lot of energy in the raw materials we use. We can now make sure that none of it goes to waste," said Ids Schaap, Schaap Bio Energie owner.

The system installed a combination of membrane and cryogenic technology, resulting in very high methane yield, and allows for the recovery of pure CO_2. The produced food-grade fluid CO_2 is stored in buffer tanks for use in a variety of commercial applications.

In cooperation with the Technical University of Denmark, Pentair installed the first carbon capture pilot plant at Amager Bakke, a world-renowned waste-to-energy plant in Copenhagen and one of the largest in Northern Europe. Commissioned by the Amager Resource Center, a joint municipal company, the plant has capacity to help eliminate 500,000 metric tons of CO_2 by 2025 — a crucial step to help make Copenhagen the first carbon-neutral capital in the world.

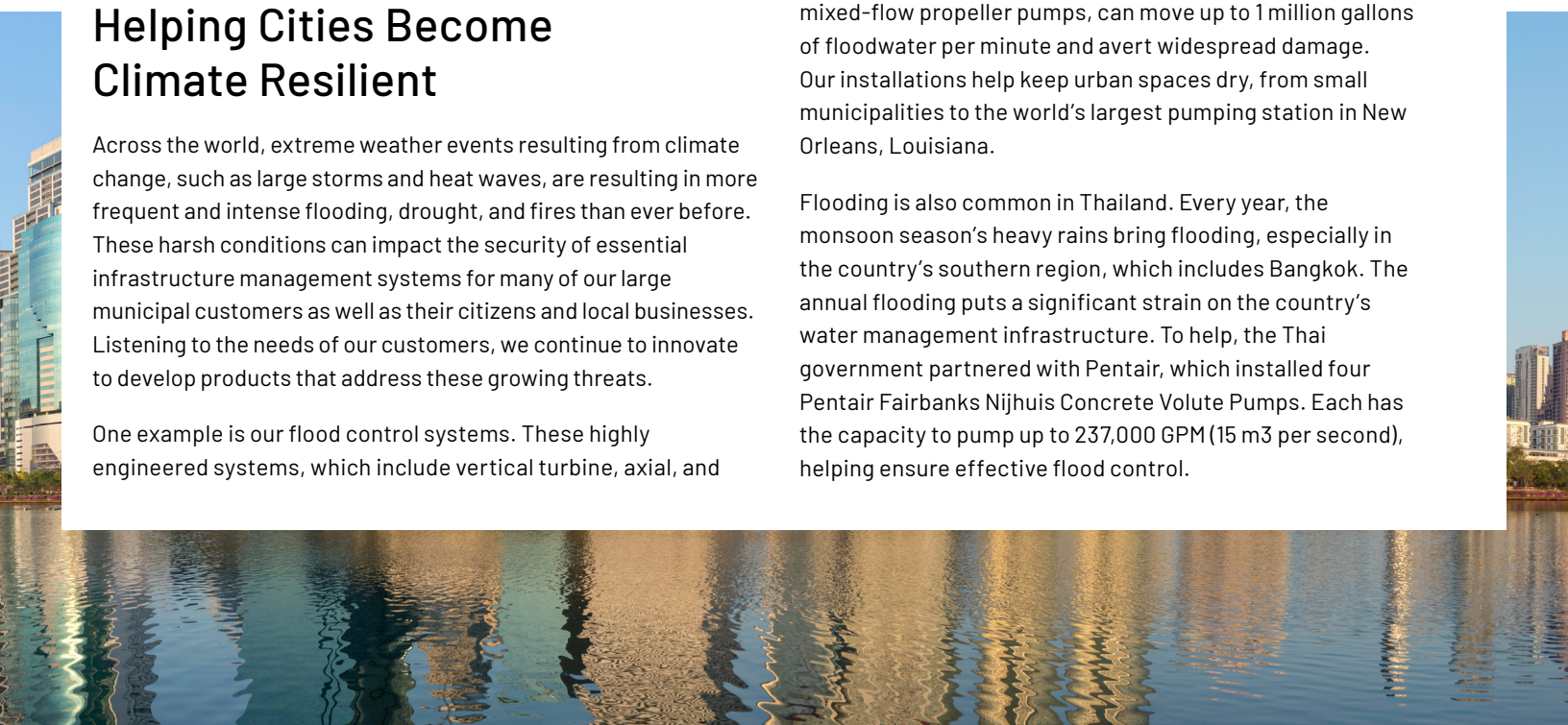
SMART SOLUTIONS

Helping Cities Become Climate Resilient

Across the world, extreme weather events resulting from climate change, such as large storms and heat waves, are resulting in more frequent and intense flooding, drought, and fires than ever before. These harsh conditions can impact the security of essential infrastructure management systems for many of our large municipal customers as well as their citizens and local businesses. Listening to the needs of our customers, we continue to innovate to develop products that address these growing threats.

One example is our flood control systems. These highly engineered systems, which include vertical turbine, axial, and mixed-flow propeller pumps, can move up to 1 million gallons of floodwater per minute and avert widespread damage. Our installations help keep urban spaces dry, from small municipalities to the world's largest pumping station in New Orleans, Louisiana.

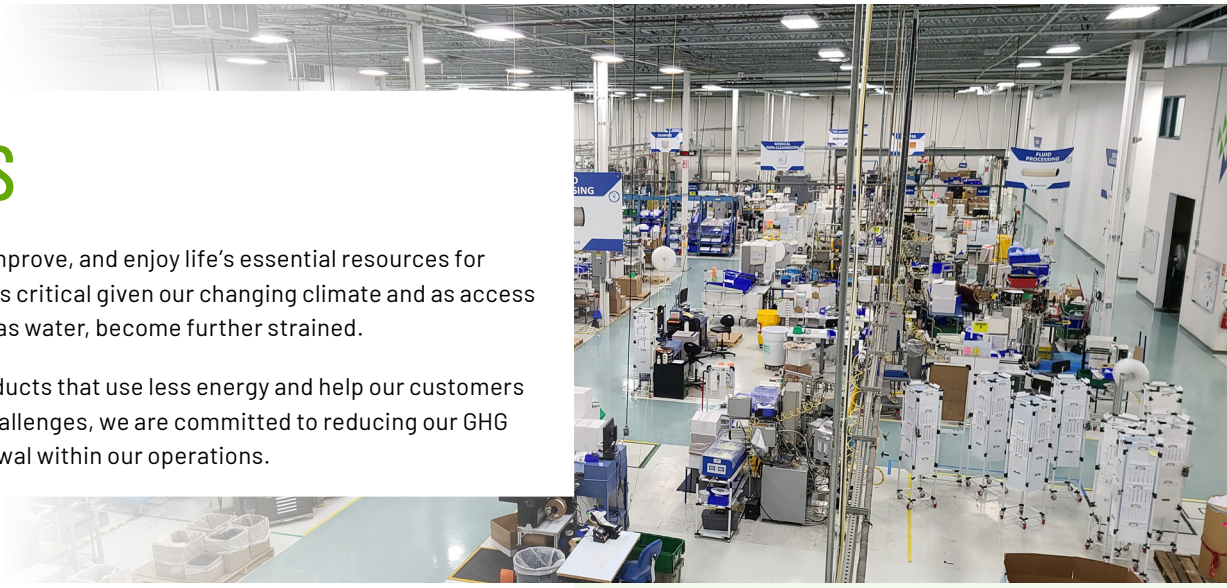
Flooding is also common in Thailand. Every year, the monsoon season's heavy rains bring flooding, especially in the country's southern region, which includes Bangkok. The annual flooding puts a significant strain on the country's water management infrastructure. To help, the Thai government partnered with Pentair, which installed four Pentair Fairbanks Nijhuis Concrete Volute Pumps. Each has the capacity to pump up to 237,000 GPM (15 m3 per second), helping ensure effective flood control.



OPERATIONS

We inspire people to move, improve, and enjoy life's essential resources for happier, healthier lives. This is critical given our changing climate and as access to essential resources, such as water, become further strained.

In addition to developing products that use less energy and help our customers address key sustainability challenges, we are committed to reducing our GHG emissions and water withdrawal within our operations.



2021 ENVIRONMENTAL HIGHLIGHTS

Reduced our Scope 1 and 2 GHG emissions by 11.8%*

Completed Company's first Scope 1 and 2 GHG inventory, designed to be resilient under likely decarbonization pathways and the global aspiration to limit warming to 1.5°C

Converted four manufacturing locations to **100% green electric energy**

Completed Company's first water inventory to provide a full and complete inventory of all water consumption for the organization, not just manufacturing locations

Executed a global water risk screening to prioritize efforts both at sites with the highest water withdrawal as well as sites in areas of water risk both now and as projected in 2030

Increased total manufacturing footprint **powered by green electricity to 20%**

*Market-based GHG emissions.

In 2021, we took a significant step to more fully understand our Scope 1 and 2 GHG footprint by establishing full baseline water and Scope 1 and 2 GHG inventories of our operations (see p. 27). This enables us to analyze our footprint using multiple factors, including risk and impact, which helps us drive a targeted, holistic approach to reducing our environmental impact and meeting our 2030 and 2050 goals. To accelerate progress, we formed cross-functional, operations-led workstreams that are building resources, processes, and tools and identifying solutions that can be applied across the organization.

Pentair began implementing Scope 1 and 2 GHG emissions-reduction measures across our portfolio during the second half of 2021. In this short time, Pentair's total Scope 1 and 2 GHG emissions decreased 11.8% relative to the 2019 baseline. Although new technologies and products were added to Pentair's portfolio, and our sales volumes have increased by 17% in 2021, these absolute emissions reductions are essential to meeting our 50% Scope 1 and 2 GHG emissions-reduction target by 2030 (Scope 1 and 2) and carbon-neutrality target by 2050.

Critically, in 2021, we focused on creating a comprehensive inventory and clear road map — our Low-Carbon Transition Plan (LCTP) — charting the course for significant energy and Scope 1 and 2 GHG emissions reductions across Pentair's operations into the foreseeable future.

CARBON FOOTPRINT AND WATER REDUCTION

Strategic Targets

Pentair is committed to the transition to a low-carbon economy through reducing our emissions impacts. Using tools developed by the SBTi and in alignment with the Intergovernmental Panel on IPCC 1.5° scenario:

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

Water stewardship is an important focus for the Pentair business.

- We are targeting a 30% reduction in overall water from a 2019 baseline by 2030.

Progress to Targets

- In 2021, Pentair's total Scope 1 and 2 GHG emissions decreased 11.8% relative to the 2019 baseline.*
- In 2021, Pentair's absolute water withdrawal increased 12% compared to the 2019 baseline due to organic growth. Water withdrawal intensity decreased 5%.

*Market-based GHG emissions.

Our Approach to Driving Operational Efficiencies

Pentair's Environmental Guiding Principles outline our approach to manufacturing and delivering our products sustainably. The Principles drive improvement not only within our manufacturing operations, but also throughout our operations and with strategic suppliers. We believe a truly sustainable environmental program must be a part of how we do business.

Developed in accordance with ISO 14001 (Environmental) management system standards, our Principles incorporate regulatory compliance, risk mitigation, culture, event management, and sustainability processes. We have developed robust management systems and programs to account for and measure reductions in water energy, GHG emissions, and waste and streamlined our data collection and analysis to drive increased action on achieving our targets introduced in 2021.

We also introduced a more streamlined Environmental Indicator metric as part of our primary operational scorecard. This replaces our previous Zero Waste measure and incorporates energy consumption, water consumption, and Zero Waste. Site-specific goals are aligned to our global sustainability strategies, reviewed monthly by leadership during scorecard sessions, and site leaders are accountable for their sites' Environmental Indicator performance. Facilities are provided site-specific goals for performance against this indicator as part of our annual planning and strategy process. Site management and business leadership review progress against the Environmental Indicator during monthly cross-functional scorecard sessions. Locations not meeting their goals for two consecutive months are required to complete investigations to determine gaps in performance and opportunities for recovery toward the goals. These site-level improvements, combined with our focused approach to improving facilities that have the largest impact on our footprint, are integral to our target accomplishment strategy.

Energy and Emissions

With operations worldwide, Pentair recognizes that responsible energy consumption is a key component of our business strategy.

OUR APPROACH

Pentair tracks global energy consumption and emissions associated with our directly owned and operated operations. Energy is a key component in our ability to service our customers, and we use energy in many forms throughout our supply chain. Energy and commodity prices, in addition to factors such as overall strength of global and regional economies, are important considerations for our business and the business of our customers. The cost of energy required for our operations is tracked to help ensure we understand our largest drivers and biggest cost-reduction opportunities. We factor total use and local energy cost structures into our management decisions in prioritizing energy efficiency, alternate energy sourcing, and demand management processes. Additionally,



Monitoring Compliance

Pentair facilities participate in our annual Culture, Process, Performance (CP2) assessment and regulatory compliance evaluation. These processes review sites' compliance with Pentair standards, laws, and regulations as well as management practices. They also measure actions that sites are taking to actively build an engaged employee culture that increases awareness of, and commitment to, the Pentair environmental and sustainability mission. Site operations leaders use the results to assign each site a score and address any identified environmental risks. To improve scores, sites must demonstrate year-over-year improvement. Manufacturing site leaders are accountable for ensuring their site's sustainability strategy is executed. We also empower our employees to identify improvements and find solutions.

We evaluate sites' compliance against applicable local, state, and federal regulations as well as internal policies and through our Regulatory Compliance Evaluation (RCE) process. This includes review of sites' management practices to help ensure compliance programs are properly managed and sustained. RCEs are audited by our internal team, and action plans are prepared annually to address improvement opportunities. Action plan progress is reviewed throughout the year, and site leaders are accountable for ensuring RCE performance is achieved.

we work closely with our third-party service provider to monitor energy demand and pricing, negotiate, and secure cost structures and contracts beneficial to Pentair to help mitigate rising energy costs.

Pentair has robust systems in place to track energy use throughout our global operations and drive our energy-reduction program, including:

- A third-party management provider tracks usage and cost as well as reduction opportunities, energy supply partnerships, and on-site energy generation solutions.
- A global management system tracks local site usage data of smaller, local purchases, aggregating up to the enterprise level.

Historically, we assessed Scope 1 and 2 GHG emissions only for our manufacturing locations, which account for approximately 90% of our 2019 baseline. In 2021, Pentair strengthened our engagement and executed a comprehensive GHG emissions inventory for our Scope 1 and 2 emissions. This thorough assessment captured high-intensity operations and identified critical, and quite insightful, opportunities for Scope 1 and 2 GHG emission reductions across the organization.

Growing With the Future in Mind

Pentair is a dynamic and growing organization. To help manage our environmental footprint as we grow, our Social Responsibility and Operations teams came together to develop a Sustainability Playbook for all new facilities, expansions, and facility and equipment upgrades. From construction design through final fixture installation, the Playbook is intended to make the sustainable choice the preferred choice through globally standardized sourcing solutions and guidelines such as the use of LED lighting, high-efficiency toilets, and motion-sensor faucets; closed-loop process cooling systems; energy-efficient heating, ventilating, and air conditioning (HVAC) systems and process equipment, variable frequency drives (VFDs); and building management systems to name a few. For facilities we lease, we work with our real estate team to support these same efficiency upgrades.

Driving a Sustainability Culture

Our dedicated employees drive our sustainability journey. This dedication was exemplified in 2021 by the creation of an employee-led Resource Conservation Committee — the first of its kind at Pentair — at our Sanford, North Carolina, site. During a time of increased production and challenges presented by COVID-19, this cross-functional committee banded together to map water- and energy-reduction opportunities and is now building action plans to execute on the identified opportunities.



Our employee-led Resource Conservation Committee in Sanford, North Carolina (masks were not required at the time of this photo per local regulations).

The past 18 months have been a challenge for everyone due to COVID-19, including here in Sanford. But our commitment to sustainability has not waivered. Despite being extremely busy meeting increased demand, our employees are passionate about the cause and want to help."

—Arturo Vargas, Director of Operations

For the inventory, we collected Scope 1 usage data for:

- Natural gas and other stationary combustion fuels
- Mobile fuels
- Refrigerants
- Process emissions

For Scope 2 data, we included purchased electricity.

Emissions from purchased electricity contribute to approximately 57% of Pentair's Scope 1 and 2 GHG footprint, indicating a substantial opportunity for emission reduction by increasing use of renewable energy.

2019 Scope 1 and 2 GHG Emissions Summary

METRIC CATEGORY	METRIC SUBCATEGORY	LOCATION BASED		MARKET BASED	
		MTCO2E	PERCENT OF TOTAL	MTCO2E	PERCENT OF TOTAL
Electricity (Nonrenewable)	Purchased Electricity	66,655	56%	69,007	57%
	Subtotal	**66,655**	**56%**	**69,007**	**57%**
Stationary Combustion	Natural Gas	18,451	16%	18,451	15%
	Other	1,455	1%	1,455	1%
	Subtotal	**19,906**	**17%**	**19,906**	**17%**
Process Emissions	Sulfur Hexafluoride	24,315	21%	24,315	20%
	Subtotal	**24,315**	**21%**	**24,315**	**20%**
Mobile Combustion	Motor Gasoline	4,111	3%	4,111	3%
	Diesel Fuel	1,610	1%	1,610	1%
	Ethanol (100%)	4	<1%	4	<1%
	Subtotal	**5,725**	**5%**	**5,725**	**5%**
Refrigerants	R-410A	663	<1%	663	<1%
	R-134A	436	<1%	436	<1%
	Other	381	<1%	381	<1%
	Subtotal	**1,480**	**1%**	**1,480**	**1%**
	GRAND TOTAL	**118,081**		**120,433**	

NOTES:

GHG emission data collected for all Pentair operations. 2019 is the baseline.

GHG emission data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

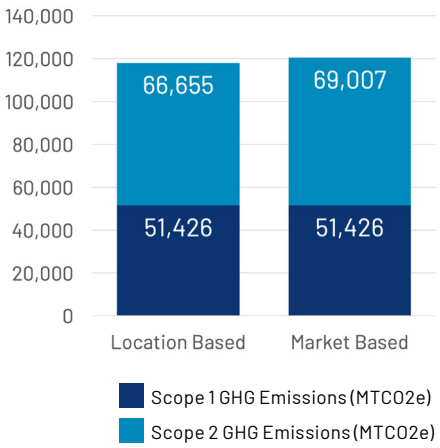
For the inventories, Scope 1 emission sources were divided into four categories: stationary combustion, mobile combustion, process emissions, and refrigerants. The emissions calculated in this inventory consider seven GHGs emitted from the combustion of fuels: CO_2, methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3).

Scope 2 emissions calculated consider three GHGs as a result of the generation of electricity. Those GHGs are: CO_2, CH_4, and N_2O. Scope 2, Location Based, and Scope 2, Market Based, are defined in the GHG Protocol Scope 2 Guidance, 2015. Pentair uses emissions factors two years in arrears for consistency in calculating our GHG footprint. When International Energy Agency (IEA) factors are released, the previous year's emissions factors are estimated, and they don't become static until the following year's release. For Pentair's international facilities, IEA and the Association of Issuing Bodies (AIB) Residual Mix emissions factors were used. For sites in the United States, eGrid and Green-e® Residual Mix emissions factors were used. Appendix II of this report includes a table outlining the electricity emissions factors used for all Pentair facilities. IPCC Fourth Assessment Report (AR4) GWP values were utilized for emission calculation in this inventory.

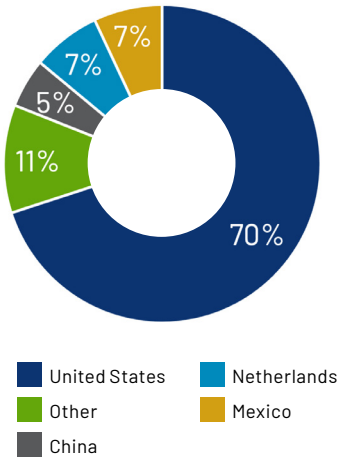
GHG Scope 1 and 2 emission inventories are in alignment with the WRI GHG Protocol.

GHG Emissions by Scope (MTCO2e)

THOUSANDS

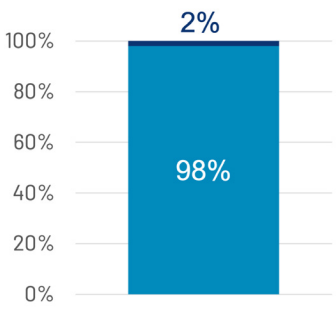


Percent of Emissions by Country (MTCO2e)



Emissions by Calculation Methodology (MTCO2e)

THOUSANDS



ESTIMATED	2,477
ACTUAL	117,956

With the inventory in hand, Pentair launched the development of our LCTP, designed to meet our reduction target by 2030 and carbon-neutrality target by 2050 (for Scope 1 and 2 emissions). This multiyear plan is helping to provide a strategic, enterprise-wide road map for Pentair sites and includes investments in transformative energy-efficiency and cost-savings projects. Critical components being considered include:

- Investing in energy-efficiency improvements
- Investing in on-site renewable energy generation for strategic, high-impact locations
- Greening our off-the-grid energy purchases, including through Virtual Power Purchase Agreements (VPPAs), Renewable Energy Certificates (RECs), and opt-in programs across Pentair's footprint
- Assessing the potential to green our fleet,* including the estimated operational cost and emission savings from conversion to electric/hybrid vehicles

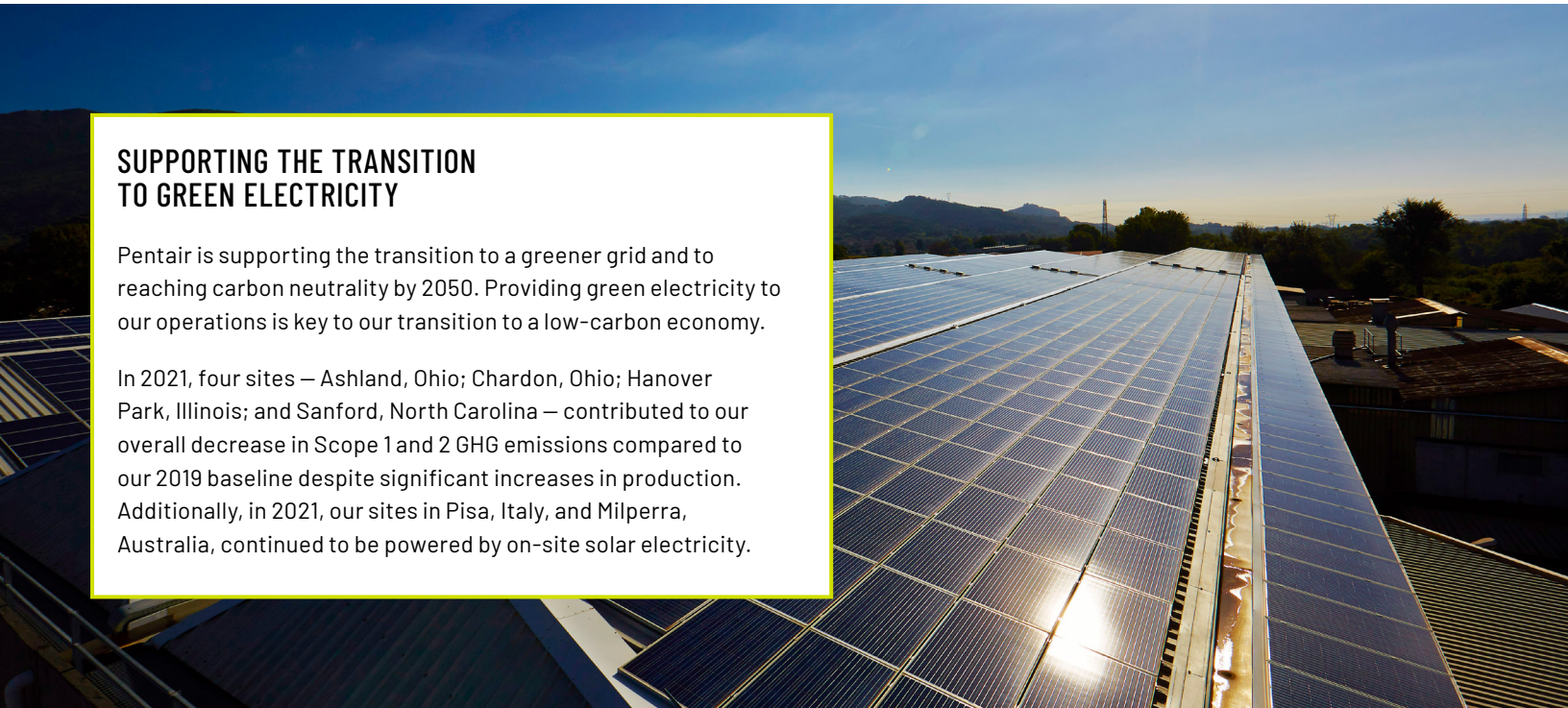
At key locations, the LCTP Workstream will support decarbonization projects, such as with on-site energy-mapping events, sourcing on-site generation, and partnering with external experts to advise on long-term energy strategy. Pentair intends to use a whole-system approach to reduce our operational Scope 1 and 2 GHG emissions intensity. We plan to upgrade building envelopes, install energy-efficient lighting, add passive heating and cooling measures, recommission HVAC systems, invest in more energy-efficient process equipment, and automate mechanical systems as applicable throughout the Company. We will build standardized processes and guidelines for energy activities to be launched at all locations globally, including training, treasure hunts, committees, and standardized retrofits/upgrades.



