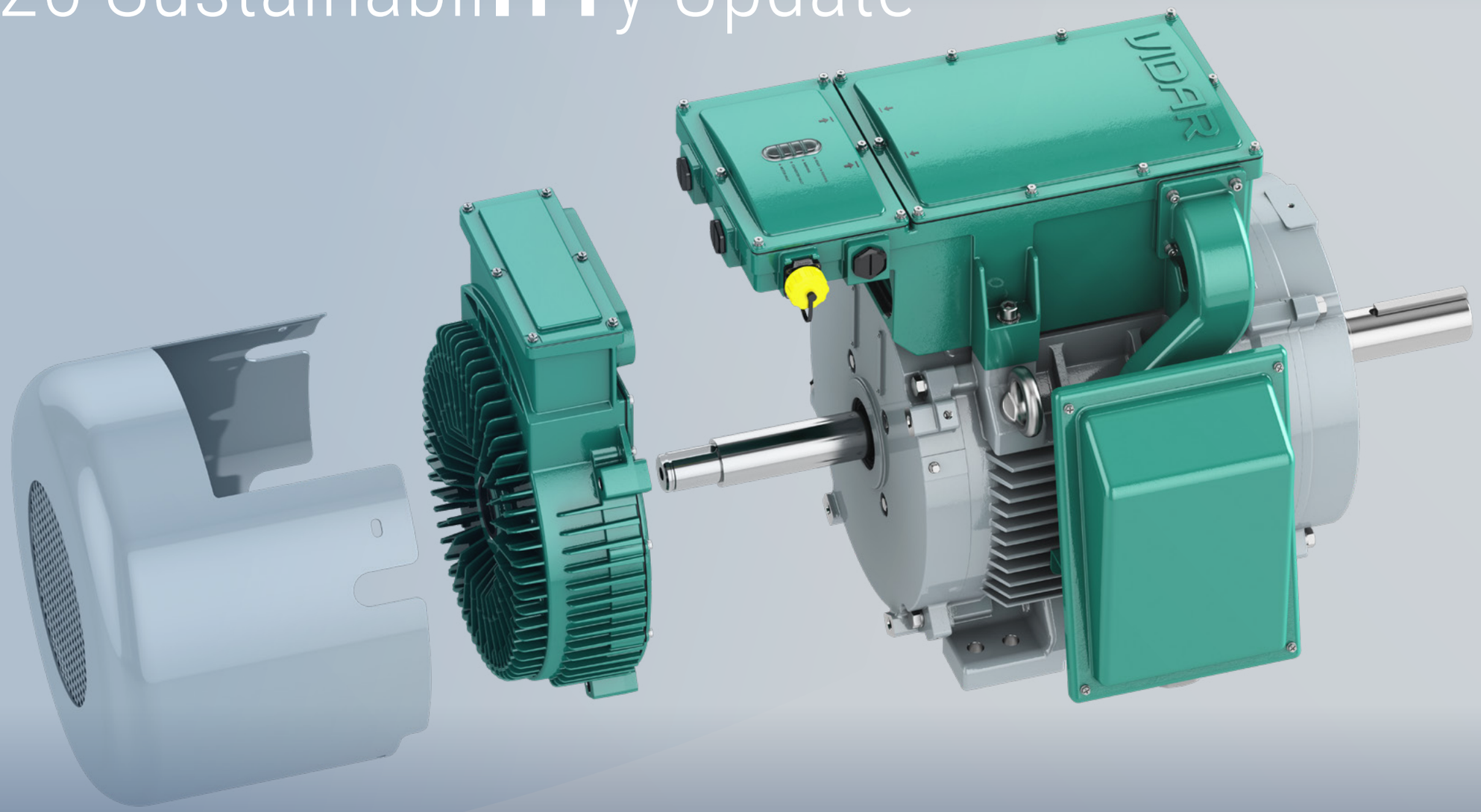
2025 Sustainabil**ITT**y Update



Shown: VIDAR, ITT's revolutionary compact smart motor with embedded variable speed intelligence that lowers energy usage and CO_2 emissions, reduces operating costs and increases the lifespan of industrial equipment.

Read more about VIDAR on page 6 of this update.

Safe Harbor Statement

Some of the information included in this report includes forward-looking statements within the meaning of the Securities Exchange Act of 1933, as amended, and the Securities Exchange Act of 1934, as amended. We intend such forward-looking statements to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements are not historical facts, but rather represent only a belief regarding future events based on current expectations, estimates, assumptions and projections about our business, future financial results and the industry in which we operate, and other legal, regulatory and economic developments. These forward-looking statements include, but are not limited to, future strategic plans and other statements that describe the company's business strategy, outlook, objectives, plans, intentions or goals, and any discussion of future events and future operating or financial performance.

We use words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "future," "guidance," "intend," "may," "plan," "potential," "project," "should," "target," "would," and other similar expressions to identify such forward-looking statements. Forward-looking statements are uncertain and, by their nature, many are inherently unpredictable and outside of ITT's control, and involve known and unknown risks, uncertainties and other important factors that could cause actual results to