Facilities Improvements in 2021

In 2021, sites took strides to improve energy efficiency, with many converting to LED lighting, managing their lighting strategy through motion sensors, and consolidating office space to reduce the need for energy consumption. Sites also replaced aged, inefficient machinery and equipment with more efficient technology. This new, smart, connected technology supports lower energy demand, improves quality, and provides real-time energy-use analytics.

*Approximately 5% of our overall Scope 1 and 2 GHG footprint comes from our fleet vehicles.



SUPPORTING THE TRANSITION TO GREEN ELECTRICITY

Pentair is supporting the transition to a greener grid and to reaching carbon neutrality by 2050. Providing green electricity to our operations is key to our transition to a low-carbon economy.

In 2021, four sites — Ashland, Ohio; Chardon, Ohio; Hanover Park, Illinois; and Sanford, North Carolina — contributed to our overall decrease in Scope 1 and 2 GHG emissions compared to our 2019 baseline despite significant increases in production. Additionally, in 2021, our sites in Pisa, Italy, and Milperra, Australia, continued to be powered by on-site solar electricity.

The GHG inventory captured Scope 1 and 2 emissions for calendar year 2019 (baseline), 2020, and 2021. This assessment included location- and market-based emissions using an operational control approach for Pentair's manufacturing facilities, warehouses, offices, fleet assets, and other asset types. All owned and operated assets were included.

In conducting the inventory, we followed the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) GHG Protocol and received limited third-party assurance following WRI/WBCSD and ANSI ISO 14064-3 (see p. 95).

Through the Scope 1 and 2 GHG Inventory process, we created an Inventory Management Plan and data set that we are using, in combination with other tools, to better understand potential climate change-related risks and opportunities affecting our business and sector. The plan's clear boundaries and methodology will help ensure consistent measurement and reporting of Scope 1 and 2 GHG emissions in the future.

We are considering in the future to set targets for Scope 3 emissions reductions with support from a third-party GHG consultant. To assess the possibility of this future initiative, we plan to perform an inventory of our suppliers' footprint and the emissions associated with the use of our products.

Energy Summary by Year

	2019	2020	2021
TOTAL SCOPE 1 AND 2 ENERGY CONSUMPTION (KWH)	**272,490,945**	**272,571,532**	**283,273,514**
Total Nonrenewable Energy (kWh)	**271,027,315**	**271,120,916**	**269,567,355**
Scope 1 Total Nonrenewable Fuel (kWh)	129,404,001	129,425,833	134,075,910
Scope 2 Purchased Electricity (Nonrenewable)	141,623,314	141,695,083	135,491,445
RECS and Solar On-Site Generated Renewable Energy (kWh)	**1,463,630**	**1,450,616**	**13,706,159**
Earned Hours	**5,882,375**	**5,948,774**	**6,948,172**
Energy intensity	**46.32**	**45.82**	**40.77**

NOTES:

Pentair expanded Scope 1 energy data to include energy consumption from diesel, ethanol, gasoline, kerosene, and propane usage. To understand how efficiently we use resources, energy consumption is calculated by kWh/earned manufacturing hours for natural gas and electricity and metric tons/earned hours for CO_2. We define "earned hour" as the number of products manufactured multiplied by the standard hours to manufacture. A global management system tracks local site usage data of smaller, local purchases, aggregating up to the enterprise level. Fuel data converted to kWh using local conversion factors and all kWh converted to Joules using https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php.

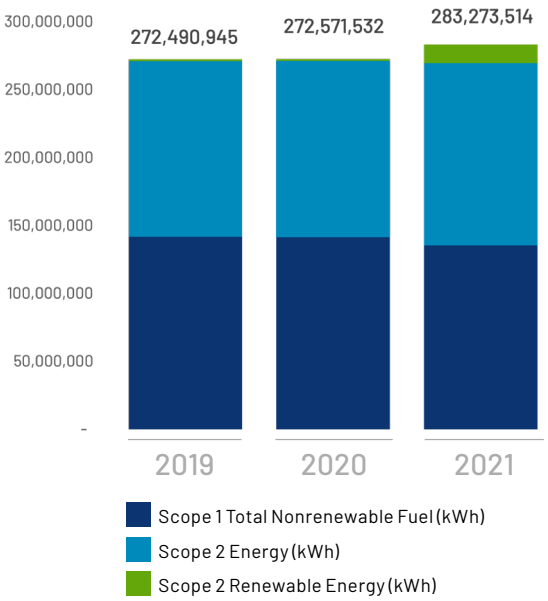
Energy data collected for all Pentair operations. 2019 is the baseline.

Energy data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

Energy intensity is calculated by dividing the total kWh of energy used by total earned hours in the same time period.

Total Scope 1 and 2 Energy Consumption (kWh)



DISCLOSURE METRICS: GRI302: Energy

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

11.8% 2021 SCOPE 1 AND 2 GHG REDUCTION FROM 2019 BASELINE

2030 TARGET = 50% REDUCTION IN SCOPE 1 AND 2 GHG EMISSIONS FROM 2019 BASELINE

GHG Summary by Year (Market Based)

	2019	2020	2021
TOTAL SCOPE 1 AND 2 GHG EMISSIONS (MTCO2E) MARKET BASED	**120,433**	**115,434**	**106,255**
Total Scope 1 GHG Emissions (MTCO2e)	51,426	47,147	45,610
Total Scope 2 GHG Emissions (MTCO2e) Market Based	69,007	68,287	60,645
Avoided Emissions (RECs)	-	-	5,554
Earned Hours	5,882,375	5,948,774	6,948,172
GHG Intensity	0.020	0.019	0.015

NOTES:

GHG emission data collected for all Pentair operations. 2019 is the baseline.

GHG emission data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

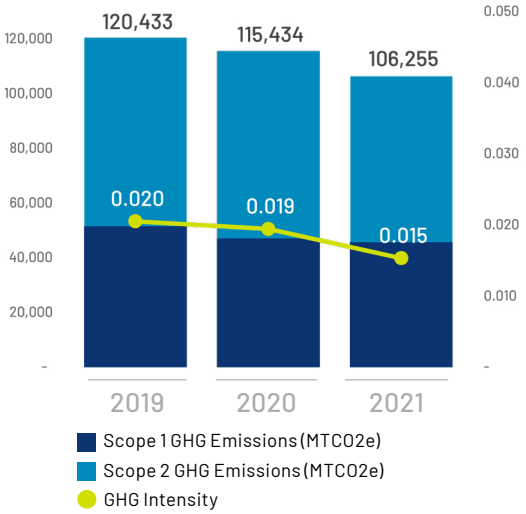
For the inventories, Scope 1 emission sources were divided into four categories: stationary combustion, mobile combustion, process emissions, and refrigerants. The emissions calculated in this inventory consider seven GHGs emitted from the combustion of fuels: CO_2, methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3).

Scope 2 emissions calculated consider three GHGs as a result of the generation of electricity. Those GHGs are: CO_2, CH4, and N2O. Scope 2, Location Based, and Scope 2, Market Based, are defined in the GHG Protocol Scope 2 Guidance, 2015. Pentair uses emissions factors two years in arrears for consistency in calculating our GHG footprint. When International Energy Agency (IEA) factors are released, the previous year's emissions factors are estimated, and they don't become static until the following year's release. For Pentair's international facilities, IEA and the Association of Issuing Bodies (AIB) Residual Mix emissions factors were used. For sites in the United States, eGrid and Green-e® Residual Mix emissions factors were used. Appendix II of this report includes a table outlining the electricity emissions factors used for all Pentair facilities. IPCC Fourth Assessment Report (AR4) GWP values were utilized for emission calculation in this inventory.

GHG Scope 1 and 2 emission inventories are in alignment with the WRI GHG Protocol.

Total Scope 1 and 2 GHG Emissions (MTCO2e) Market Based

GHG EMISSIONS IN METRIC TONS



GHG Summary by Year (Location Based)

	2019	2020	2021
TOTAL SCOPE 1 AND 2 GHG EMISSIONS (MTCO2E) LOCATION BASED	**118,081**	**112,689**	**108,441**
Total Scope 1 GHG Emissions (MTCO2e)	51,426	47,147	45,610
Total Scope 2 GHG Emissions (MTCO2e) Location Based	66,655	65,542	62,831
Earned Hours	5,882,375	5,948,774	6,948,172
GHG Intensity	0.020	0.019	0.016

NOTES:

GHG emission data collected for all Pentair operations. 2019 is the baseline.

GHG emission data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

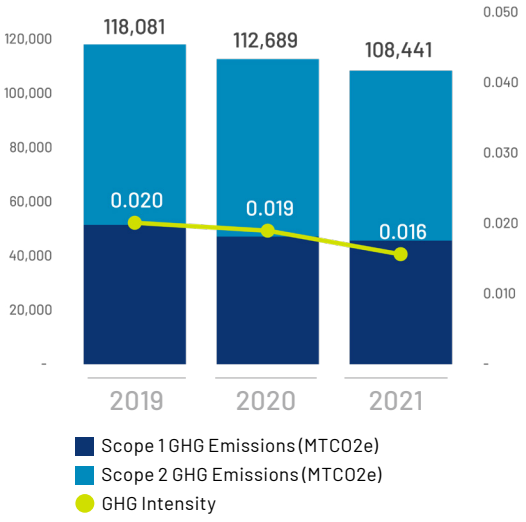
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Scope 2 emissions calculated consider three GHGs as a result of the generation of electricity. Those GHGs are: CO_2, CH4, and N2O. Scope 2, Location Based, and Scope 2, Market Based, are defined in the GHG Protocol Scope 2 Guidance, 2015. Pentair uses emissions factors two years in arrears for consistency in calculating our GHG footprint. When International Energy Agency (IEA) factors are released, the previous year's emissions factors are estimated, and they don't become static until the following year's release. For Pentair's international facilities, IEA and the Association of Issuing Bodies (AIB) Residual Mix emissions factors were used. For sites in the United States, eGrid and Green-e® Residual Mix emissions factors were used. Appendix II of this report includes a table outlining the electricity emissions factors used for all Pentair facilities. IPCC Fourth Assessment Report (AR4) GWP values were utilized for emission calculation in this inventory.

GHG Scope 1 and 2 emission inventories are in alignment with the WRI GHG Protocol.

Total Scope 1 and 2 GHG Emissions (MTCO2e) Location Based

GHG EMISSIONS IN METRIC TONS



DISCLOSURE METRICS: GRI305: EMISSIONS

Disaggregated GHG Emissions

	2019	2020	2021
GHG EMISSIONS (LOCATION BASED = MARKET BASED)			
Total Scope 1 GHG Emissions (MTCO2e)	**51,426**	**47,147**	**45,610**
Natural Gas	18,451	18,902	19,546
Diesel	2,427	1,771	1,642
Ethanol	4	2	1
Gasoline	4,115	4,040	4,298
Kerosene	120	59	43
Propane/Liquefied Petroleum Gas (LPG)	512	647	717
Other (Acetylene)	2	2	2
Process Emissions (Sulfur Hexafluoride)	24,315	20,459	18,310
Emissions of Ozone Depleting Substances	1,480	1,265	1,051
GHG EMISSIONS (LOCATION BASED)			
Total Scope 2 GHG Emissions (MTCO2e) Location Based	**66,655**	**65,542**	**62,831**
Purchased Electricity Location Based	66,655	65,542	57,257
BEV Location Based			20
RECs Location Based			5,554
Heat, Steam, and Cooling Location Based	-	-	-
Total Scope 1 and 2 GHG Emissions (MTCO2e) Location Based	**118,081**	**112,689**	**108,441**
GHG EMISSIONS (MARKET BASED)			
Total Scope 2 GHG Emissions (MTCO2e) Market Based	**69,007**	**68,287**	**60,645**
Purchased Electricity Market Based	69,007	68,287	60,615
BEV Market Based			30
RECs Market Based			-
Heat, Steam, and Cooling Market Based	-	-	-
Total Scope 1 and 2 GHG Emissions (MTCO2e) Market Based	**120,433**	**115,434**	**106,255**

NOTES:

GHG emission data collected for all Pentair operations. 2019 is the baseline.

GHG emission data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

For the inventories, Scope 1 emission sources were divided into four categories: stationary combustion, mobile combustion, refrigerants, and process emissions. The emissions calculated in this inventory consider seven GHGs emitted from the combustion of fuels: Carbon Dioxide (CO_2), Methane (CH4), and Nitrous Oxide (N20), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF6), and Nitrogen Trifluoride (NF3).

Scope 2 emissions calculated inventories consider three GHGs as a result of the generation of electricity. Those GHGs are: CO_2, CH4 and N2O. Scope 2, Location-based and Scope 2, Market-based are defined in the GHG Protocol Scope 2 Guidance, 2015. Pentair uses emissions factors two years in arrears for consistency in calculating their GHG footprint. When IEA factors are released, the previous year's emissions factors are estimated, and they don't become static until the following years release. For Pentair's international facilities, IEA and Association of Issuing Bodies (AIB) Residual Mix emissions factors were used. For sites in the United States, eGrid and Green-e® Residual Mix emissions factors were used. Appendix II of this report includes a table outlining the electricity emissions factors used for all Pentair facilities. IPCC Fourth Assessment Report (AR4) GWP values were utilized for emission calculation in this inventory.

GHG Scope 1 and 2 emission inventories in alignment with the WRI GHG Protocol.

DISCLOSURE METRICS: GRI305: EMISSIONS

Water Withdrawal and Management

Pentair is focused on water-use minimization and reuse activities to achieve our strategic Target.

BUILDING OUR FOUNDATION

While our water withdrawal increased from the baseline (2019) as a result of manufacturing volume increases, we are encouraged that our water intensity decreased by 5% over the baseline. As a water-focused Company, we pride ourselves in identifying innovative solutions to our water-withdrawal strategy.

Critically, in 2021, Pentair focused on understanding our baseline water withdrawal and risk profile that, in turn, informed the development of our strategic water-use reduction road map. Our 2019 baseline year and 2021 water inventories were validated and quality controlled by a third-party water expert and received third-party assurance. We piloted the road map in 2021 and will implement it across our operations in 2022, primarily focusing on our locations with the highest withdrawal and water impacts.

In 2021, Pentair executed the water-use reduction road map in Suzhou, China, and saw successful reduction projects in our Chardon, Ohio, facility. Our facility in Suzhou is already realizing water-use-reductions.

In addition to completing our water inventory in 2021 (for calendar years 2019, 2020, and 2021), we conducted a water risk assessment using key indicators — important to Pentair, our employees, customers, and communities — from the World Resources Institute Aqueduct Water Risk Atlas and the World Wildlife Fund for Nature Water Risk Filter. With the help of a third-party expert, we analyzed current and future risks to advise our conservation strategy. Specifically, we reviewed:

- SUPPLY QUANTITY: Is the local/regional water supply sufficient to meet local demand (industry, domestic, and agriculture)? This will help ensure we do not deplete local resources or strain supply.
- MUNICIPAL INFRASTRUCTURE: Is the municipal water supply and/or wastewater treatment infrastructure sufficient and properly maintained? This will help us identify areas where the water infrastructure may pose a risk to supply.
- WATERSHED QUALITY: Are there known water quality challenges, increasing water treatment, and/or local health issues? This will help ensure we are using clean water in our operations and managing our discharge to avoid negatively impacting local water quality.
- REGULATIONS AND GOVERNANCE: Are water-use and wastewater discharge heavily regulated and enforced? This will help us put the right processes in place to help ensure compliance.
- SOCIAL/MEDIA: Are water-related issues and challenges frequently discussed by media and within the local community? This will help us better understand what issues are most relevant for local stakeholders.

Facilities Improvements in 2021

- In 2021, we upgraded our water management system at our **CHARDON, OHIO**, facility to discharge to the treated municipal system instead of stormwater, reducing the risk of impact on local waterways.
- In **SUZHOU, CHINA**, our manufacturing facility reduced on-site water consumption by an estimated 3.5 million gallons annually by upgrading process equipment. The project reduced costs, and improved fire safety brought this facility one step closer to our global water-use reduction goal.



Compliance With Standards

When water is discharged to a public entity, such as a Publicly Owned Treatment Works (POTW), Pentair's regulatory compliance program helps ensure we are acting as good stewards of the environment and good neighbors to our communities. The majority of our locations discharge to POTW 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 nonconformance through our RCE and CP2 processes (see p.25) and, if identified, works swiftly to return to compliance and implement corrective actions. In 2021, Pentair had zero instances of discharge noncompliance.

OUR APPROACH

We follow the same processes for water management tracking and continuous improvement as with energy use.

Pentair maintains a water inventory management plan to manage quantities of water withdrawn from the following source categories:

- Public/commercial
- On-site groundwater well
- Fresh surface water
- Brackish surface water

Pentair performs data-quality reviews on the water-use inventory, including side-by-side comparisons of water-use data to identify and understand the reasons for significant differences (such as changes in production, changes in processes, and water-use-reduction projects). Data anomalies are identified, analyzed, and corrected where necessary.

We are using data and taking a global view of available water resources and risks as we build a multiyear water-use, conservation, and management strategy. Our Water Conservation Workstream is leading initiatives at key impact sites as well as developing water management resources for our locations, including tools and training for water mapping. The workstream is partnering with Pentair engineers to develop standardized solutions for high-impact processes across multiple locations, prioritizing opportunities for water recirculation using Pentair products.



This isn't just about using less water; this is about looking at the full global picture of water. Water is an essential resource for life. We must understand where the water comes from, how we are using it, and how we are impacting local water conditions as we work to ensure we are good stewards of our local communities."

—Chelsey McGee, Global Environmental and Sustainability Manager

Water Withdrawal Summary by Year

	2019	2020	2021
TOTAL WATER WITHDRAWAL (GALLONS)	**156,301,169**	**161,949,712**	**174,687,112**
From Surface Water (Gallons)	428,998	825,633	675,540
From Groundwater (Gallons)	1,690,218	1,846,534	1,175,742
Third-Party Water (Gallons)	154,181,953	159,277,545	172,835,830
Earned Hours	5,882,375	5,948,774	6,948,172
Water Intensity (Gallons)	26.6	27.2	25.1

NOTES:

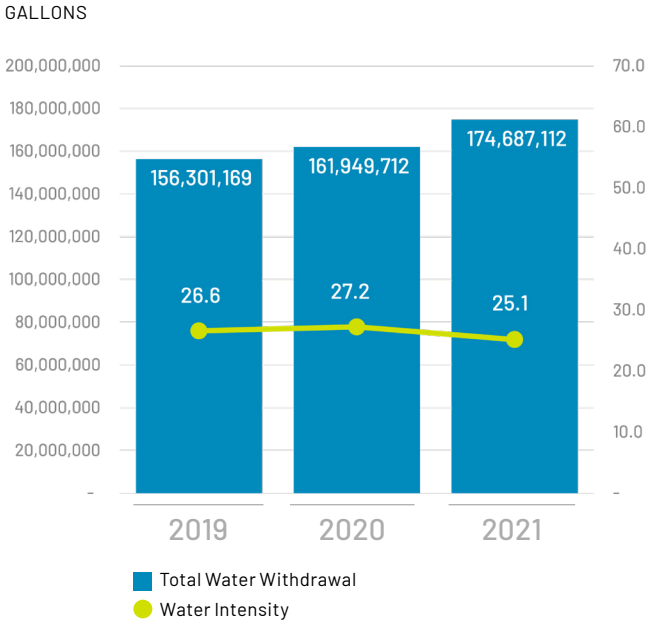
Water data collected for all Pentair operations. 2019 is the baseline.

Water data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

Water intensity is calculated by dividing the gallons of water withdrawn by total earned hours in the same time period.

Total Water Withdrawal



DISCLOSURE METRICS: GRI303: WATER AND EFFLUENTS

Waste Management

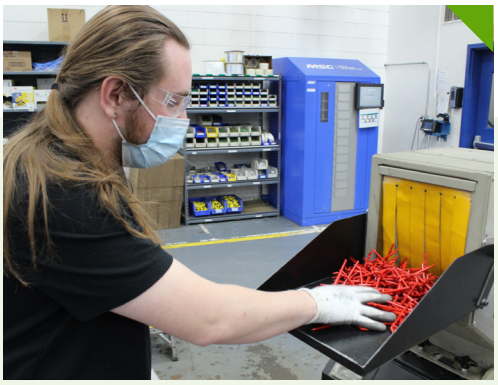
The majority (95%) of our waste generated is classified as "nonhazardous" and managed by traditional regional waste management systems. We seek to decrease waste generation and maximize recycling and reuse opportunities for those waste streams.

OUR STRATEGY

Pentair's manufacturing processes vary globally, with multiple raw materials comprising our purchasing footprint. As such, our operational waste management process must be standardized, yet adaptable, to enable each facility to effectively identify and manage their potential waste impact. At the heart of our efforts is our Zero Waste program, where we continue to drive material efficiencies and increase our in-house recycling programs.

All manufacturing locations are required to perform full source identification and separation in compliance with appropriate regulatory requirements and in conformance with Pentair's Zero Waste program. Facilities' waste management and Zero Waste programs are audited through a formal process developed based upon 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 executive review for accountability.





Reuse of scrap materials in New Brighton, Minnesota.

Facilities Improvements in 2021

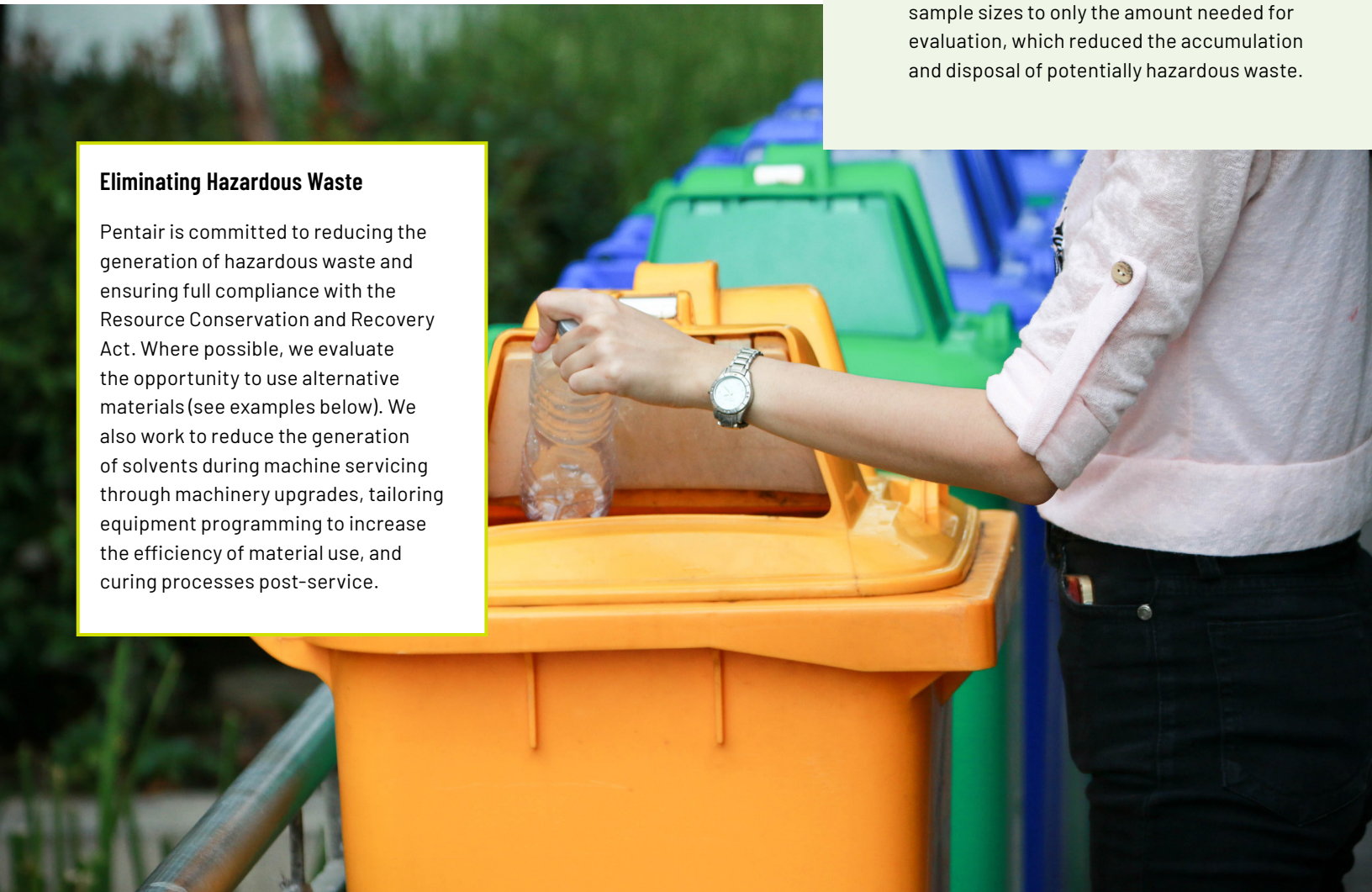
- **KANSAS CITY, KANSAS:** We identified an opportunity to address the large inventory of unused parts and materials resulting from prototype development that had built up over the years. The team partnered with local recyclers and has successfully removed approximately 200 tons of recycled materials.
- **CAMBRIDGE, UNITED KINGDOM, AND FREDERICIA, DENMARK:** We began reusing cardboard boxes for storage needs, reducing the production of waste, and avoiding purchasing new cardboard.
- **NEW BRIGHTON, MINNESOTA:** We began reusing scrap materials in internal processes, reducing an estimated 150 pounds of waste per month.
- **CHARDON, OHIO:** We continued to reprocess and reuse more than 2 million pounds of plastic scrap materials annually.
- **REISBERG, GERMANY; DANDENONG, AUSTRALIA; CAPRIANO DEL COLLEE, ITALY; AND CONROE, TEXAS:** We improved processes for source separation of materials, resulting in greater recycling rates.

Similar to our energy and water-use management systems, Zero Waste is fully developed within the Environmental, Health, and Safety (EHS) portion of the Pentair Integrated Management System (PIMS), consisting of lean enterprise, growth, and talent management to drive sustained and consistent performance. Sites are challenged to integrate material use and waste-generation reduction through our value stream mapping process. Pentair's third-party partner manages aggregated reporting with invoice and manifest auditing to help ensure accuracy of waste accounting processes. Facilities use this data to report their monthly generation, diversion, and landfill/incineration activities in Pentair's operational scorecard. Zero Waste is incorporated into our Environmental Indicator and reviewed monthly during business reviews to drive accountability to goals. Remediation efforts are required if a site misses its metrics two months in a row.

In 2021, the amount of waste we generated globally continued to trend downward, even as our manufacturing volumes increased. Our sites continued to focus on identifying reuse and recycling opportunities. Our Zero Waste score continued to improve as we increased landfill diversion rates and reduced total waste generated. In 2021 our Zero Waste score was 81%, a 5 percentage point increase over our 2020 score.

Facilities Improvements in 2021

- Hazardous wastes are generated at our **SANFORD, NORTH CAROLINA**, facility as a result of equipment cleaning. In 2021, the site developed a curing process using waste products that facilitates solidification, effectively converting the waste from a hazardous to a nonhazardous state.
- Our **WHITE BEAR LAKE, MINNESOTA,** facility upgraded its equipment and software and streamlined the quality control process in a medically clean room that reduced hexane waste by 88% (from more than 6,800 pounds to 735 pounds) and improved safety.
- We collect liquid samples from our customers to help them diagnose issues and service their products. Some samples contain hazardous materials. In 2021, our **CONROE, TEXAS**, facility began to limit the sample sizes to only the amount needed for evaluation, which reduced the accumulation and disposal of potentially hazardous waste.



Eliminating Hazardous Waste

Pentair is committed to reducing the generation of hazardous waste and ensuring full compliance with the Resource Conservation and Recovery Act. Where possible, we evaluate the opportunity to use alternative materials (see examples below). We also work to reduce the generation of solvents during machine servicing through machinery upgrades, tailoring equipment programming to increase the efficiency of material use, and curing processes post-service.

Waste Summary by Year

	2019	2020	2021
TOTAL WASTE GENERATED (METRIC TONS)	**34,639**	**32,697**	**27,498**
Nonhazardous waste generated	33,207	31,182	25,989
Hazardous waste generated	1,432	1,515	1,509
NONHAZARDOUS WASTE DIVERTED FROM LANDFILL (METRIC TONS)	**25,294**	**23,599**	**20,932**
Prepared for reuse	471	2,392	7,902
Recycled	24,823	21,207	13,030
Other recovery options	-	-	-
NONHAZARDOUS WASTE DISPOSED (METRIC TONS)	**7,914**	**7,583**	**5,057**
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	1,107	1,212	1,170
Landfill	6,807	6,371	3,887
Other	-	-	-
HAZARDOUS WASTE DIVERTED FROM LANDFILL (METRIC TONS)	**1,240**	**1,261**	**1,269**
Prepared for reuse	12	-	6
Recycled	1,228	1,261	1,263
Other recovery options	-	-	-
HAZARDOUS WASTE DISPOSED (METRIC TONS)	**191**	**254**	**240**
Incineration (with energy recovery)	-	-	-
Incineration (without energy recovery)	175	113	157
Landfill	16	141	83
Other	-	-	-
Zero Waste (%)	**77%**	**76%**	**81%**
Earned Hours	**5,882,375**	**5,948,774**	**6,948,172**
Waste Intensity	**0.005889**	**0.005496**	**0.003958**

NOTES:

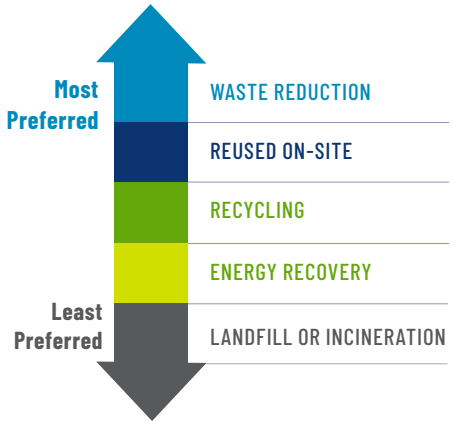
Waste data reported for manufacturing locations only.

Data set does not include KBI and Pleatco data.

Restating 2019 and 2020 waste data due to methodology change. Previously, data was reported using the month of generation. New methodology reports data in the month dispositioned accounting for the impact on the environment.

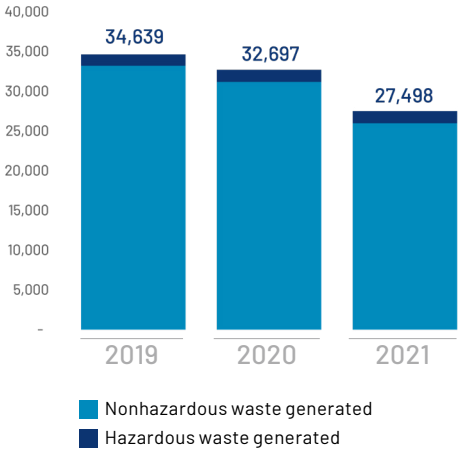
DISCLOSURE METRICS: GRI306: WASTE

Waste Hierarchy



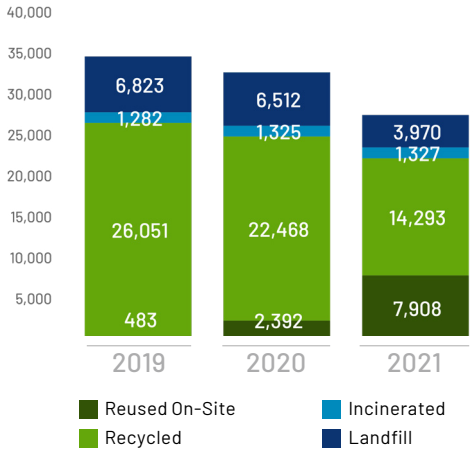
Total Waste Generated

METRIC TONS



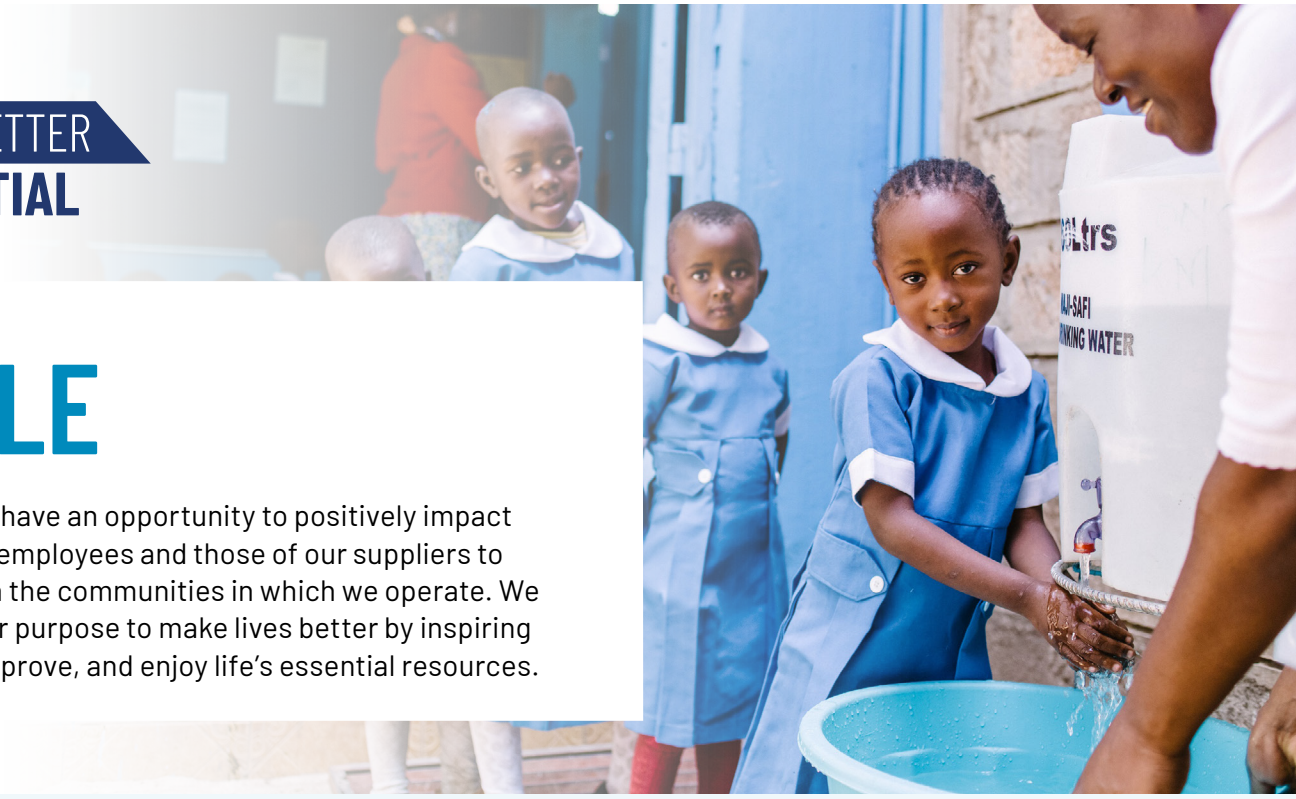
Disposal Type

METRIC TONS



PEOPLE

PENTAIR
MAKING BETTER
ESSENTIAL



PEOPLE

At Pentair, we also have an opportunity to positively impact people — from our employees and those of our suppliers to the quality of life in the communities in which we operate. We are grounded in our purpose to make lives better by inspiring people to move, improve, and enjoy life's essential resources.

WORKPLACE

Pentair is a purpose-driven Company with aspirations to be an Employer of Choice. This includes building a diverse and an inclusive workforce. We believe bringing together diverse perspectives inspires unique problem-solving, creativity, and innovation, which enables us to be better every day.

At Pentair, 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 this diversity.

INCLUSION AND DIVERSITY

Strategic Targets

Through 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:

- 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 POC representation in U.S. leadership positions

Progress to Targets

EMPLOYEE DIVERSITY	2019	2020	2021
% of Women in the Workforce	30%	31%	**32%**
% of POC in the Workforce*	39%	42%	**43%**
% of Women Directors and Above	28%	28%	**31%**
% of POC Directors and Above*	23%	25%	**26%**

NOTES:

Information as of 12/31/2021.

Inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, and Native Hawaiian/Other Pacific Islander. Data for U.S. employee population only.

2021 Data set includes KBI and Pleatco data.

Leadership roles are those of employees who are at the director level and above.

As of December 31, 2021, we had 11,263 employees worldwide, of whom approximately 60% are located in the U.S. A small portion of our U.S. employees are unionized, while employees in certain countries, particularly in Europe, are represented by an employee representative organization such as a union, a works council, or an employee association.

To remain a leader in delivering smart, sustainable solutions, it is essential we continue to attract and retain a diverse workforce of highly skilled and engaged employees who are as excited about our purpose as we are. People have a choice of where to work. We believe that by building an environment where employees are valued for their contributions, treated fairly and with equity, encouraged to share their feedback and ideas, and have ample opportunities to grow their careers without sacrificing their personal lives, we have created a competitive advantage in attracting talent. We believe it is also why our employees choose to stay with Pentair.

2021 WORKPLACE HIGHLIGHTS

11,263 employees worldwide*

Approximately 60% are located in the U.S. A small portion of our U.S. employees are unionized, while employees in certain countries, particularly in Europe, are represented by an employee representative organization, such as a union, a works council, or an employee association.

*As of December 31, 2021.

55% of promotions to the director level and above were female globally and **30%** were POC in the U.S.

98% of managers in the U.S. completed Unconscious Bias training

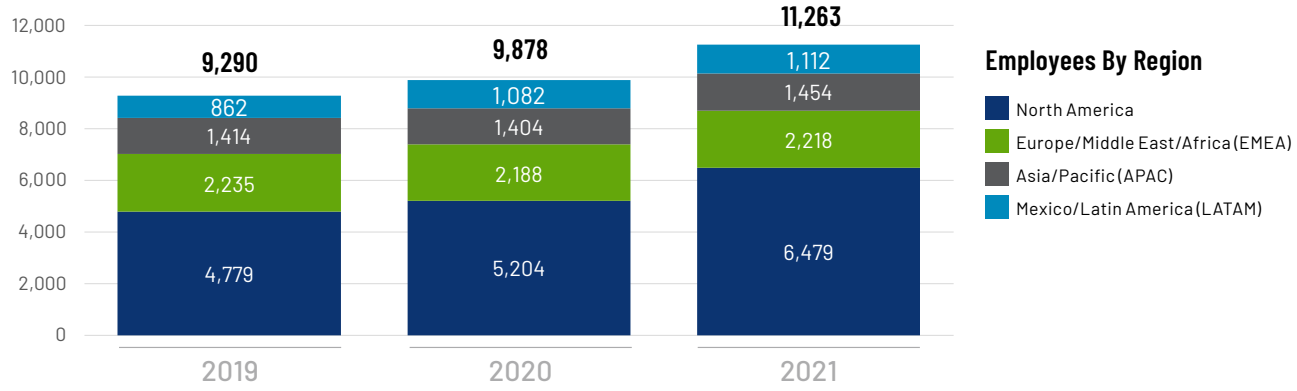
BUILDING GREATER FLEXIBILITY INTO OUR OFFICE-BASED WORKPLACE

Responses to an employee survey conducted in the first half of 2021 found that approximately 60% of employees who were not working from home prior to COVID-19 indicated they would like an option that allowed for a hybrid approach; 40% responded that they would prefer to work from home.

Taking into account employee feedback, in September 2021, we introduced our new global Flex Work approach to eligible office-based employees. Eligible employees align with their manager to choose one of three options based on their role and work requirements: Work from the office, work from home, or work in a hybrid option. Employees who work in hybrid or work-from-home options would come to a Pentair office for team collaboration when needed. In discussing work options, employees and managers assess factors that would require certain tasks or a percentage of an employee's role to be conducted on-site, including:

- In-person collaboration requirement
- Interaction with equipment/technology
- In-person learning requirement
- Legal requirements to perform work on-site
- Risk to business due to performing work off-site

Global Employee Footprint



NOTES:

Information as of 12/31/2021.

Inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, and Native Hawaiian/Other Pacific Islander. Data for U.S. employee population only.

2021 Data set includes KBI and Pleatco data.

Leadership roles are those of employees who are at the director level and above.

Our Workplace Approach

Our People strategy is led by our Executive Vice President, Chief Human Resources Officer and Chief Transformation Officer, who provide progress updates on our human capital management strategy and performance to our Board of Directors.

A key element of our approach is engaging with and listening to our employees. This has never been more important than in the past two years when, for many employees, where, when, and how they work changed dramatically. During this time, we continued to engage with employees and gather their feedback about our programs, practices, and policies, including through virtual town hall meetings, quarterly leadership webcasts, and a feedback feature on our employee intranet. Moving forward, we plan to create additional opportunities for employees to share feedback, including through leader-led employee roundtables and extended Q&As at town hall meetings.

In 2021, we introduced Engagement Principles, a framework to help leaders establish how their teams will come together for collaboration both in person and virtually, how they will interact with each other as a team, and how they will measure success as team. Pentair leadership participated in training sessions to reinforce the Principles and how to effectively build collaborative hybrid teams. We will seek additional feedback on our approach through an enterprise-wide employee engagement survey in 2022.



Leveraging Our Employee Feedback to Strengthen Our Workplace Culture

In December 2021 through a third-party partner and confidential, voluntary survey, we solicited feedback from our global professional employees* on the following topics:

- Career growth
- Recognition and pay for performance
- Leader and manager effectiveness
- Support for workplace inclusion and diversity
- Strength of culture and well-being

*Excluding German employees

Our Engagement Principles

Our Principles that guide and strengthen employee engagement across the Organization 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 Organization 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.

Diversity, Equity, and Inclusion (DEI) as a Strategic Imperative

At Pentair, we are committed to fostering a culture of belonging and equity where diversity is celebrated and an inclusive mindset is the norm.

OUR STRATEGY

DEI is integral to our success at Pentair. As a leader in our sector, we know that reflecting, 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 enterprise-wide DEI strategy, built upon our Win Right Values, we are committed to continuing to build an inclusive and diverse workplace.

We measure our progress against key DEI, talent, and culture metrics through our global diversity scorecard. Our Executive Leadership Team reviews our progress regularly and adjusts our strategy, actions, and plans as needed.

CEO ACTION FOR DIVERSITY & INCLUSION

As part of our commitment to DEI, Pentair is signatory of the CEO Action for Diversity & Inclusion™ coalition, the largest CEO-driven commitment to advance diversity and inclusion in the workplace.

Through our strategy, we are investing in programs and initiatives to help us reach our goals. Actions we took in 2021 include:

- Embedding diverse and inclusive principles into our talent management programs
- Working with partners to increase the number of candidates in our recruiting process from underrepresented groups
- Working to mitigate unconscious bias in our interview processes through targeted training
- Attracting, retaining, and promoting diverse talent at all levels
- Offering education and resources to further awareness of our DEI programs and principles
- Conducting employee roundtable discussions and accelerating our global listening strategy
- Fostering a globally aware, inclusive culture by providing racial inclusion advocacy education, including Unconscious Bias training, to all Pentair employees
- Working to ensure our practices are equitable and nondiscriminatory

A DEI hub was launched on the employee intranet for sharing and communicating ideas and to provide learning resources and tools on the topics related to bias, diversity, racism, and inclusive conversations. In 2021, we established an executive-led DEI Council that meets quarterly to review our progress.

ATTRACTING, RECRUITING, AND DEVELOPING DIVERSE TALENT



To mitigate inherent biases in traditional recruitment methods and standards and reach a broader pool of candidates, we leveraged market diversity data and insights to develop targeted recruitment campaigns. If we found that the applicant pool for a particular position did not reflect market availability of diverse talent, we extended our efforts and continued our search to achieve a more balanced slate of candidates. In 2021, we also turned to our employee Business Resource Groups (BRGs) to help solicit referrals.

In addition, we strive for diverse representation on our interview teams. This helps provide a broader perspective on candidate decisions and helps candidates experience our diverse culture. Our recruiters and hiring managers must complete Unconscious Bias training before they can participate in an interview panel. We have also eliminated questions related to compensation history for U.S. positions and continuously evaluate job descriptions, including education requirements. To further help reduce the potential for bias in candidate selection, we introduced "bias interrupters," trained Human Resources professionals who help hiring managers make objective selection decisions if needed.

In 2021, we centralized Pentair's internship program with a focus on attracting a greater number of diverse interns. The Pentair Leadership Development Program for interns is designed to develop a strong early career talent pipeline and identify top talent through work experience. Interns invited to return to Pentair after the 12-week program become part of our early career Leadership Development Programs.

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

Pentair's culture development programs help lay the foundation for a more inclusive workplace by strengthening the capability of individuals and teams to live Pentair's values. Our culture program, based on key principles, is deployed and reinforced across the Organization to management, professional employees, production employees, and new hires.

In 2021, we continued the rollout of Inclusive Leadership and Unconscious Bias training, reaching more than 98% of managers globally. We plan to complete the training in the first quarter of 2022.

Together with our DEI Council, we also launched a quarterly DEI roundtable series on topics such as allyship and microaggressions. And we continued to integrate inclusive behaviors across our talent development process, including in our new Growth Manager Development Program (see p. 45), which includes training on how to conduct inclusive meetings in a hybrid work environment.

Our BRGs also provide an opportunity for employees to develop connections throughout the Organization, 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. In 2021, we launched our Latino Resource Group (LRG), joining our Women's Resource Group (WRG) and Black Employee Network (BEN). Senior leaders also serve on each BRG. In 2021, our CEO and other senior leaders hosted listening sessions with our BEN and WRG BRGs to hear feedback, ideas, and suggestions and make mutual commitments related to our DEI strategy.

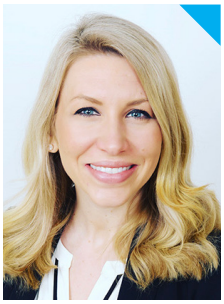
// SPOTLIGHT

Women's Resource Group

The Women's Resource Group (WRG) works to contribute to the development and advancement of women at Pentair through a supportive and collaborative global community while contributing to and impacting business performance goals. Each year, it hosts an event to mark International Women's Day as well as a quarterly "Meet Your Women Leaders" series and networking events. Employees have formed local chapters in the U.S., China/Southeast Asia, India, and our EMEA region. In 2022, the group plans to launch mentorship circles to expand its impact.

2021 Highlights:

- Responding to the continuing COVID-19 pandemic, partnered with Pentair's Benefits program to provide mental health resources
- Increased membership by more than 98%, with more than 300 active members
- Hosted 15 virtual events, attracting 750 attendees
- Launched a collection of LIL career development courses specially curated for WRG members



"The WRG has helped me expand my professional network and improve my effectiveness as a leader. I've gained a new group of mentors and friends who reinvigorated a feeling of engagement and positive motivation. This has left me and others more engaged and allowed me to bring forward the voices of women at Pentair as we navigate the challenges and successes of our evolving working environment."

—Gina Johnson, WRG President

PENTAIR BOARD MEMBERS SHARE THEIR CAREER PATHS

In 2021, the WRG held an interactive virtual panel discussion to showcase the career journey of three inspirational women from Pentair's Board of Directors: Mona Abutaleb Stephenson, CEO of Medical Technology Solutions; Glynis A. Bryan, Chief Financial Officer at Insight; and Billie I. Williamson, retired EY Senior Partner. The women discussed how mentors, sponsors, and their networks helped them on their journey, obstacles they have had to overcome in their careers, and advice they would offer their younger selves. To read more about the event, visit our website.



Mona Abutaleb Stephenson
Audit and Finance Committee

Glynis A. Bryan
Audit and Finance Committee (Chair)

Billie I. Williamson
Governance Committee (Chair) and Compensation Committee

We work with partners to help accelerate our efforts to attract and hire a diverse range of employees. This includes historically Black colleges and universities (HBCUs) and Hispanic-serving institutions that we engage with through career fairs, networking panels, internships, and other activities. We also collaborate with student organizations such as the Society of Women Engineers, National Society of Black Engineers, Society of Hispanic Professional Engineers, National Association of Black Accountants, and Women in Business to bring a pipeline of high-talent candidates into Pentair. More recently, we've also added new partners to make sure our workforce reflects all the dimensions of diversity, including disability, parental status, LGBTQ+, and those with socioeconomic challenges.



// SPOTLIGHT

Black Employee Network

The Black Employee Network (BEN) seeks to strengthen and enhance the relationship of Black employees with each other and with the broader Pentair organization while also aiming to assist in the recruitment, retention, and empowerment of Black employees. Through professional development, career management, networking, and mentoring opportunities, the BEN strives to promote an inclusive work environment for all employees.

2021 Highlights:

- Held a CEO listening session and numerous member networking events
- Hosted a Leadership and Development Summit featuring two Pentair Board members, Pentair's CEO, and our Chief Human Resources Officer



"I am proud to co-lead Pentair's BEN and provide a safe space for individuals to connect. Through a series of well-attended and thought-provoking events in 2021, we worked to develop future leaders. By sharing our voices, perspectives, and experience with others in the Organization, we are actively working to make Pentair a better Company for all employees and look forward to continuing this journey."

—Lori-Ann Harrington, Associate General Counsel and Co-Lead of BEN



SUPPORTING DIVERSITY WITHIN THE LEGAL PROFESSION

To help make further advancements on DEI in the legal profession, Pentair's Legal Team partnered with Twin Cities Diversity in Practice (TCDIP), a nonprofit association of more than 60 law firms and corporate legal departments that share a vision to create a vibrant and inclusive legal community. The organization also works to strengthen the efforts of member organizations to attract, recruit, advance, and retain attorneys of color.



Pentair is committed to changing the landscape of the legal profession and is excited to partner with TCDIP and other member organizations to turn good intentions into action and foster a professional climate that enables the success of all attorneys."

—Naomi Moore, Associate General Counsel, Consumer Solutions

// SPOTLIGHT

Latino Resource Group

The Latino Resource Group (LRG) strives to foster an understanding of the diversity of Latino culture within Pentair; support the recruitment, retention, and growth opportunities of Latino talent; and help Pentair better serve Latino customers.

2021 Highlights:

- Founded by a diverse group of Pentair Latino employees based in the U.S. representing a cross-section of nationalities like Argentina, Colombia, Venezuela, Dominican Republic, Puerto Rico, Mexico and others
- Officially launched LRG during Hispanic Heritage Month with a virtual event attended by more than 100 employees to introduce the group's mission, vision, and leadership team
- Resulted in a membership of more than 70 professional employees across the U.S. in the first year and looking forward to expanding reach of LRG to hourly employees in Pentair's manufacturing facilities



We all have something to contribute to this group, experiences to be shared, and connections to be made. We look forward to connecting with all Latinos at Pentair and together making a difference for our Latino employees, customers, and communities. We are excited to assist future potential Latin leaders in achieving their goals."

—Danny Severino, Global Senior Quality Director and Co-Lead of LRG

Investing in Our Future Through Our People

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

The performance management process at Pentair helps position us to deliver strong business results while providing a positive employee experience. The annual process begins with each employee setting goals aligned to the Company's strategic priorities, with progress against goals reviewed midyear and adjusted as needed. The Annual Performance Review is a time to summarize the entire year by evaluating results against goals and how they were achieved.

In 2021, 93% of Pentair employees received a performance and career development review. We support employee development in many ways at Pentair. In 2021, we increased that support and launched new tools and development options, including:

- **INDIVIDUAL DEVELOPMENT PLANS FOR PROFESSIONAL EMPLOYEES:** These plans help employees understand where they are now in their career, where they want to go, and what skills they need to build to get there. Working with their managers, employees can identify courses and training opportunities tailored to their growth objectives.
- **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 now offer access to LIL to our professional population. LIL has more than 10,000 self-development topics and courses on areas such as management and leadership development, working flexibly and leading flexible teams, building diverse and inclusive teams, resilience and well-being, and other key job-related skills.

For our managers of people, we focused on expanding our reach to include global audiences in 2021 with two new programs:

- **GROWTH MANAGER FOUNDATIONS PROGRAM:** This new four-part leadership program was launched globally to each of our regional locations to provide new managers of people with foundational skills to lead effective teams.
- **GROWTH MANAGER DEVELOPMENT PROGRAM:** Our flagship leadership program was fully launched globally to managers within the Organization who are ready to build on their existing leadership skillset. This four-month learning journey includes online learning, coaching, and peer-to-peer workshop experiences to help managers grow themselves, their teams, and the business.

Developing Leaders at All Levels

At Pentair, all employees lead and influence. In 2021, we continued to offer resources in support of our Leadership Competencies, which we also incorporate into employee performance reviews and development planning opportunities. Our Leadership Development Program for interns (see p. 41), a 24-month program in which future leaders participate in three cross-functional rotations, helps to develop capabilities through organization-wide exposure.

BE A THOUGHT LEADER
Be Curious.
Be Strategic.

LEARN & GROW
Be Courageous.
Be Agile.

BE ACCOUNTABLE
Deliver Results.
Drive Execution.

MAKE OTHERS BETTER
Leverage Teams.
Develop People.

Growth Manager

Grow Yourself
Grow Your Team
Grow Your Business

COMPETENCIES OF A GROWTH MANAGER

- Is actively inclusive of others and their ideas
- Models empathy toward others
- Pursues personal development and provides useful feedback and coaching to enhance direct reports' effectiveness
- Communicates proactively, transparently, and effectively
- Provides clear direction and clarifies roles, responsibilities, and accountabilities while addressing issues to move forward
- Drives interaction between teams and other groups and optimizes talent and resources across the Organization
- Considers the bigger picture for key decisions

MINDSET OF A GROWTH MANAGER

- Being a **LEARNER** is important for growth
- Being a **DEVELOPER** of the individuals on your team is a critical part of your role as a manager
- Being **SUPPORTIVE** is essential for individual and team success
- Being **INCLUSIVE** in building and leading teams is critical for our culture and innovation
- Being focused on **EMPOWERMENT** drives results

// SPOTLIGHT

Supporting Career Development of Women

Pentair quality professionals from across the Company participated in the 2021 American Society for Quality (ASQ) Women in Quality Symposium. They joined in discussions on topics critical to growing a diverse organization, including:

- Thriving in remote and hybrid teams
- Recognizing bias in the workplace
- 5S, a tool for personal organization
- Allyship
- Goal setting with a growth mindset



"The most surprising aspect of the symposium was learning that all the participants around the world are working on similar types of problems and have similar challenges."

—Karen Sigrist, Senior Quality Supervisor, Reynosa, Mexico



JOB-SPECIFIC SKILLS TRAINING

Pentair facilitates technical training across functional areas, including Quality, EHS, Operations, Engineering, and Finance. Pentair is a member of the AIAG, which develops common global standards for quality, supply chain, and corporate responsibility issues. Through this membership, our employees can access training, engage in workshops, and learn best practices related to their areas of interest. We also offer a variety of learning and development programs with functional training managed within each department. Our production employees are trained on a variety of job-related topics following a site-specific training calendar as well as self-paced e-learning modules. See p. 18 for an example of how we are upskilling our employees on IoT to support customer needs.

Employee Health and Wellness

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 regulation or collective bargaining agreements. 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 (PTO). We monitor pay and salary norms by region and assess and adjust our compensation structures accordingly.

In the U.S., all full-time employees are eligible to receive the following benefits:

- Disability Insurance
- Life Insurance
- Supplemental Life Insurance
- Voluntary Accident and Critical Illness Insurance
- Pretax Flexible and Health Saving Accounts
- Wellness Programs
- Teladoc Support
- Health Insurance (Medical, Pharmacy, Dental, Vision)
- Eight Weeks' Paid Parental Leave for Birth and Adoptive Parents (All Genders)
- Two Weeks' Paid Caregiver Leave
- Legal Services
- Employee Assistance Program
- Retirement Provision/401(k) Plan With Employer Match
- Stock Ownership
- Fitness Reimbursement
- Tuition Reimbursement
- Vacation, Holidays, and Sick Time
- Bereavement, Jury Duty, and Military Leave
- Employee Emergency Fund
- Flexible Work Arrangements

IN 2021, WE WORKED TO SIMPLIFY AND STANDARDIZE OUR POLICIES, INCLUDING PTO, TO HELP ENSURE CONSISTENCY ACROSS OUR U.S. SITES. IN THE U.S., ALL SALARIED EMPLOYEES WITH LESS THAN 20 YEARS TENURE NOW RECEIVE FOUR WEEKS PTO.



In the U.S., part-time employees are eligible to receive the following benefits:

- Vacation, Holidays, and Sick Time
- Bereavement, Jury Duty, and Military Leave
- Retirement Provision/401(k) Plan

Pentair's Employee Emergency Fund is available for our employees anywhere in the world who experience financial hardship for events such as natural disasters or the death of a family member.

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 committing to actions that help employees take ownership and accountability for their health. In addition, certain Pentair locations host wellness events, including flu shot clinics and weight management/active lifestyle coaching.

In 2021, we continued to strengthen our focus on mental health and making resources more accessible. This included raising awareness of a mobile app that employees can download to access our Employee Assistance Program. We also expanded access to telemedicine, including for behavioral health, making it more convenient for employees to access care from the privacy of home or office.

SUPPORTING FINANCIAL HEALTH AND EDUCATION

In 2021, Our Women's Resource Group India hosted a Financial Success for Women event, discussing a variety of topics, including financial management, wealth creation, and the impact of inflation on finances.



COVID-19 Update

While a portion of our employees were able to work from home during 2021, we continued to follow rigorous safety measures to help ensure the safety of our employees and contractors working from our manufacturing and research sites. We required employees to complete a daily wellness check before entering a Pentair manufacturing, research, or distribution site and implemented close-contact tracking across our sites. We also continued to provide personal protective equipment (PPE), enhanced cleaning procedures, and took measures to help ensure physical distancing. We worked to ensure the safety of our office-based employees when local conditions allowed them to return to offices.

Throughout, we continued to make online medical support available and offered additional Company-wide paid days off for sick time. And we provided manager resources, including resilience training, to help leaders assist their teams through this continued period of dynamic change. We also held several on-site vaccination clinics for our employees and provided information on the benefits of vaccination, offering two hours of PTO to support vaccine appointments.

Aiming for Zero: Occupational Health and Safety

We are committed to providing a safe workplace for all employees, contractors, and visitors.

Our EHS Guiding Principles outline our commitment to developing, manufacturing, and delivering our products safely and sustainably. Integrating regulatory compliance and risk management, our EHS program drives foundational behaviors and processes to support a sustainable, proactive, and engaged culture.

Our EHS program is:

- Standardized in a global management system to help ensure improvements are sustainable
- Focused on reduction of workplace incidents using well-defined risk identification and mitigation strategies
- Supported by enrichment programs to build sustained engagement and ownership of health and safety throughout the Organization, backed by a foundation of regulatory compliance

EMPLOYEE ENGAGEMENT IN HEALTH AND SAFETY

Health and safety employee engagement includes:

- EHS improvement teams with a project-specific focus
- Site safety steering committees
- Site health and safety rapid improvement Kaizen teams with employee engagement
- Health and safety training and technical competency building
- Health and safety culture immersion workshops
- Health and safety hazard recognition workshops
- Employee-led behavioral safety observations
- An employee "Find It, Fix It" program
- Health and safety hazard hunts
- Health and safety surveys



Our EHS Playbook is a key part of our global EHS program, reflecting industry best practices and six key elements:

1 **MANAGEMENT ENGAGEMENT:** Strong two-way safety communication is vital for success; employees must be heard and engaged. All leaders are safety leaders and cast a shadow of safety leadership.

2 **EHS IMPROVEMENT TEAMS:** All work teams should have representation, and all employees should have the chance to participate and engage in EHS improvement, including providing opportunities for EHS to build talent and grow leaders.

3 **HAZARD RECOGNITION:** Employees should feel empowered and in control of their own safety at work. We track indicators that can predict trends so teams can promptly investigate the cause and implement effective and sustainable corrective actions.

4 **IMMERSION AND REIMMERSION:** Ongoing evaluation of our safety culture and intentional engagement with our newly hired and long-tenured employees helps us see things in new ways as an EHS team, providing opportunities to reinforce good behaviors and address areas of opportunity.

5 **CULTURAL CAPITAL INVESTMENT:** Investment in programs to drive safe work practices and promote employee engagement supports important outcomes, including building trust and increasing job satisfaction, which are critical toward building a positive EHS culture.

6 **RECOVERY PLAN MODE:** Sites constantly monitor for signs of potential cultural impacts and performance gaps, and Recovery Plan Mode processes are utilized to help mitigate and correct.

The maturity of these elements is measured annually in a review of a site's progress, providing a mapping process to drive success across the Organization. Additional measurement includes Pentair's Safety Indicator score, which tracks information on a global dashboard and is used as a mandatory input to any injury risk assessment and remediation activity. It measures monthly proactive engagement and leading indicators to drive reduction of the following lagging indicators:

- Injury Frequency Rate
- Days Away Restricted or Transferred
- Lost Time Incident Rate

Site leaders are trained on the systemic levers that can be utilized to correct performance gaps and are accountable to identify the root causes of any gap. They must also implement effective solutions that can be leveraged across our operations. Our formal employee engagement programs on hazard recognition and reporting define global program elements with site-specific elements to fit local culture. Employees are given a participation target with an incentive and recognition to reward engagement. Hazard reports and behavioral observations are tracked at the site level and include targets, feedback measurement, and risk-closure metrics. These metrics are tracked in the site's Safety Indicator score as the accountability measure to drive a strong EHS culture. We are committed to improving our performance year over year, and sites commit to an annual site-specific performance improvement target to help ensure continuous improvement across Pentair.



EMPLOYEE EHS RISK MANAGEMENT AND TRAINING

Our locations conduct routine and nonroutine Job Safety Analyses (JSAs) to assess risk in the work environment. Routine JSAs are conducted when new processes are implemented and when changes are made to the process or 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 always include 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. Nonroutine JSAs are conducted when performing any nonroutine task such as equipment maintenance. The process calls workers to stop, evaluate the potential for safety hazards, and identify the right controls to minimize risk.

Our locations have a formalized Hazard Reporting program guided by our Culture Playbook that encourages employees to report work-related hazards. Leadership is accountable for reviewing reported hazards in their area of responsibility, connecting with the employee who reported the hazard to identify the best corrective action, and ensuring the hazards are controlled effectively utilizing the hierarchy of controls. Pentair facilities also employ "Stop, Call, Wait" programs, which train employees to recognize unsafe conditions and to stop work, report the unsafe condition, and wait for assistance before resuming work.

PREVENTING ERGONOMIC INJURIES BEFORE THEY START



In 2021, we developed, funded, and launched pilots at our Moorpark, California, and New Brighton, Minnesota, sites to reduce ergonomic-related injuries, the number one driver of injuries across our Organization. Such injuries can also have a significant impact on our employees outside of work by limiting their enjoyment of hobbies or recreational activities and impacting sleep. With a third-party partner, we are working to increase employees' awareness of early warning signs such as fatigue and pain to prevent ergonomic impacts from escalating to ergonomic injuries. Integrating sports medicine principles and proactive outreach that encourages proper work methods, on-site ergonomic professionals provide employees with coaching to prevent injuries. By driving ergonomics improvement, we aim to reduce the occurrence of nonnormal fatigue and discomfort and reduce our injury rate.

DEMONSTRATING OUR SAFETY CULTURE

Throughout 2021, our manufacturing site in Aurora, Illinois, had no recordable injuries. In fact, as for year-end 2021, it had not experienced a recordable injury in more than 17 months.

Due to COVID-19 and the need for social distancing, the site changed its daily startup meeting from one large group to smaller groups. According to the site's manager, this helped develop more personal connections between team members and supervisors. The site also worked to address and close out hazards in a timelier manner. Seeing that supervisors were hearing their voices and taking action prompted team members to continue to speak up when they saw hazards on-site. The site has also leveraged Pentair's Culture Playbook to build a strong safety culture that continues to pay off.



"Executing Pentair's Culture Playbook has been instrumental in building the proactive, engaged, and empowered safety culture that we have been seeking in Aurora. All of our employees have a measurable role in advancing our safety culture, and they are proud to be an integral part of our efforts. The Aurora team is a great example of what accountability and passion for safety looks like in manufacturing."

—April Johannsen, EHS Manager

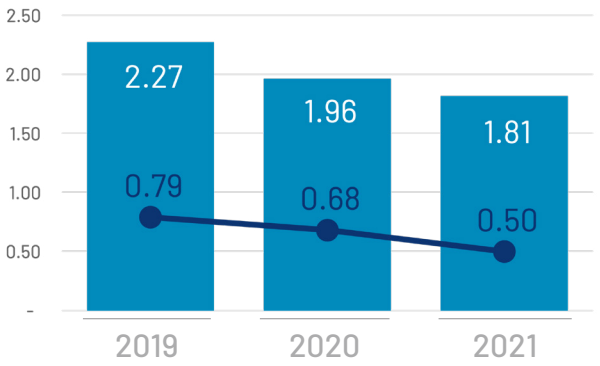
Employees are trained to report safety hazards and incidents. Leadership and EHS are accountable for investigating reported incidents to determine the contributing factors, root cause, and corrective actions to minimize future risk using an Incident Investigation program that employs multiple tools to help ensure each incident is properly investigated and addressed. The tools include fishbone hazard assessment, five whys root cause analysis, and bow-tie methodology. Corrective actions are evaluated by the hierarchy of control, and updates are made to the safety management system for continuous improvement.

Each facility and department have goals for proactively reporting hazards to incentivize and recognize engagement in our Hazard Reporting program. The number of hazards reported proactively are tracked through our monthly Safety Indicator metric as well as the on-time closure rate for corrective actions related to the reported hazards. All reports of hazards, injuries, or incidents are protected from retaliation.

We also promote an open-door policy for employees to bring concerns to their manager. Each site maintains a confidential health and safety reporting process, and Pentair has a confidential, global Ethics Helpline for employees (see p. 63).

Recordable Work-Related Injuries* (2019–2021)

ALL EMPLOYEES



*Pentair's Occupational Safety and Health Administration (OSHA) incident rate is calculated by multiplying the number of recordable injuries by 200,000 and dividing by the total number of employee work hours.

*Data set includes Pentair manufacturing locations only.

Safety Performance

The year-end 2021 injury rate was 1.8 compared to 1.96 in 2020, with seven of our manufacturing sites achieving zero recordable injuries in 2021. Our focus on safety culture, risk identification and reduction, and ergonomics helped drive this improvement globally. Additionally, our work on safety has driven reduction in overall incident occurrence, including lost time injuries, and property damage incidents. We are focused on near-miss identification and reporting and are seeing an increase in near-miss reports, indicating a maturity of our risk identification and reporting culture.





RESPONSIBLE SUPPLY CHAIN

At Pentair, our focus on people also includes the many people throughout our global supply chain who help ensure our products and solutions contribute to happier and healthier lives. We expanded our strategy to make positive impacts beyond our own operational footprint and partnered with our suppliers to build a better and more responsible and sustainable supply chain.

RESPONSIBLE SUPPLY CHAIN

Strategic Targets

In partnerships with our suppliers, we are expanding our social responsibility strategy beyond our operations to build a more sustainable supply chain. Our targets include:

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

Progress to Targets

In 2021, we refreshed and enhanced our Supplier Code, placing an increased focus on social and environmental issues and how suppliers manage ESG risks within their operations and supply chain. We then launched this enhanced Supplier Code to our global supply base. We also began requiring suppliers to participate in training on our refreshed Supplier Code and expectations and confirm their commitment to abide by its new requirements. Among other topics, suppliers were required to declare they will protect employee rights; maintain high standards for environmental protection, safety, and health; drive continuous improvement in their sustainability impact; maintain zero tolerance for corruption and bribery; and uphold responsible sourcing strategies, including but not limited to preventing purchases of conflict minerals.

In addition, we updated our supplier assessment process to reflect our increased focus on ESG. In addition to our own inspections, we formed a collaboration with a third party to conduct additional supplier assessments focused on social risks, including human trafficking and slavery, conflict mineral regulation compliance, labor standards, employee health and safety, climate impact, resource use, and biodiversity. This new ESG assessment process launched in early 2022 and is designed to identify risks based on supplier size, spend, type (raw materials, components, finished goods), and geographic risk. We anticipate that this data will provide greater visibility into our supply chain, allow us to assess our suppliers across different ESG risk areas, and track progress against targets. When gaps are identified, we plan to work with suppliers to help ensure they receive information and support that will help them bridge gaps in their ESG practices, including their climate goals, and, ultimately, support our own customers' ESG targets.

Our Approach to Supply Chain Management

OUR STRATEGY

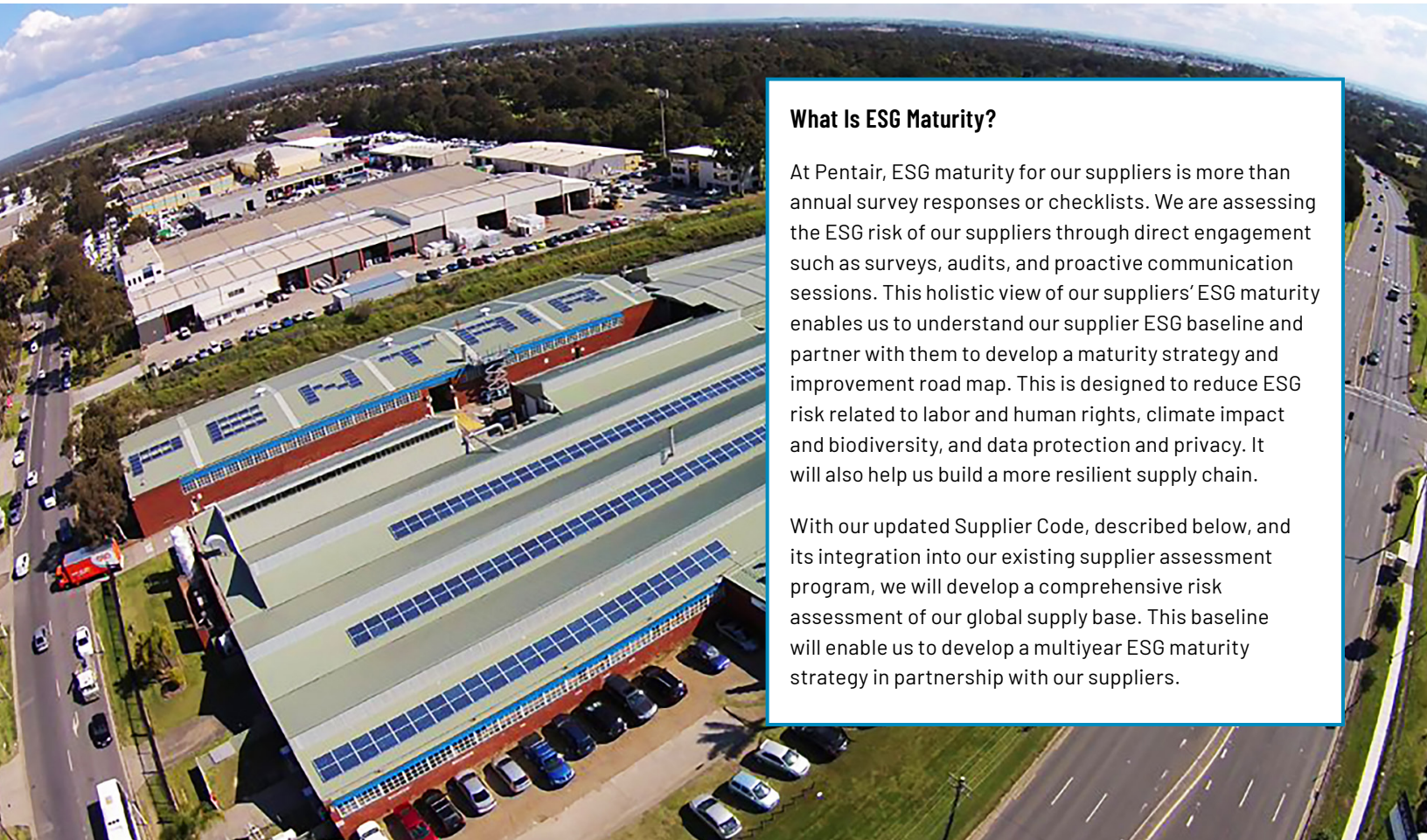
Our approach to supply chain management starts with our Supplier Code and Global Supplier Guide, which all suppliers receive as a part of our sourcing and onboarding process. Pentair's Supplier Code formalizes the key principles under which suppliers are required to operate to do business with us.

Throughout our supplier selection process, our priority remains around business alignment, value creation, and supplier excellence. We follow a Total Cost of Ownership process of approving suppliers, providing measures for value creation and supplier risk analysis to help us determine opportunities for changes to supplier selection.

Pentair assesses new suppliers' financial performance, capacity to serve and grow with Pentair, 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 by:

- Improving material velocity (reducing supplier lead times)
- Reducing working capital (improving supplier payment terms and reducing inventory)
- Localizing and consolidating suppliers



What Is ESG Maturity?

At Pentair, ESG maturity for our suppliers is more than annual survey responses or checklists. We are assessing the ESG risk of our suppliers through direct engagement such as surveys, audits, and proactive communication sessions. This holistic view of our suppliers' ESG maturity enables us to understand our supplier ESG baseline and partner with them to develop a maturity strategy and improvement road map. This is designed to reduce ESG risk related to labor and human rights, climate impact and biodiversity, and data protection and privacy. It will also help us build a more resilient supply chain.

With our updated Supplier Code, described below, and its integration into our existing supplier assessment program, we will develop a comprehensive risk assessment of our global supply base. This baseline will enable us to develop a multiyear ESG maturity strategy in partnership with our 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 such as announced and unannounced inspections of supplier facilities conducted by trained Pentair auditors. Specifically, we review the supplier's overall management commitment to and maturity for the following:

- EHS
- Environment 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 documentation necessary to demonstrate compliance with our Supplier Code at each production facility and must allow representatives from Pentair and, if requested, Pentair's customers, full access to production facilities, worker records, and workers for confidential interviews. 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 focused on continuous improvement.

ADDRESSING A GLOBAL SUPPLY CHAIN CHALLENGE

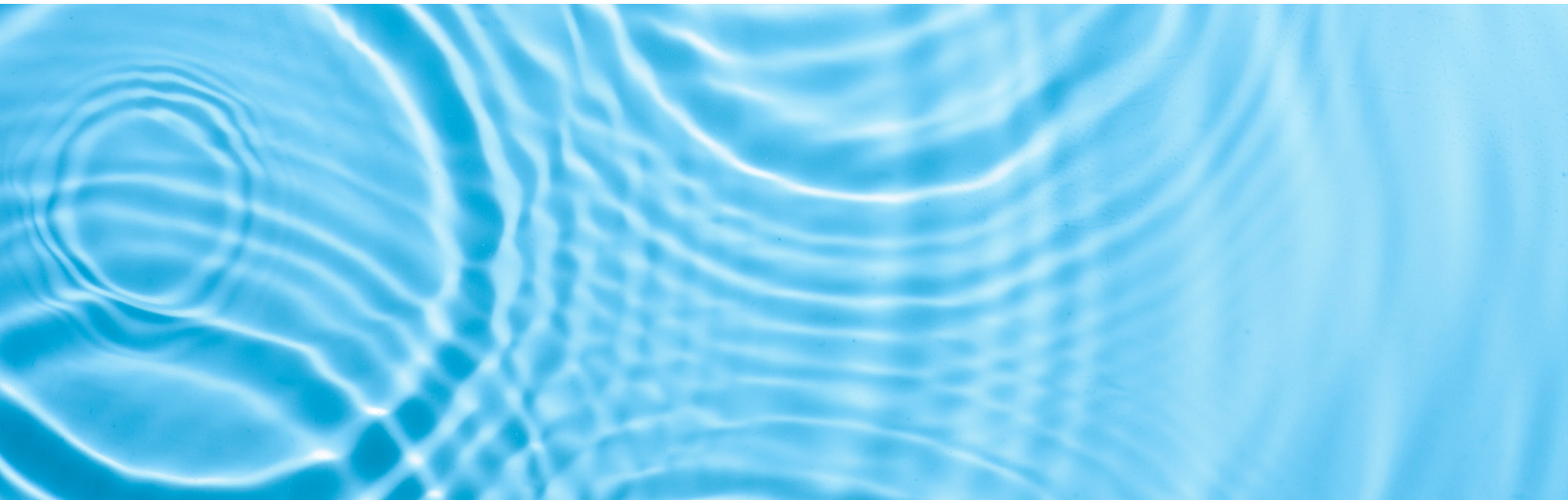
Our ability to deliver high-quality innovative products and solutions depends on a resilient supply chain. 2021 tested not only our ability to meet customer demand, but the reliability of our global supply chain. A combination of forces from inclement weather and shortages in electronics to bottlenecks in major ports and labor shortages created an imperative for us to collaborate with our suppliers in new ways and identify innovative alternative paths to maintain ongoing production and supply.

"Traditionally, you see one of these impacts in a year," said VT Rajeshnath, Vice President of Supply Chain Management at Pentair. "In 2021, we saw them once a quarter or more frequently. Unless you have strong supplier relationships and work together to get through the challenge, you are going to be in trouble."



VT Rajeshnath

Pentair reassessed how it engages with suppliers, reorganizing its internal supply chain teams from focusing on business units to key product categories and segments. Supply chain professionals also held daily calls with key suppliers, encouraging open and honest communication about problems and pressures. This allowed teams to identify and collaborate on solutions by sharing best practices.



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 in which we operate as well as funding long-term sustainable programs focused on providing better access to water in the developing world through our Project Safewater initiatives.



2021 COMMUNITY GIVING HIGHLIGHTS

3+ million
people impacted by Project Safewater's filtered water programs

1.1+ million
people reached through Pentair Foundation Community 2021 grants*

$2.65 million
Total 2021 contributions

$188,988
Total 2021 matching contributions from the Pentair Foundation in team volunteer and personal charitable giving

*Based on annual impact reports filed by grantees.

STRATEGIC GIVING PRIORITIES

Pentair and the Pentair Foundation consider funding strategic proposals related to clean water that meet the following criteria:

- Provide an opportunity for collaboration using Pentair technology and expertise to leverage processes and protocols that enable long-term success.
- Incorporate community-level education on the importance of clean water, sanitation, and hygiene (WASH).
- Serve a population that lacks access to clean, safe water.
- Operate as a microenterprise business model.
- Demonstrate a successful, sustainable, and long-term operating model.

Read more about our Project Safewater initiatives here.

Our Strategy

From providing access to filtered drinking water to strengthening the communities where we operate through grants and employee volunteerism, 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 the following 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 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.

Transforming the Way Safe Water Is Delivered

We believe that the health of our world depends on reliable access to clean, safe water. We also believe that safe water is a fundamental human right and foundational to economic development and gender equality. These tenets drive the solutions we engineer and exist at the heart of our Project Safewater programs.

Project Safewater is our holistic approach to providing safe water solutions together with global and local partners in 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. In 2021, the Pentair Foundation contributed more than $700,000 to the following Project Safewater strategic partners to further advance this mission.

THROUGH PROJECT SAFEWATER PROJECTS, WE PROVIDE CLEANER, SAFER DRINKING WATER EVERY DAY TO 3 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 1 million people in India via more than 260 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 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, reducing the incidence of waterborne illness by 80%. In 2021, we announced additional funding to expand the program to Mayan communities in Mexico.

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 water that the system delivers to the community, which is home to an estimated 250,000 people. The aerial piping system, the first of its kind in the country, distributes the clean water away from groundwater contamination while reducing the risk of tampering. In 2021, we continued to support efforts in the Mathare settlement in Nairobi and the coastal town of Mombasa, reaching approximately 17,500 people who previously lacked access to clean water.



In September 2021, a devastating 7.2 magnitude earthquake struck Haiti, threatening the lives of its people who were already facing decades of humanitarian crises. Through our partner Water Mission, we were able to help. The U.S. Agency for International Development and the U.S. Army helped transport three of the nonprofit's Living Water Treatment Systems, manufactured with Pentair technology, to communities in southern Haiti. Each system can treat water to support up to 5,000 people daily.



In 2021, with support from the Pentair Foundation, Safe Water Network launched two new iJal Stations in the Indian state of Telangana, expanding safe water access to nearly 4,000 people and 1,000 households.

Increasing Opportunity Through Education

Pentair and the Pentair Foundation believe all students in every community should have access to engaging, quality educational opportunities that enable them to build complex skills and work collaboratively with adults and peers. Education is key to economic development, gender equity, and the improvement of living standards around the world.

In communities where Pentair operates, funding is provided to a variety of innovative and effective STEM education programs for K–12 and 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 focused 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

A Second Chance for Success for Women and Girls in India



In India, the challenges of reentering the education system and accessing further learning opportunities can be significant, especially for young people who did not finish elementary or secondary school.

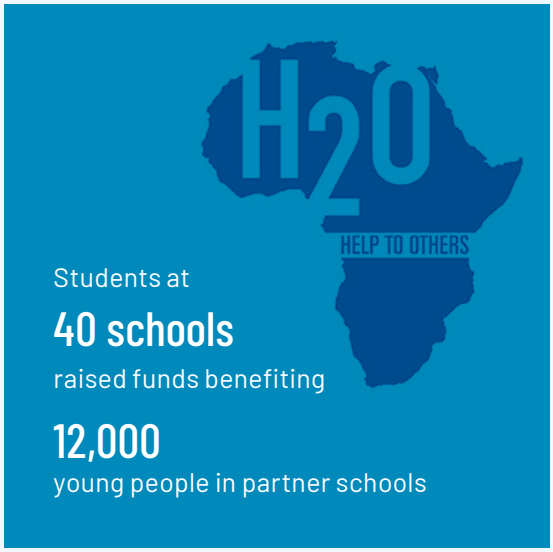
Since 2015, the Pentair Foundation has supported Pratham, an innovative learning organization that provides education to Indian children in impoverished areas across the country by focusing on high-quality, low-cost, and replicable interventions. Through Pratham's Second Chance program, we help students who have left secondary school, especially women, prepare for their secondary school exam. Students attend courses and peer learning activities in English, mathematics, local languages, science, and life skills as well as vocational courses in health and hygiene, child care, development and nutrition, and digital learning. During the past six years, our support has helped more than 1,500 women and girls pass their secondary school exams and put them on a road to success.

PEER-TO-PEER YOUTH EMPOWERMENT

H2O for Life believes that young people have the power to help solve the global water crisis. And we agree.

Pentair 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 and creating opportunities for students to take action through service-learning projects that support implementation of WASH education projects in developing countries.

In 2021, 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.



Supporting Our Communities

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 direct our investments for the greatest impact.

In 2021, we supported more than 20 organizations through community grants and sponsorships.

HELPING INDIA REACH THOSE MOST IN NEED

In 2021, as the global community continued to face the impacts of the COVID-19 pandemic, the Pentair Foundation contributed $200,000 to United Way India for COVID-19 relief in the cities of Noida and Goa, where Pentair has approximately 500 employees. Through our support and that of others, United Way India provided medical equipment, portable hospitals, mobile vaccination vans, fully equipped ambulances, PPE support to public health clinics and frontline health workers, and food and hygiene kits.



Support from the Pentair Foundation helped United Way India respond to the severe outbreak of COVID-19 the country experienced in 2021. One way was through mobile vaccination vans, which helped hospitals bring vaccinations to people in remote locations.

// SPOTLIGHT

Helping Local Businesses Rebuild in Minneapolis

In 2020 following the murder of George Floyd and the resulting civil uprising, an estimated 350 businesses in three main commercial corridors of the city were damaged or destroyed by looting and arson — with many of them owned by immigrants and POC. The toll: an estimated $550 million in damage, with only half covered by private insurance.

Despite the devastation, the community began the long, intensive process of rebuilding. Led by the Lake Street Council, the Minneapolis Foundation, and the Twin Cities Community Rebuild (Restore-Rebuild-Reimagine Fund), the process was supported by dozens of corporate partners, including Pentair and the Pentair Foundation, through financial contributions.

Throughout 2021, efforts continued on repairs, from facade improvements to security upgrades, enabling businesses to continue to operate and serve customers. When possible, local businesses were contracted to conduct repairs: Local women- and minority-owned firms made up nearly 30% of those awarded work orders by the Restore-Rebuild-Reimagine Fund.

"We are a member of the broader Twin Cities community," said Marybeth Thorsgaard, Vice President of Communications and Pentair Foundation President. "When our fellow community members are hurt, it affects us all. We have never been prouder to step up to offer a hand to help rebuild local businesses that make Minneapolis what it is. These businesses support the rich cultural fabric that makes our community strong."



"I think all together we can make this thing better again. It was great before — but we can make Lake Street even better."

—Fidencio Cruz, Maria's Restaurant, Lake Street

Engaging Our Employees in Change

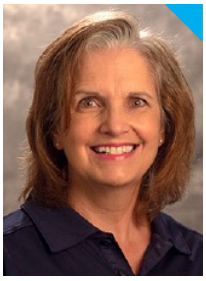
A key aspect of our community investment approach is the "Team Pentair" engagement program. From serving as mentors to young science students to packing food and cleaning beaches, Pentair employees share their time, talents, and energy to make a lasting difference in local communities from Suzhou, China, to St. Paul, Minnesota — and many places in between. The Pentair Foundation provides grants for every 25 collective hours volunteered by a Pentair team of five or more for both virtual and in-person activities. It also matches employee contributions up to $6,000 per employee per year.

In 2021, the Pentair Foundation implemented a double match for qualifying contributions to nonprofit organizations engaged in racial, social injustice, and equity issues as well as all qualifying contributions made on Giving Tuesday (November 30).

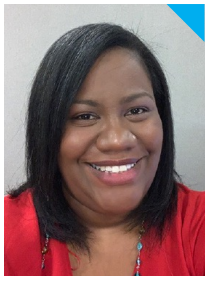
// SPOTLIGHT

Bringing Science to Life for Girls

Anjie Ramos, an electrical engineer at Pentair, recalls when she was pursuing her interest in STEM that there were not a lot of opportunities to engage with women electrical engineers.



Peggy Jones



Anjie Ramos

"I loved science from a young age," she recalls, "but there were not a lot of professional female role models in the sciences who I could call on for advice or inspiration. I realize today how important it is to celebrate the accomplishments of women and empower the next generation of female leaders, and especially women of color."

Ramos is one of several Pentair female STEM professionals who volunteer with Project Scientist, a Pentair Foundation grant recipient. In 2021, Project Scientist brought science to life through virtual learning experiences with girls ages 4–12, including introducing the concept of density using liquids commonly found in a kitchen and using salt and pepper to demonstrate how static electricity is made.

"We also talk with the girls about our background, what we do at Pentair, and our STEM career journey," said Peggy Jones, quality manager and a Pentair volunteer with Project Scientist. "Changing the world's view on who a scientist is and what a scientist does is critical to promoting STEM careers for young women. I love showing young girls that science is fun!"



Walking for Water

Three miles (5 km) 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 but the only option they have.

In June 2021, Pentair employees and family members in North America, Europe, and Asia followed in their footsteps as part of the sixth annual Walk for Water, sponsored by Pentair philanthropic partner Water Mission (p. 57). In addition to walking 3 miles, participants were challenged to carry something that weighs between 8 and 40 pounds (the weight of 1 to 5 gallons of water). In total, Pentair employees — together with the Team Pentair matching gift program — contributed to help the event raise more than $170,000.

"We have the power to help," said Catherine Stidwell, Senior Marketing Manager, who walked along with her family near Lausanne, Switzerland. "We're walking to raise awareness, but we're also walking so others won't have to."



Catherine Stidwell with her family participating in the Lausanne event.

GOVERNANCE

PENTAIR
MAKING BETTER
ESSENTIAL



GOVERNANCE

Pentair's sound governance practices and principles set the foundation for how we make life's essential resources better — for people and our planet. Together with our Win Right Values, they 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, this, in turn, supports the long-term success and value of Pentair.

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 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

THE AUDIT AND FINANCE AND GOVERNANCE COMMITTEES of our Board of Directors oversee compliance with our Code of Business Conduct and Ethics and other policies. 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.

Open communication contributes to a transparent, collaborative, and honest working environment, and we have implemented a number of 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.

Lastly, our Office of Business Conduct and Ethics is available for employees to submit unethical behavior complaints directly by phone, email, or mail. We encourage employees to speak up if ever they observe improper or unethical behavior and do 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. See p. 54 for more information on our approach to supply chain management and responsible sourcing.

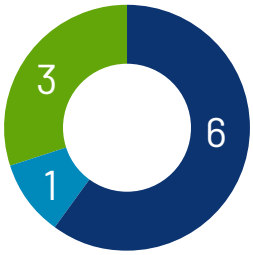
ANTI-BRIBERY AND ANTI-CORRUPTION

At Pentair, we compete based on our product/service quality, pricing, and reputation. As outlined in the Pentair Code, we forbid offering or accepting bribes or other unlawful payments as a way to get new business or to 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 abide by our Code and complete various compliance and job-related trainings annually. Each member of our Board of Directors also certifies annually to the Code and completes annual training. In addition, we communicate our anti-corruption policies and procedures on our employee intranet site as well as through annual and new-hire compliance trainings (online and in person), with 100% of our active professional-level employees fully completing the 2021 training and Code certification.

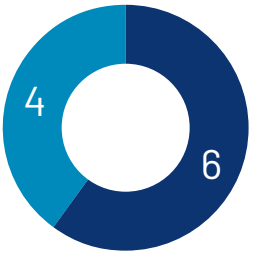
Governance Structure/Director Dashboard

TENURE BALANCE



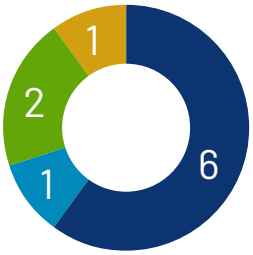
- ≤3 Years
- 4-6 Years
- 7-9 Years
- ≥10 Years

GENDER DIVERSITY



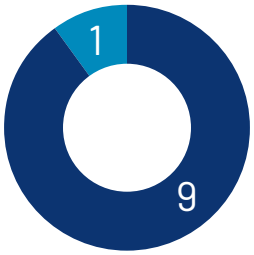
- Male
- Female

RACE/ETHNICITY



- Caucasian / White
- Middle Eastern / North African
- Black / African American
- Hispanic / Latin American

DIRECTOR INDEPENDENCE



- Independent
- Not Independent

Data current as of March 31, 2022.

Board of Directors



Mona Abutaleb Stephenson

Audit and Finance Committee



Melissa Barra

Audit and Finance Committee



Glynis A. Bryan

Audit and Finance Committee (Chair)



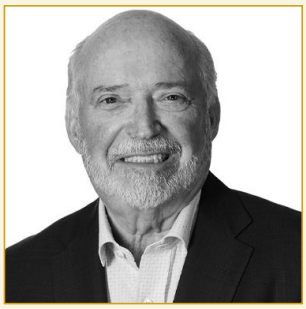
T. Michael Glenn

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

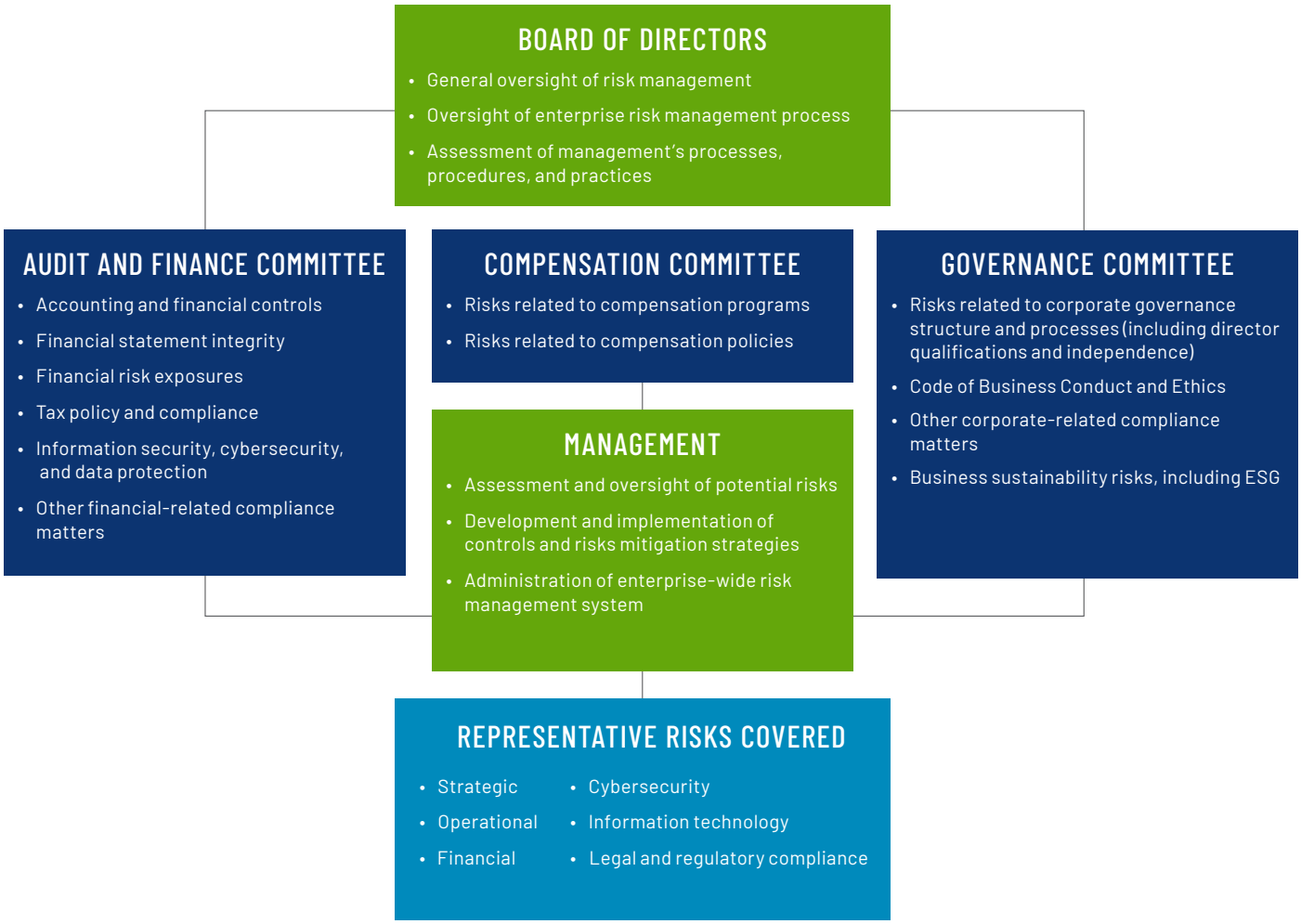
Pentair's Board has separate CEO and chairman positions and comprises a diverse set of individuals who are elected each year by a majority vote. The Board has three committees that are all made up of independent directors: the Audit and Finance Committee, the Compensation Committee, and the Governance Committee. Summaries of the duties of the Board's committees are below.

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

The Board completes self-assessments on an annual basis and identifies areas where it can improve operations. Throughout the year, the Board reviews our strategy and monitors management's progress against our goals. At least once per year, the Board and senior management engage in an in-depth strategic review of our Company's outlook and strategy, which is designed to create long-term shareholder value and serves as the foundation upon which goals are established.

With these diverse perspectives, our Board can work to effectively oversee our dynamic business.

Governance Structure Overview



In 2021, we added two new independent directors to our Board: Melissa Barra, Executive Vice President, Chief Sales and Services Officer for Sleep Number Corporation, and Gregory E. Knight, Executive Vice President, Customer Transformation and Business Services for CenterPoint Energy, Inc. With their appointments, we have further expanded the diversity on our Board, reflecting our commitment to DEI at all levels of our Company.

For more information on corporate governance, including criteria used for nominating and selecting highest governance body members, processes to help ensure conflicts of interest are avoided, and processes for communicating critical concerns our Board, please see our 2022 Proxy Statement.



THE AUDIT AND FINANCE COMMITTEE

The Audit and Finance Committee is responsible for, among other things, assisting the Board with oversight of our accounting and financial reporting processes; oversight of our financing strategy, investment policies, and financial condition; and audits of our financial statements. These responsibilities include the integrity of the financial statements, compliance with legal and regulatory requirements, the independence and qualifications of our external auditor, and the performance of our internal audit function and of the external auditor. The committee meets periodically with management to review and oversee risk exposures related to information security, cybersecurity, and data protection, as well as the steps management has taken to monitor and control such exposures. The committee also reviews and discusses disclosure of non-Generally Accepted Accounting Principles (GAAP) measures. The committee is directly responsible for the appointment, compensation, evaluation, terms of engagement (including retention and termination), and oversight of the independent-registered public accounting firm. The committee discusses with the independent auditor any critical audit matters. The committee holds meetings regularly with our independent and internal auditors, the Board, and management to review and monitor the adequacy and effectiveness of reporting, internal controls, risk assessment, and compliance with our Code and other policies.

THE COMPENSATION COMMITTEE

The Compensation Committee approves, amends, and administers the policies that govern executive compensation. This includes establishing and reviewing executive base salaries and administering cash bonus and equity-based compensation under the Pentair plc 2020 Share and Incentive Plan (the "2020 Plan"). The committee also sets the CEO's compensation in conjunction with the Board's annual evaluation of his performance. The committee has engaged Aon Consulting, a human resources consulting firm, to aid the committee in its annual review of our executive compensation program for continuing appropriateness and reasonableness and to make recommendations regarding executive officer compensation levels and structures. In reviewing our executive compensation program, the Compensation Committee also considers other sources to evaluate external market, industry, and peer company practices.

THE GOVERNANCE COMMITTEE

The Governance Committee is responsible for, among other things, identifying individuals suited to become directors and recommending nominees to the Board for election at Annual General Meetings. In addition, the committee monitors developments in director compensation and, as appropriate, recommends changes in director compensation to the Board. The committee is also responsible for reviewing annually and recommending to the Board changes to our Corporate Governance Principles and administering the annual Board and Board committee self-assessments. The Governance Committee oversees public policy matters and compliance with our Code. The Governance Committee also oversees ESG-related matters.

ESG Governance

Our Board of Directors provides ESG oversight by periodically reviewing the Company's ESG strategy, including ESG 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 provides regular ESG updates to our Board of Directors and its Governance Committee.

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.

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 2021, we continued our shareholder outreach by initiating communications with our largest shareholders representing a majority of our outstanding shares. The majority of shareholders with whom we spoke expressed their support for our ESG efforts and progress.

Through our efforts, we are focused on our culture of Winning Right. We are focused on creating sustainable value for our shareholders with accountability for performance.

For a complete description of the Pentair corporate governance practices and our approach to risk management, please refer to our 2022 Proxy Statement and our 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 process. 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 committee, will oversee our enterprise risk management process. Each of our Board committees has historically focused and continues to focus 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 us as well as 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. Our Board of Directors meets at regular intervals to identify and manage risks within our operations, provide oversight of succession planning, provide oversight for Pentair's corporate strategy, and communicate with shareholders and other stakeholders.

For a description of key impacts, risks, and opportunities relevant to Pentair, see our Annual Report on form 10-K for the fiscal year ended December 31, 2021.

MANAGING ESG RISKS

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 oversees 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 business 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 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.

The Pentair Code, as described on p. 62, requires 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. Our Code encompasses the standards set forth by the International Labour Organization (ILO) and is aligned with the United Nations (U.N.) International Bill of Human Rights as well as the U.N. Guiding Principles on Business and Human Rights. Our employees are required to take annual training on our Code, which includes responsibilities related to labor and human rights.

In 2021, to help ensure consistency throughout the enterprise, we replaced site-specific employee handbook policies with the following enterprise policies:

- Anti-Discrimination and Equal Employment Opportunity Policy
- Anti-Harassment Policy
- Raising Concerns and Non-Retaliation Policy
- Working Hours Policy

Together, these policies provide Pentair's equal employment and anti-discrimination statements, clarify prohibited conduct, and more clearly define request and complaint processes. With these enterprise policies, we are taking the opportunity to 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; color; religion; sex (including pregnancy, lactation, 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 right 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 grievance mechanisms.

We have grievance mechanisms in place for our employees, suppliers, and external stakeholders to confidentially report violations related to human rights (see p. 63). We also maintain open and collaborative relationships with employees to help ensure their views are represented (see p. 40 for more information).



PROTECTING HUMAN RIGHTS IN OUR SUPPLY CHAIN

In 2021, we refreshed our Supplier Code, placing an increased focus on social issues, including labor and human rights, and how suppliers manage ESG risks within their operations and supply chain. (See p. 54 for more information.)

Our Supplier Code requires our suppliers to conform to our Conflict Minerals Policy, antislavery, and human trafficking guidelines, and we utilize a third-party assessment and certification provider for our yearly Conflict Minerals survey. Through this third-party assessment, Pentair also performs an annual survey of our Tier I suppliers regarding 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 our:

- Partner & Supplier Information
- Conflict Minerals Policy
- Conflict Minerals Report
- Slavery and Human Trafficking Statement

Data Privacy and Cybersecurity

Pentair is committed to providing data privacy and security for our customers, employees, shareholders, vendors, and other stakeholders around the world.

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.

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 global information security and 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 to the National Institute of Standards and Technology (NIST) and Cybersecurity Framework (CSF), and the program is managed within the IT department reporting to our Chief Financial Officer (CFO).

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 invested significantly in industry-leading technologies to provide the appropriate protections. All professional employees receive cybersecurity education and training. In 2021, this included new security awareness and training for employees. 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. Finally, we have a standardized approach to integrate cybersecurity processes as part of any merger or acquisition activity.

The Company has an established crisis response team and protocols for responding to information security incidents should any occur.

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.

Public Policy and Corporate Political Contributions

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 core values and protect and/or enhance stakeholder value.

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

In 2021, 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 2021, no U.S.-based trade association or other tax-exempt organization to which Pentair made a payment of $50,000 or more in 2021 reported to Pentair that any portion of that payment was used for political activity purposes.

About This Report

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 ended December 31, 2021. This report was published in April 2022. Unless otherwise noted, data in this report is based on calendar year 2021 (January 2021 through December 31, 2021) or provided as of December 31, 2021, as applicable. Restatements of previously reported information are indicated, where necessary, through each section of the report. Data and information are collected and managed through various internal reporting and management systems.

Data from Pleatco and KBI, both of which we acquired in 2021, are reflected in the financial and people metrics in this report. In future reporting, we plan to integrate both assets into our environmental data as well.

This report has been prepared in accordance with the GRI Standards: Core option. Alignment to the GRI Standards can be found in the GRI Content Index on p. 72. Pentair used reporting guidance from the SASB and TCFD to further inform reporting, as relevant. Mapping to the SASB and TCFD can be found on p. 91 and p. 92.

In 2021, external auditor, Lloyd's Register, audited our Scope 1 and 2 GHG emissions, water, injury rate, and DEI data. You can access audit certifications here.

We recognize the dynamic nature of ESG risk and disclosure and associated financial implications of ESG factors and their criticality to our ability to create long-term value for our stakeholders. 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. The framework for this report can be used in the future to demonstrate organizational commitment to ESG and to measure and compare performance over time. We intend to continue annual reporting.

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 in such website has been endorsed or approved by Pentair.

Pentair is committed to continuous improvement in our ESG disclosure practices and looks forward to demonstrating our ongoing dedication to our mission to deliver smart, sustainable solutions that empower our customers to make the most of life's essential resources.

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

CAUTION CONCERNING FORWARD-LOOKING STATEMENTS

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

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 SEC 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 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 Reports on Form 10-K and Quarterly Reports on Form 10-Q.

PENTAIR ESG DISCLOSURES INDEX

GRI INDEX
SASB INDEX
TCFD INDEX

GRI 102: General Disclosures (2016)

ORGANIZATIONAL PROFILE

102-1	Name of the organization	Pentair plc: 2021 Annual Report and 10-K
102-2	Activities, brands, products, and services	2021 Annual Report and 10-K: What We Do, p. 8
102-3	Location of headquarters	London, UK
102-4	Location of operations	Our Locations: Where We Operate, p. 9
102-5	Ownership and legal form	About This Report, p. 71
102-6	Markets served	2021 Annual Report and 10-K: What We Do, p. 8
102-7	Scale of the organization	2021 Annual Report and 10-K: Where We Operate, p. 9
102-8	Information on employees and other workers	Our Global Employee Footprint, p. 39: Demographic Metrics, p. 39
102-9	Supply chain	2021 Annual Report and 10-K: Our Supply Chain Approach, p. 53
102-10	Significant changes to the organization and its supply chain	There have been no significant changes to the organization or its supply chain.
102-11	Precautionary Principle or approach	2021 Annual Report and 10-K: Our Approach to Product Innovation, p. 18: Risk Management, p. 68
102-12	External initiatives	Pentair incorporates a number of external standards into our work. These may be found referenced throughout the 2021 Corporate Responsibility Report and on our website.
102-13	Membership of 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.

STRATEGY

102-14	Statement from senior decision-maker	Letter to Our Stakeholders From Pentair President and CEO John L. Stauch, p. 3
102-15	Key impacts, risks, and opportunities	2021 Annual Report and 10-K

ETHICS AND INTEGRITY

102-16	Values, principles, standards, and norms of behavior	Pentair Code of Business Conduct and Ethics: Who We Are, p. 7: Governance, p. 61
102-17	Mechanisms for advice and concerns about ethics	Pentair Code of Business Conduct and Ethics: Governance, p. 61

GOVERNANCE

102-18	Governance structure	Board of Directors: Corporate Governance: Corporate Governance Principles: Governance Structure Overview, p. 65

GRI 102: General Disclosures (2016)

102-19	Delegating authority	2022 Proxy Statement: Audit and Finance Committee Charter: Compensation Committee Charter: Governance Committee Charter: Governance Structure Overview, p. 65
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Governance, p. 67: Risk Management, p. 68
102-21	Consulting stakeholders on economic, environmental, and social topics	Our ESG Priorities, p. 10: Stakeholder Engagement, p. 11
102-22	Composition of the highest governance body and its committees	2022 Proxy Statement: Corporate Governance Principles: Board of Directors: Our Board, p. 65
102-23	Chair of the highest governance body	2022 Proxy Statement
102-24	Nominating and selecting the highest governance body	2022 Proxy Statement
102-25	Conflicts of interest	2022 Proxy Statement
102-26	Role of highest governance body in setting purpose, values, and strategy	2022 Proxy Statement: Audit and Finance Committee Charter: Compensation Committee Charter: Governance Committee Charter: Governance Structure Overview, p. 65
102-27	Collective knowledge of highest governance body	2022 Proxy Statement: ESG Governance, p. 67
102-28	Evaluating the highest governance body's performance	2022 Proxy Statement: Corporate Governance Principles
102-29	Identifying and managing economic, environmental, and social impacts	Our ESG Priorities, p. 10: ESG Governance, p. 67:
102-30	Effectiveness of risk management processes	2021 Annual Report and 10-K: Risk Management, p. 68
102-31	Review of economic, environmental, and social topics	2022 Proxy Statement: Corporate Governance Principles
102-32	Highest governance body's role in sustainability reporting	2021 Annual Report and 10-K: 2022 Proxy Statement: Our ESG Priorities, p. 10: ESG Governance, p. 67
102-33	Communicating critical concerns	2021 Annual Report and 10-K: 2022 Proxy Statement: ESG Governance, p. 67
102-35	Remuneration policies	2022 Proxy Statement
102-36	Process for determining remuneration	2022 Proxy Statement
102-37	Stakeholders' involvement in remuneration	2022 Proxy Statement
102-38	Annual total compensation ratio	2022 Proxy Statement
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder Engagement, p. 11
102-41	Collective bargaining agreements	Total employees covered by collective bargaining agreements (%): 2019: 28%; 2020: 29%; 2021: 26% Denotes employees covered by manufacturing labor collective bargaining agreements (including works council employee representation) as a percent of total Pentair population.
102-42	Identifying and selecting stakeholders	Our ESG Priorities, p. 10: Stakeholder Engagement, p. 11
102-43	Approach to stakeholder engagement	Stakeholder Engagement, p. 11
102-44	Key topics and concerns raised	Stakeholder Engagement, p. 11

GRI 102: General Disclosures (2016)

REPORTING PRACTICE

102-45	Entities included in the consolidated financial statements	2021 Annual Report and 10-K
102-46	Defining report content and topic Boundaries	Our ESG Priorities, p. 10
102-47	List of material topics	Our ESG Priorities, p. 10
102-48	Restatements of information	Energy, GHG, Water, Waste, and number of employees entitled to parental leave all restated due to boundary changes (energy, GHG, and water) and calculation methodology (waste and parental leave) Environmental Footprint, p. 27: Environmental Performance, p. 29: Water Management, p. 32 : Waste Management, p. 34
102-49	Changes in reporting	There have been no changes to our material topics since our previous report, but we have changed boundary reporting to global operations vs. manufacturing for energy, GHG emissions, and water withdrawal (Environment).
102-50	Reporting period	About This Report, p. 71
102-51	Date of most recent report	About This Report, p. 71
102-52	Reporting cycle	About This Report, p. 71
102-53	Contact point for questions regarding the report	PentairCSR@Pentair.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	GRI Content Index, p. 72-90
102-56	External assurance	We engage with a third party to assure our GHG, water, health and safety, and DEI data. The assurance process is led by the Senior Director of Social Responsibility, who reports to the Chief Social Responsibility Officer. (p. 94)

GRI 103: Management Approach (2016)

103-1	Explanation of the material topic and its Boundary	Our ESG Priorities, p. 10: ESG Strategy, p. 11
103-2	The management approach and its components	Product Innovation, p. 18: Environmental Footprint, p. 27: Workplace, p. 38: Supply Chain, p. 53: Governance, p. 61
103-3	Evaluation of the management approach	2021 Highlights, p. 14: Product Innovation, p. 18: Environmental Footprint, p. 27: Workplace, p. 38: Supply Chain, p. 53: Governance, p. 61

GRI 201: Economic Performance (2016)

201-1	Direct economic value generated and distributed	2021 Annual Report and 10-K: What We Do, p. 8 **Net Sales (in Millions USD)** **2019** | **2020** | **2021** $2,957.2 | $3,017.8 | $3,764.8
201-2	Financial implications and other risks and opportunities due to climate change	2021 Annual Report and 10-K: Planet, p. 15
201-3	Defined benefit plan and other retirement plans	2021 Annual Report and 10-K

GRI 202: Market Presence (2016)		
202-2	Proportion of senior management hired from the local community	Data was not available at the time of this report.
GRI 203: Indirect Economic Impacts (2016)		
203-1	Infrastructure investments and services supported	Social Impact at Pentair, p. 56
203-2	Significant indirect economic impacts	Environmental Impact of Pentair Products and Solutions, p. 20: Social Impact at Pentair, p. 56
GRI 204: Procurement Practices (2016)		
204-1	Proportion of spending on local suppliers	Data was not available at the time of this report.
GRI 205: Anti-Corruption (2016)		
205-1	Operations assessed for risks related to corruption	2021 Annual Report and 10-K: Supply Chain, p. 53: Governance, p. 61
205-2	Communication and training about anti-corruption policies and procedures	Supply Chain, p. 53: Governance, p. 61
GRI 301: Materials (2016)		
103-1 103-2 103-3	Management Approach	Throughout report section: Supply Chain, p. 53
301-1	Materials used by weight or volume (U.S. and International)	Data was not available at the time of this report.
301-2	Recycled input materials used	The specific breakdown of recycled material used is not currently tracked.
301-3	Reclaimed products and their packaging materials	The specific breakdown of recycled material used is not currently tracked.
GRI 302: Energy (2016)		
103-1 103-2 103-3	Management Approach	Energy is a key component in our ability to service our customers, and we use energy in many forms throughout our supply chain. Energy and commodity prices, in addition to factors such as overall strength of global and regional economies, are important considerations for our business and the business of our customers. The cost of energy required for our operations is tracked to help ensure we understand our largest drivers and biggest cost-reduction opportunities. We factor total use and local energy cost structures into our management decisions in prioritizing energy efficiency, alternate energy sourcing, and demand management processes. Additionally, we work closely with our third-party service provider to monitor energy demand and pricing, negotiate, and secure cost structures and contracts beneficial to Pentair to help mitigate rising energy costs. Pentair has robust systems in place to track energy use throughout our global operations and drive our energy reduction program, including: • A third-party management provider tracks usage and cost as well as reduction opportunities, energy supply partnerships, and on-site energy-generation solutions. • A global management system tracks local site usage data of smaller, local purchases, aggregating up to the enterprise level. 2019 was chosen as our baseline year, for it best represented Pentair's operations at the time of our materiality assessment and did not factor in COVID-19 impacts. Curbing Scope 1 and 2 GHG Emissions and Energy Use: Our Pathway to Carbon Neutrality, p. 25

302-1	Energy consumption within the organization (U.S. and International)	

	2019	2020	2021
Total Energy Consumption Within the Organization (GJ) Renewable and Nonrenewable	**980,940**	**981,230**	**1,019,756**
Total Energy Consumption Within the Organization From Nonrenewable Sources (GJ)	975,671	976,008	970,416
Total Energy Consumption Within the Organization From Renewable Sources (GJ)	5,269	5,222	49,341
Total Scope 1 and 2 Energy Consumption (kWh)	**272,490,945**	**272,571,532**	**283,273,514**
Total Nonrenewable Fuel (kWh)	**129,404,001**	**129,425,833**	**134,075,910**
Natural Gas	101,807,310	104,293,684	107,851,302
Diesel	9,207,171	6,654,483	6,504,982
Ethanol	15,282	8,803	4,387
Gasoline	15,513,523	15,229,065	16,210,960
Kerosene	466,653	231,445	167,558
Propane/LPG	2,389,006	3,003,297	3,331,664
Other	5,056	5,056	5,056
Total Purchased Energy (kWh) (Renewable and Nonrenewable)	**141,623,313**	**141,695,083**	**147,728,396**
Electricity (Nonrenewable)	141,623,313	141,695,083	135,491,446
Steam	-	-	-
Heat	-	-	-
Cool	-	-	-
Other	-	-	-
Purchased Electricity (RECs kWh)			12,236,950
Total Energy Sold (kWh)	**-**	**227,082**	**0**
Electricity	-	227,082	0
Steam	-	-	-
Heat	-	-	-
Cool	-	-	-
Other	-	-	-
Total Renewable Fuel (kWh)	**1,463,630**	**1,450,616**	**13,706,158**
On-Site Solar	1,463,630	1,450,616	1,469,208

For 2019-2021, Pentair expanded Scope 1 energy data to include energy consumption from diesel, ethanol, gasoline, kerosene, and propane usage. To understand how efficiently we use resources, energy consumption is calculated by kWh/earned manufacturing hours for natural gas and electricity and metric tons/earned hours for CO_2. We define "earned hour" as the number of products manufactured multiplied by the standard hours to manufacture. A global management system tracks local site usage data of smaller, local purchases, aggregating up to the enterprise level. Fuel data converted to kWh using local conversion factors and all kWh converted to Joules using eia.gov.

Energy data collected for all Pentair operations. 2019 is the baseline.

Energy data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

<table>
<tr><td>302-2</td><td>Energy consumption outside of the organization</td><td>Pentair currently reports on energy requirements only for ENERGY STAR Pool Pump products.

Making Pools More Efficient, p. 21</td></tr>
<tr><td>302-3</td><td>Energy intensity (U.S. and International)</td><td>
<table>
<tr><th>Energy Intensity</th><th>2019</th><th>2020</th><th>2021</th></tr>
<tr><td>Energy intensity ratio (units)</td><td>46.3</td><td>45.8</td><td>40.8</td></tr>
<tr><td>Natural Gas – Energy intensity ratio (kWh/ Earned Mfg. Hr.)</td><td>17.3</td><td>17.5</td><td>15.5</td></tr>
<tr><td>Purchased Electricity – Energy intensity ratio (kWh/Earned Mfg. Hr.)</td><td>24.1</td><td>23.8</td><td>21.3</td></tr>
</table>
Energy data collected for all Pentair operations. 2019 is the baseline.
Energy data restated for 2019 and 2020 to include all Pentair locations.
Data set does not include KBI and Pleatco data.
Energy intensity is calculated by dividing the total kWh of energy used by total earned hours in the same time period.
</td></tr>
<tr><td>302-4</td><td>Reduction of energy consumption</td><td>There were no reductions in energy consumption.</td></tr>
<tr><td>302-5</td><td>Reductions in energy requirements of products and services</td><td>Pentair currently reports on energy requirements only for ENERGY STAR Pool Pump products.

Increasing Access to Clean Water Using Less Energy, p. 20: Making Pools More Efficient, p. 21</td></tr>
<tr><td colspan="3">GRI 303: Water and Effluents (2018)</td></tr>
<tr><td>103-1
103-2
103-3</td><td>Management Approach</td><td>As a Company focused on providing access to safe, clean water to people around the world, conservation and stewardship of this life-sustaining resource is not only one of our top priorities, but also where we are uniquely qualified to offer expertise.

2019 was chosen as our baseline year, for it best represented Pentair’s operations at the time of our materiality assessment and did not factor COVID-19 impacts.

Environmental Performance — Water Management, p. 32</td></tr>
<tr><td>303-1</td><td>Interactions with water as a shared resource</td><td>Pentair is focused on water-use minimization activities as a primary objective. We follow the same processes for tracking and continuous improvement in water management as we do with energy use.

Pentair performs data-quality reviews on the water-use inventory, including side-by-side comparisons of water-use data to identify and understand the reasons for significant differences (such as changes in production, changes in processes, water-use-reduction projects, or other factors). Data anomalies are identified, analyzed, and corrected where necessary. Our baseline year and 2021 water inventories were third-party assured.

In addition to completing our first-ever water baseline inventory in 2021 (for calendar years 2019, 2020, 2021), we conducted a water risk assessment using key indicators from the World Resources Institute Aqueduct Water Risk Atlas and the World Wildlife Fund for Nature Water Risk Filter.

Environmental Performance — Water Management, p. 32</td></tr>
<tr><td>303-2</td><td>Management of water discharge-related impacts</td><td>When water is discharged to a public entity, such as a Publicly Owned Treatment Works (POTW), Pentair’s regulatory compliance program helps ensure we are acting as good stewards of the environment and good neighbors to our communities. The majority of our locations discharge to POTW 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 nonconformance through our RCE and CP2 processes (see p. 25) and, if identified, works swiftly to return to compliance and implement corrective actions. In 2021, Pentair had zero instances of discharge noncompliance.

Environmental Performance — Water Management, p. 32</td></tr>
</table>

<table>
<tr><td>303-3</td><td>Water withdrawal</td><td>Starting in our 2020 report, we report on all sources of water withdrawal within our operations facilities, including water used for manufacturing and testing our products, cleaning our facilities, and supporting the essential needs of our employees. We believe that this provides a more holistic view of our operational footprint. We have recalculated 2018 and 2019 usage data to reflect this change and calculate water-use intensity by converting local units of measure to megaliters/ earned hours to better gauge utilization efficiency.
<table>
<tr><th></th><th>2019</th><th>2020</th><th>2021</th></tr>
<tr><td>Total Water Withdrawal (megaliters)</td><td>592</td><td>613</td><td>661</td></tr>
<tr><td>From Surface Water</td><td>2</td><td>3</td><td>3</td></tr>
<tr><td>From Groundwater</td><td>6</td><td>7</td><td>4</td></tr>
<tr><td>From Seawater</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Produced Water</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Third-Party water</td><td>584</td><td>603</td><td>654</td></tr>
<tr><td>Freshwater (<= 1,000 mg/L Total Dissolved Solids)</td><td>Not available at the time of this report</td><td>Not available at the time of this report</td><td>Not available at the time of this report</td></tr>
<tr><td>Other Water (>1,000 mg/L Total Dissolved Solids)</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Water Withdrawal Intensity (Megaliter/Earned Hours)</td><td>0.0001006</td><td>0.0001031</td><td>0.0000952</td></tr>
<tr><td>Total Water Withdrawal From Water-Stressed Areas (Megaliters)</td><td>Not available at the time of this report</td><td>Not available at the time of this report</td><td>Not available at the time of this report</td></tr>
<tr><td>Total Number of Significant Spills</td><td>0</td><td>0</td><td>0</td></tr>
</table>
Water data collected for all Pentair operations. 2019 is the baseline.
Water data restated for 2019 and 2020 to include all Pentair locations.
Data set does not include KBI and Pleatco data.
Water intensity is calculated by dividing the gallons of water withdrawn by total earned hours in the same time period.</td></tr>
<tr><td>303-4</td><td>Water discharge</td><td>Data was not available at the time of this report.
Environmental Performance — Water Management, p. 32</td></tr>
<tr><td>303-5</td><td>Water consumption</td><td>Data was not available at the time of this report.
Environmental Performance — Water Management, p. 32</td></tr>
<tr><td colspan="3">GRI 305: Emissions (2016)</td></tr>
<tr><td>103-1
103-2
103-3</td><td>Management Approach</td><td>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°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.
Using data from our completed Scope 1 and 2 GHG inventory, in 2021, we began to develop our Low- Carbon Transition Plan designed to meet our 50% GHG reduction goal by 2030 and carbon neutrality by 2050 (for Scopes 1 and 2 emissions). This multiyear plan will include targeted strategic actions to reduce energy consumption across Pentair's operations, increase our investment in on-site energy generation using clean technology, and increase green energy sourcing. In regions where the transition to a greener grid is proceeding at a slower place, we are prioritizing reduction initiatives and Scope 1 and 2 GHG emissions to limit overall energy consumption.
2019 was chosen as our baseline year, for it best represented Pentair's operations at the time of our materiality assessment and did not factor COVID-19 impacts.
Curbing GHG Emissions, p. 25</td></tr>
</table>

305-1 Direct (Scope 1) GHG emissions

In 2021, Pentair expanded Scope 1 energy data to include energy consumption from diesel, ethanol, gasoline, kerosene, and propane usage. To understand how efficiently we use resources, energy consumption is calculated by kWh/earned manufacturing hours for natural gas and electricity and metric tons/earned manufacturing hours for CO_2. We define "earned manufacturing hour" (Earned Mfg. Hr.) as the number of products manufactured multiplied by the standard hours to manufacture. A global management system tracks local site usage data of smaller, local purchases, aggregating up to the enterprise level.

	2019	2020	2021
Gross Direct (Scope 1) GHG Emissions (MT CO2e) (Location = Market Based)	**51,426**	**47,147**	**45,610**
Natural Gas	18,451	18,902	19,546
Diesel	2,427	1,771	1,642
Ethanol	4	2	1
Gasoline	4,115	4,040	4,298
Kerosene	120	59	43
Propane	512	647	717
Other	2	2	2
Process Emissions	24,315	20,459	18,310
Ozone-Depleting Substances (ODS)	1,480	1,265	1,051

GHG emission data collected for all Pentair operations. 2019 is the baseline.

GHG emission data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

For the inventories, Scope 1 emission sources were divided into four categories: stationary combustion, mobile combustion, refrigerants, and process emissions. The emissions calculated in this inventory consider seven GHGs emitted from the combustion of fuels: carbon dioxide (CO_2), methane (CH4), and nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3).

IPCC Fourth Assessment Report (AR4) GWP values were utilized for emission calculation in this inventory.

GHG scope 1 and 2 emission inventories in alignment with the WRI GHG Protocol.

305-2 Energy indirect (Scope 2) GHG emissions

	2019	2020	2021
Gross Energy Indirect (Scope 2) GHG Emissions (MTCO2e) Location Based	**66,655**	**65,542**	**62,831**
Purchased Electricity	66,655	65,542	57,277
Purchased Electricity RECs	0	0	5,554
Heat, Steam, and Cooling	-	-	-
Gross Energy Indirect (Scope 2) GHG Emissions MTCO2e) Market Based	**69,007**	**68,287**	**60,645**
Purchased Electricity	69,007	68,287	60,645
Heat, Steam, and Cooling	-	-	-

GHG emission data collected for all Pentair operations. 2019 is the baseline.

GHG emission data restated for 2019 and 2020 to include all Pentair locations.

Data set does not include KBI and Pleatco data.

Scope 2 emissions calculated in the inventories consider three GHGs as a result of the generation of electricity. Those GHGs are: CO_2, CH4 and N2O. Scope 2, Location based and Scope 2, Market based are defined in the GHG Protocol Scope 2 Guidance, 2015. Pentair uses emissions factors two years in arrears for consistency in calculating their GHG footprint. When IEA factors are released, the previous year's emissions factors are estimated, and they don't become static until the following years release. For Pentair's international facilities, IEA and Association of Issuing Bodies (AIB) Residual Mix emissions factors were used. For sites in the United States, eGrid and Green-e® Residual Mix emissions factors were used. Appendix II of this report includes a table outlining the electricity emissions factors used for all Pentair facilities. IPCC Fourth Assessment Report (AR4) GWP values were utilized for emission calculation in this inventory.

GHG scope 1 and 2 emission inventories in alignment with the WRI GHG Protocol.

<table>
<tr><td>305-3</td><td>Other indirect (Scope 3) GHG emissions</td><td>Pentair does not currently calculate Scope 3 GHG emissions.</td></tr>
<tr><td>305-4</td><td>GHG emissions intensity</td><td>
<table>
<tr><th>Emissions Intensity Location Based</th><th>2019</th><th>2020</th><th>2021</th></tr>
<tr><td>Scope 1 and 2 GHG Emissions Intensity (MTCO2e/Earned Hours)</td><td>0.020</td><td>0.019</td><td>0.016</td></tr>
<tr><td>Emissions Intensity Market Based</td><td>2019</td><td>2020</td><td>2021</td></tr>
<tr><td>Scope 1 and 2 GHG Emissions Intensity (MTCO2e/Earned Hours)</td><td>0.020</td><td>0.019</td><td>0.015</td></tr>
</table>
GHG emission totals and earned hour data for all Pentair operations.
GHG emission data restated for 2019 and 2020 to include all Pentair locations.
Data set does not include KBI and Pleatco data.
</td></tr>
<tr><td>305-5</td><td>Reduction of GHG emissions</td><td>
<table>
<tr><th>Reduction of Scope 2 GHG Emissions Market Based</th><th>2021</th></tr>
<tr><td>Amount of Reductions in GHG Scope 2 Emissions From Conservation/Efficiency Initiatives (MTCO2e) Market Based</td><td>5,554</td></tr>
</table>
GHG emission Reduction data collected for all Pentair operations using Inventory method of accounting with 2019 as Baseline.
GHG emission data restated for 2019 and 2020 to include all Pentair locations.
For the inventories, scope 1 emission sources were divided into four categories: stationary combustion, mobile combustion, refrigerants, and process emissions. The emissions calculated in this inventory consider seven GHGs emitted from the combustion of fuels: carbon dioxide (CO_2), methane (CH4), and nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF6), and nitrogen trifluoride (NF3). Scope 2 emissions calculated consider three GHGs as a result of the generation of electricity. Those GHGs are: CO_2, CH4 and N2O. Scope 2, Location-based and Scope 2, Market based are defined in the GHG Protocol Scope 2 Guidance, 2015.
Data set does not include KBI and Pleatco data.
</td></tr>
<tr><td>305-6</td><td>Emissions of ozone-depleting substances (ODS)</td><td>Pentair is not a manufacturer, importer, or exporter of ODS based on interpretation of GRI 305-6. We adhere to the Montreal Protocol, administered by the United Nations Environment Programme (UNEP).</td></tr>
<tr><td>305-7</td><td>Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions</td><td>
<table>
<tr><th>Other Air Emissions (Unit)</th><th>2019</th><th>2020</th><th>2021</th></tr>
<tr><td>Volatile Organic Compounds</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Nitrogen Oxide</td><td>-</td><td>-</td><td>-</td></tr>
<tr><td>Sulfur Dioxide</td><td>-</td><td>-</td><td>-</td></tr>
</table>
Not available at the time of this report.
</td></tr>
<tr><td colspan="3">GRI 306: Waste (2020)</td></tr>
<tr><td>103-1
103-2
103-3</td><td>Management Approach</td><td>The majority (95%) of our waste generated is classified as “nonhazardous” and managed by traditional regional waste management systems. We seek to decrease waste generation and maximize recycling and reuse opportunities for those waste streams. Waste Management, p. 34</td></tr>
<tr><td>306-1</td><td>Waste generation and significant waste-related impacts</td><td>Pentair’s manufacturing processes vary globally, with multiple raw materials comprising our purchasing footprint. As such, our operational waste management process must be standardized, yet adaptable, to enable each facility to effectively identify and manage their potential waste impact. At the heart of our efforts is our Zero Waste program, where we continue to drive material efficiencies and increase our in-house recycling programs.

Waste Management, p. 34</td></tr>
<tr><td>306-2</td><td>Management of significant waste-related impacts</td><td>All manufacturing locations are required to perform full source identification and separation in compliance with appropriate regulatory requirements and in conformance with Pentair’s Zero Waste program. Facilities’ waste management and Zero Waste programs are audited through a formal process developed based upon 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 executive review for accountability.

Waste Management, p. 34</td></tr>
</table>

306-3 Waste generated

	2019	2020	2021
Total Waste Generated (Metric Tons)	**34,639**	**32,697**	**27,498**
Nonhazardous Waste Generated	33,207	31,182	25,989
Hazardous Waste Generated	1,432	1,515	1,509

Waste data reported for manufacturing locations only.

Data set does not include KBI and Pleatco data.

Restating 2019 and 2020 waste data due to methodology change. Previously, data was reported using the month of generation. New methodology reports data in the month dispositioned accounting for the impact on the environment.

306-4 Waste diverted from disposal

	2019	2020	2021
Total Waste Diverted From Landfill (Metric-Tons)	**26,535**	**24,860**	**22,201**
Nonhazardous Waste Diverted From Landfill (Metric Tons)	**25,294**	**23,599**	**20,932**
Prepared for reuse	471	2,392	7,902
Recycled	24,823	21,207	13,030
Other recovery options	Not applicable	Not applicable	Not applicable
Hazardous waste diverted from landfill (metric tons)	**1,240**	**1,261**	**1,269**
Prepared for reuse	12	-	6
Recycled	1,228	1,261	1,263
Other recovery options	Not applicable	Not applicable	Not applicable

Waste data reported for manufacturing locations only.

Data set does not include KBI and Pleatco data.

Restating 2019 and 2020 waste data due to methodology change. Previously, data was reported using the month of generation. New methodology reports data in the month dispositioned accounting for the impact on the environment.

306-5 Waste directed to disposal

	2019	2020	2021
Total Disposed Waste (Metric Tons)	**8,105**	**7,837**	**5,296**
Nonhazardous Waste Disposed (Metric Tons)	**7,914**	**7,583**	**5,057**
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	1,107	1,212	1,170
Landfill	6,807	6,371	3,887
Other	Not applicable	Not applicable	Not applicable
Hazardous Waste Disposed (Metric Tons)	**191**	**254**	**240**
Incineration (with energy recovery)	0	0	0
Incineration (without energy recovery)	175	113	157
Landfill	16	141	83
Other	Not applicable	Not applicable	Not applicable
Recycling Rate (%)	**77%**	**76%**	**81%**

Waste data reported for manufacturing locations only.

Data set does not include KBI and Pleatco data.

Restating 2019 and 2020 waste data due to methodology change. Previously, data was reported using the month of generation. New methodology reports data in the month dispositioned accounting for the impact on the environment.

GRI 307: Environmental Compliance (2016)		
103-1 103-2 103-3	Management Approach	Pentair facilities participate in our annual Culture, Process, Performance (CP2) assessment and regulatory compliance evaluation. These processes review sites' compliance with Pentair EHS standards, laws, and regulations as well as management practices. They also measure actions that sites are taking to actively build an engaged employee culture that increases awareness, commitment, and engagement to the Pentair Environmental and Sustainability mission. Site operations and EHS leaders use the results to assign each site a score and address any identified environmental risks. To improve scores, sites must demonstrate year-over-year improvement. Manufacturing site leaders are accountable for ensuring their site's sustainability strategy is executed, and employees are encouraged to identify EHS improvements. Monitoring Compliance, p. 25
307-1	Non-compliance with environmental laws and regulations	Notices of Violation (NOVs) 0 Total Fines $0
GRI 308: Supplier Environmental Assessment (2016)		
103-1 103-2 103-3	Management Approach	Our approach to supply chain management starts with our Supplier Code and Global Supplier Guide, which all suppliers receive as a part of our sourcing and onboarding process. Pentair's Supplier Code formalizes the key principles under which suppliers are required to operate to do business with us. In 2021, we refreshed our Supplier Code, placing an increased focus on social and environmental issues and how suppliers manage ESG risks within their operations and supply chain. Pentair takes affirmative measures to review supplier internal management systems and compliance with our Supplier Code such as announced and unannounced inspections of supplier facilities conducted by trained Pentair auditors. Specifically, we review the supplier's overall management commitment to and maturity for the following: • Environmental, health and safety • Environment 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) Supply Chain, p. 53
GRI 401: Employment (2016)		
103-1 103-2 103-3	Management Approach	To remain a leader in delivering smart, sustainable solutions, it is essential we continue to attract and retain a diverse workforce of highly skilled and engaged employees who are as excited about our purpose as we are. People have a choice of where to work. We believe that by building an environment where employees are valued for their contributions, treated fairly and with equity, encouraged to share their feedback and ideas, and have ample opportunities to grow their careers without sacrificing their personal lives, we have created a competitive advantage in attracting talent. We believe it is also why our employees choose to stay with Pentair. Our People strategy is led by our Executive Vice President, Chief Human Resources Officer and Chief Transformation Officer, who provides progress updates on our human capital management strategy and performance to our Board of Directors. Workplace, p. 38

401-1 New employee hires and employee turnover

Total Number of New Employee Hires	2019	2020	2021
By Age Group	**2,314**	**2,432**	**4,305**
Under 30 Years Old	834	1,047	1,565
30 to 50 Years Old	1,078	1,053	2,010
50 Years or Older	383	316	698
Unknown	19	16	32
By Gender	**2,314**	**2,432**	**4,305**
Women	651	878	1,447
Men	1,644	1,539	2,828
Unknown	19	15	30
By Region	**2,314**	**2,432**	**4,305**
North America	1,584	1,698	3,268
EMEA	346	194	269
APAC	213	101	227
Mexico/LATAM	171	439	541
By POC/Non-POC (U.S. Only)	-	-	**3,266**
POC	-	-	1,547
Non-POC	-	-	1,107
Undeclared	-	-	612

Rate of New Employee Hires (%)	2019	2020	2021
By Age Group			
Under 30 Years Old	9%	11%	14%
30 to 50 Years Old	12%	11%	18%
50 Years or Older	4%	3%	6%
By Gender			
Women	7%	9%	13%
Men	18%	16%	25%
By Region			
North America	17%	17%	29%
EMEA	4%	2%	2%
APAC	2%	1%	2%
Mexico/LATAM	2%	4%	5%
By POC/Non-POC (U.S. Only)			
POC	-	-	24%
Non-POC	-	-	17%
Undeclared	-	-	9%

Ratio of New Employee Hires (%)	2019	2020	2021
By Age Group			
Under 30 Years Old	36%	43%	36%
30 to 50 Years Old	47%	43%	48%
50 Years or Older	17%	13%	16%
By Gender			
Women	28%	36%	34%
Men	71%	63%	66%
By Region			
North America	68%	70%	76%
EMEA	15%	8%	6%
APAC	9%	4%	5%
Mexico/LATAM	7%	18%	13%
By POC/Non-POC (U.S. Only)			
POC	-	-	47%
Non-POC	-	-	34%
Undeclared	-	-	19%

KBI and Pleatco employees defined as new hires.

Data set includes all full-time and temporary employees, including KBI and Pleatco.

Rate is defined as percentage of group that turned over in calendar year. Ratio is defined as percentage of total turnover broken out by group.

401-1

New employee hires and employee turnover (continued)

Total Number of Employee Turnover	2019	2020	2021
By Age Group	**2,505**	**1,910**	**2,936**
Under 30 Years Old	765	692	1,099
30 to 50 Years Old	1,186	837	1,311
50 Years or Older	542	368	513
Unknown	12	13	13
By Gender	**2,505**	**1,910**	**2,936**
Women	708	608	891
Men	1,780	1,288	2,032
Unknown	17	14	13
By Region	2,505	1,910	2,936
North America	1,457	1,324	2,009
EMEA	353	235	239
APAC	294	131	177
Mexico/LATAM	401	220	511

Rate of Employee Turnover (%)	2019	2020	2021
By Age Group			
Under 30 Years Old	8%	7%	10%
30 to 50 Years Old	13%	8%	12%
50 Years or Older	6%	4%	5%
Unknown	0%	0%	0%
By Gender			
Women	8%	6%	8%
Men	19%	13%	18%
Unknown	0%	0%	0%
By Region			
North America	16%	13%	18%
EMEA	4%	2%	2%
APAC	3%	1%	2%
Mexico/LATAM	4%	2%	5%

Ratio of Employee Turnover (%)	2019	2020	2021
By Age Group			
Under 30 Years Old	31%	36%	37%
30 to 50 Years Old	47%	44%	45%
50 Years or Older	22%	19%	18%
By Gender			
Women	28%	32%	30%
Men	71%	67%	70%
By Region			
North America	58%	69%	69%
EMEA	14%	12%	8%
APAC	12%	7%	6%
Mexico/LATAM	16%	12%	17%

KBI and Pleatco employees defined as new hires.

Data set includes all full-time and temporary employees, including KBI and Pleatco.

Rate is defined as percentage of group that turned over in calendar year. Ratio is defined as percentage of total turnover broken out by group.

<table>
<tr>
<td>401-2</td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>
In the United States, all full-time employees are eligible to receive the following benefits:
• Disability Insurance
• Life Insurance
• Supplemental Life Insurance
• Voluntary Accident and Critical Illness Insurance
• Pretax Flexible and Health Saving Accounts
• Wellness Programs
• Teladoc Support
• Health Insurance (Medical, Pharmacy, Dental, Vision)
• Eight Weeks' Paid Parental Leave for Birth and Adoptive Parents (All Genders)
• Two Weeks' Paid Caregiver Leave
• Legal Services
• Employee Assistance Program
• Retirement Provision/401(k) Plan With Employer Match
• Stock Ownership
• Fitness reimbursement
• Tuition Reimbursement
• Vacation, Holidays, and Sick Time
• Bereavement, Jury Duty, and Military Leave
• Employee Emergency Fund
• Flexible Work Arrangements

In the United States, part-time employees are eligible to receive the following benefits:
• Vacation, Holidays, and Sick Time
• Bereavement, Jury Duty, and Military Leave
• Retirement Provision/401(k) Plan

Offering Benefits for the Whole Employee, p. 47

Benefits/Employment
</td>
</tr>
<tr>
<td>401-3</td>
<td>Parental leave</td>
<td>
<table>
<tr><th>Parental Leave</th><th>2019</th><th>2020</th><th>2021</th></tr>
<tr><td>Number of employees entitled to parental leave</td><td>-</td><td>4,703**</td><td>5,381</td></tr>
<tr><td>Women</td><td>-</td><td>1,662</td><td>1,978</td></tr>
<tr><td>Men</td><td>-</td><td>3,041</td><td>3,403</td></tr>
<tr><td>Number of employees who took parental leave</td><td>-</td><td>113</td><td>173</td></tr>
<tr><td>Women</td><td>-</td><td>43</td><td>60</td></tr>
<tr><td>Men</td><td>-</td><td>70</td><td>113</td></tr>
<tr><td>Number of employees who returned from parental leave</td><td>-</td><td>111</td><td>173</td></tr>
<tr><td>Women</td><td>-</td><td>41</td><td>60</td></tr>
<tr><td>Men</td><td>-</td><td>70</td><td>113</td></tr>
<tr><td>Number of employees who returned from parental leave and are still employed after 12 months of returning to work</td><td>-</td><td>100</td><td>152</td></tr>
<tr><td>Women</td><td>-</td><td>38</td><td>56</td></tr>
<tr><td>Men</td><td>-</td><td>62</td><td>96</td></tr>
<tr><td>Return to work rate for employees who took parental leave (%)</td><td></td><td></td><td></td></tr>
<tr><td>Women</td><td>-</td><td>95%</td><td>100%</td></tr>
<tr><td>Men</td><td>-</td><td>100%</td><td>100%</td></tr>
<tr><td>Retention rate for employees who took parental leave (%)</td><td></td><td></td><td></td></tr>
<tr><td>Women</td><td>-</td><td>88%</td><td>93%</td></tr>
<tr><td>Men</td><td>-</td><td>89%</td><td>85%</td></tr>
</table>
Data set includes full-time employees in the U.S. only except for Commercial Services, Pleatco, and APEL employees and collective bargaining employees.
**This number reflects a restatement of 2020 data.
</td>
</tr>
</table>

GRI 403: Occupational Health and Safety (2018)

103-1 103-2 103-3	Management Approach	We are committed to providing a safe workplace for all employees, contractors, and visitors. Our EHS Guiding Principles outline our commitment to developing, manufacturing, and delivering our products safely and sustainably. Integrating regulatory compliance and risk management, our EHS program drives foundational behaviors and processes to support a sustainable, proactive, and engaged culture. Aiming for Zero: Occupational Health and Safety, p. 49
403-1	Occupational Health and Safety Management System	Our program is standardized in a global management system to help ensure improvements are sustainable. Thirty-nine percent of our manufacturing sites hold a unique EHS certification, and all our sites follow our internal global management system. Leadership is accountable for investigating reported incidents to determine the contributing factors, root cause, and corrective actions to minimize future risk using an Incident Investigation program that employs multiple tools to help ensure each incident is properly investigated and addressed. Corrective actions are evaluated by the hierarchy of control, and updates are made to the safety management system for continuous improvement. Aiming for Zero: Occupational Health and Safety, p. 49
403-2	Hazard identification, risk assessment, and incident investigation	Our EHS Playbook is a key part of our global EHS program, reflecting industry best practices, including Hazard Recognition, where employees should feel empowered and in control of their own safety at work. We track indicators that can predict trends so teams can promptly investigate the cause and implement effective and sustainable corrective actions. All locations have a formalized Hazard Reporting program guided by our Culture Playbook that encourages employees to report work-related hazards. Leadership is accountable for reviewing all reported hazards in their area of responsibility, connecting with the employee who reported the hazard to identify the best corrective action, and ensuring the hazards are controlled effectively utilizing the hierarchy of controls. Pentair facilities also employ "Stop, Call, Wait" programs, which train employees to recognize unsafe conditions and to stop work, report the unsafe condition, and wait for assistance before resuming work. Aiming for Zero: Occupational Health and Safety, p. 49: Employee EHS Risk Management and Training, p. 51
403-3	Occupational Health Services	Aiming for Zero: Occupational Health and Safety, p. 49
403-4	Worker participation, consultation, and communication on occupational health and safety	Our locations have a formalized Hazard Reporting program guided by our Culture Playbook that encourages employees to report work-related hazards. Employees are trained to report safety hazards and incidents. 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 always include the employees working in the area to help ensure potential hazards are identified and the right controls are put in place. Our EHS Playbook is a key part of our global EHS program, reflecting industry best practices and six key elements: management engagement, EHS improvement teams, hazard recognition, immersion and re-immersion, cultural capital investment, and recovery plan mode. Aiming for Zero: Occupational Health and Safety, p. 49: Employee EHS Risk Management and Training, p. 51
403-5	Worker training on occupational health and safety	Employees are engaged in a wide variety of EHS management training and development, including hazard recognition and reporting, behavioral observation programs, kaizen improvement projects, and risk-specific safety committees with execution targets and accountability. Each site manages its required regulatory training as well as supplemental enrichment and education to strengthen EHS performance. Employee EHS Risk Management and Training, p. 51

403-6	Promotion of worker health	Aiming for Zero: Occupational Health and Safety, p. 49

403-9 Work-related injuries

Work-related Injuries	2019	2020	2021
For all employees			
Total number of high-consequence work-related injuries (excluding fatalities)	14	6	9
Total number of lost-time injuries	65	54	44
Lost-time injury rate	0.79	0.68	0.50
Total number of fatalities as a result of work-related injury	0	0	0
Total number of recordable work-related injuries	187	155	160
Rate of recordable work-related injuries (unit)	2.27	1.96	1.81
Total number of hours worked (full-time)	15,561,254	14,585,265	16,414,198
Total number of hours worked (temporary and full-time)	16,494,908	15,778,561	17,646,722
For all workers who are not employees (contract)			
Total number of high-consequence work-related injuries (excluding fatalities)	3	0	0
Total number of lost time injuries	4	5	3
Lost time injury rate	0.86	0.84	0.49
Total number of fatalities as a result of work-related injury	0	0	0
Total number of recordable work-related injuries	21	26	8
Rate of recordable work-related injuries (unit)	4.50	4.36	1.30
Total number of hours worked (temporary)	933,654	1,193,296	1,232,524

Data set includes Pentair manufacturing locations only.
Based on 200,000 hours worked.
2021 Data set does not include KBI and Pleatco data.

GRI 404: Training and Education (2016)

103-1 103-2 103-3	Management Approach	We believe learning and development is a lifelong experience and have worked to cultivate a robust culture of development that supports employees in their career journeys. It includes not only access to resources employees can use to strengthen their skills and explore different career aspirations, but also manager and peer support to help guide and assist them along the way. Pentair facilitates technical training across functional areas, including Quality, EHS, Operations, Engineering, and Finance. Our Workplace Approach, p. 40
404-2	Programs for upgrading employee skills and transition assistance programs	To support employees in their career journey, we offer live training, on-demand learning, and development guides in multiple languages. Creating a Development Culture, p. 45

404-3 Percentage of employees receiving regular performance and career development reviews

Performance Evaluation	2019	2020	2021
% of employees who receive a performance and career development review	-	91%	93%
By Gender			
Men	-	91%	93%
Women	-	91%	93%

GRI 405: Diversity and Equal Opportunity (2016)

103-1
103-2
103-3

Management Approach

DEI is integral to our success at Pentair. As a leader in our sector, we know that reflecting, valuing, and leveraging diversity is essential to attract, develop, and retain people with different minds who bring us better ideas and the best solutions. Through our enterprise-wide DEI strategy, built upon our Win Right Values, we are committed to continuing to build an inclusive and diverse workplace.

We measure our progress against key DEI, talent, and culture metrics through our global diversity scorecard. Our Executive Leadership Team reviews our progress regularly and adjusts our strategy, actions, and plans as needed.

Making Diversity, Equity, and Inclusion (DEI) a Strategic Imperative, p.41

405-1

Diversity of governance bodies

	2019	2020	2021
Total Employees by Category	**9,290**	**9,878**	**11,263**
Leadership	127	127	144
Workforce	9,163	9,751	11,119
% of Women			
Leadership	28%	28%	31%
Workforce	30%	31%	32%
% of Men			
Leadership	70%	72%	69%
Workforce	69%	68%	67%
Employee Diversity			
% of POC in the workforce U.S. only	39%	42%	43%
% of POC in leadership roles U.S. only	23%	25%	26%

Employees by Age Group (%)	**2019**	**2020**	**2021**
Under 30 Years Old			
Leadership	0%	0%	0%
Workforce	14%	16%	16%
30 to 50 Years Old			
Leadership	67%	63%	57%
Workforce	55%	54%	52%
50 Years or Older			
Leadership	33%	37%	43%
Workforce	31%	30%	31%

Employees by Region	**2019**	**2020**	**2021**
Total	**9,290**	**9,878**	**11,263**
North America	4,779	5,204	6,479
EMEA	2,235	2,188	2,218
APAC	1,414	1,404	1,454
MEXICO/LATAM	862	1,082	1,112

2021 Data set includes KBI and Pleatco data.

Inclusive of the following racial minority groups: Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Asian, and Native Hawaiian/Other Pacific Islander. Data for U.S. employee population only.

Leadership roles are those of employees who are at the director level and above.

Director Dashboard, p. 63

GRI 406: Non-Discrimination (2016)		
103-1 103-2 103-3	Management Approach	The Pentair Code of Business Conduct and Ethics, as described on p. 63, requires 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. Our Code encompasses the standards set forth by the International Labour Organization (ILO) and is aligned with the U.N. International Bill of Human Rights as well as the U.N. Guiding Principles on Business and Human Rights. Our employees are required to take annual training on our Code of Business Conduct and Ethics, which includes responsibilities related to labor and human rights. We are committed to providing equal employment opportunities and prohibiting discrimination of all types toward all employees and applicants for employment on the basis of race; color; religion; sex (including pregnancy, lactation, 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. Labor and Human Rights, p. 69
GRI 412: Human Rights Assessment (2016)		
103-1 103-2 103-3	Management Approach	At Pentair, we are committed to conducting business with absolute integrity, which includes 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. The Pentair Code of Business Conduct and Ethics, as described on p. 62, requires 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. Our Code encompasses the standards set forth by the International Labour Organization (ILO) and is aligned with the U.N. International Bill of Human Rights as well as the U.N. Guiding Principles on Business and Human Rights. All employees are required to take annual training on our Code of Business Conduct and Ethics, which includes responsibilities related to labor and human rights. Labor and Human Rights, p. 69
412-1	Operations that have been subject to human rights reviews or impact assessments	Data was not available at the time of this report.
412-2	Employee training on human rights policies or procedures	One hundred percent of our active professional-level employees fully completed the 2021 training.
GRI 413: Local Communities (2016)		
103-1 103-2 103-3	Management Approach	Since 1998, Pentair and the Pentair Foundation have funded philanthropic causes strengthening the communities in which we operate as well as funding long-term sustainable programs focused on providing better access to water in the developing world through our Project Safewater initiatives. Community Impact, p. 56
413-1	Operations with local community engagement, impact assessments, and development programs	Social Impact at Pentair, p. 56
GRI 414: Supplier Social Assessment (2016)		
103-1 103-2 103-3	Management Approach	Supply Chain, p. 53 Supplier Code of Conduct
414-1	New suppliers that were screened using social criteria	Supplier Assessments, p. 53, p.69

GRI 415: Public Policy (2016)		
103-1 103-2 103-3	Management Approach	While public policy issues have the potential to impact Pentair's business, its employees, and the communities in which Pentair operates, and in certain cases, it may be appropriate and in Pentair's best interests to use its resources to make political contributions, it is Pentair's position that political contributions are generally prohibited. Therefore, we have adopted a Political Contributions Policy to help ensure that if such contributions are made, they are made in a manner consistent with Pentair's core values and protect and/or enhance stakeholder value. Political Contributions Policy
415-1	Political contributions	Political Contributions Policy: 2021 Political Contributions Reporting: Public Policy and Corporate Political Contributions, p. 70
GRI 416: Customer Health and Safety (2016)		
103-1 103-2 103-3	Management Approach	We are focused on our culture of Winning Right and compliance, including delivering for our customers on product safety and regulatory compliance. Pentair seeks the highest product quality, safety, and performance at all times. 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 safety supports resilience for our Company and our customers. Product Quality, p. 19
416-1	Assessment of the health and safety impacts of product and service categories	Product Quality, p. 19
GRI 418: Customer Privacy (2016)		
103-1 103-2 103-3	Management Approach	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 global information security and 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 to the National Institute of Standards and Technology (NIST) and Cybersecurity Framework (CSF), and the program is managed within the IT department reporting to our CFO. Data Privacy and Cybersecurity, p. 70
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Cybersecurity, p. 70

SASB INDEX

Topic	Accounting Metric	Code	Response and Section Reference
Energy Management	(1) Total energy consumed, (2) percentage grid electricity, and (3) percentage renewable	RT-IG-130a.1	(1) Total Scope 1 and 2 Energy Consumed (kWh) 283,273,514 (2) Total Scope 1 and 2 Energy Consumed (GJ) 1,019,756 (3) 52.2% Grid Electricity (4) 5% Renewable Data set does not include KBI and Pleatco data.
Employee Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	RT-IG-320a.1	(1) Total recordable incident rate (TRIR) 1.81 (2) Fatality Rate 0 (3) Near Miss Frequency Rate (NMFR) 10.90 Data set does not include KBI and Pleatco data.
Fuel Economy and Emissions in Use-Phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	RT-IG-410a.1	Not Applicable
	Sales-weighted fuel efficiency for nonroad equipment	RT-IG-410a.2	Not Applicable
	Sales-weighted fuel efficiency for stationary generators	RT-IG-410a.3	Not Applicable
	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 nonroad diesel engines	RT-IG-410a.4	Not Applicable
Materials Sourcing	Description of the management of risks associated with the use of critical materials	RT-IG-440a.1	In response to the global supply chain challenges in 2021, Pentair reorganized its internal supply chain teams from focusing on business units to key product categories and segments. We communicated daily with key suppliers to identify and collaborate on solutions, alternative materials, and logistics to help ensure our access to critical materials to meet production demand. Global Supply Chain Challenge, p. 55
Remanufacturing Design and Services	Revenue from remanufactured products and remanufacturing services	RT-IG-440b.1	Not currently tracked.
Activity Metrics			
Number of units produced by product category		RT-IG-000.A	Not disclosed
Number of employees		RT-IG-000.B	**Total** 11,263 North America 6,479 EMEA 2,218 APAC 1,454 Mexico/LATAM 1,112 Data set includes KBI and Pleatco data.

TFCD INDEX

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

Governance:
Governance regarding climate change risk and opportunities

a. Board's oversight of climate-related risks and opportunities

- Deliberation and decision-making on sustainability risk are conducted for all management activities, including climate change issues.
- At the regular Board of Directors meeting held in February 2022, climate change issues and plans to respond to those issues were announced.

b. Management's role in assessing and managing climate-related risks and opportunities

- 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.

2021 Annual Report and 10-K

2022 Proxy Statement

Governance, p. 61

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

b. Impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning

- For a description of key impacts, risks, and opportunities relevant to Pentair, see our 2021 Annual Report and 10-K.

Risk Management, p. 68

- **Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.**
- 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.

2021 Annual Report and 10-K

CR Report 2021: Planet, p. 24

Risk Management:
How the organization identifies, assesses, and manages climate-related risks

a. The organization's processes for identifying and assessing climate-related risks

b. The organization's processes for managing climate-related risks

c. How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management

- For a description of climate-related risks relevant to Pentair, see our 2021 Annual Report and 10-K.

Low-Carbon Transition Plan, p. 25

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

- 2021 Scope 1 emissions: 45,610 MTCO2e
- 2021 Scope 2 emissions location based: 62,831 MTCO2e
- 2021 Scope 2 emissions market based: 60,645 MTCO2e
- 2021 Scope 3 emissions: Pentair does not currently calculate Scope 3 emissions

Low-Carbon Transition Plan, p. 25

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 11.8% in 2021 from the 2019 market-based baseline.
- Scope 1 and 2 GHG emissions (MTCO2e) were reduced by 8.2% in 2021 from the 2019 location-based baseline.
- Pentair completed Company's first Scope 1 and 2 GHG inventory, which is laying the foundation for developing our Low-carbon Transition Plan to reach net zero Scope 1 and 2 GHG emissions by 2050, designed to be resilient under likely decarbonization pathways and the global aspiration to limit warming to 1.5°C.

LRQA Independent Assurance Statement

Relating to Pentair's Environmental, Safety, and Diversity Metrics for the Calendar Years 2019 and 2021

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 Filtration Solutions, LLC to provide independent assurance of Pentair plc's (Pentair's) Greenhouse Gas emissions inventory, 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 judgement of the verifier using LRQA's verification procedure and ISO 14064 - Part 3 for greenhouse gas emissions. LRQA's verification procedure is based on current best practice and is in accordance with ISAE 3000 and ISAE 3410.

Our assurance engagement covered Pentair's global operations and activities in CY 2019 and CY 2021, and specifically the following requirements:

- Verifying conformance with:
  - Pentair's reporting methodologies for selected datasets;
  - World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD Protocol) for the GHG data[1]
- Evaluating the accuracy and reliability of data and information for only the selected indicators listed below: [2]
  - CY 2019 and CY 2021 Direct (Scope 1), Energy Indirect (Scope 2) greenhouse gas emissions
  - CY 2019 and CY 2021 Water Withdrawal
  - CY 2021 Energy Consumption
  - CY 2021 Safety Injury Frequency Rate
  - CY 2021 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.

[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 Tables 1 and 2 below

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

Table 1. Summary of Pentair's GHG Emissions and Environmental Data for CY 2019 and CY 2021.

Environmental Data Parameter	2019 (Base Year)	2021	Unit
Scope 1 GHG emissions	51,426	45,610	Metric Tons CO_2e
Scope 2 GHG emissions (Location-based)[1.1]	66,655	62,831	Metric Tons CO_2e
Scope 2 GHG emissions (Market-based)[1.1]	69,007	60,645	Metric Tons CO_2e
Energy Use[1.2]	n/a	1,019,756	Gigajoules
Total Water Withdrawal	592	661	Megaliters

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

Note 1.2. Energy use verified for 2021 only; includes kWh equivalent energy from natural gas, electricity, stationary sources, and fleet fuel, reported in gigajoules.

Table 2. Summary of Pentair's Performance Metrics for CY2021.

Data Parameter	2021	Unit
Safety Injury Frequency Rate[2.1] for Manufacturing Facilities	1.81	Cases Per 200,000 Hours
Percent of Women in the Workforce[2.2]	32.4	Percent
Percent of POC in the Workforce[2.3] (U.S. only)	43.3	Percent
Percent of Women Director and Above	30.6	Percent
Percent of POC Director and Above[2.3] (U.S. only)	26.0	Percent

Information as of 12/31/2021

Note 2.1. Injury Frequency Rate calculated according to GRI Disclosure 403-9, section 2.1.4: Rate of recordable work-related injuries.

Note 2.2. Percent of women applies to global Pentair workforce.

Note 2.3. 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.

[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.


PENTAIR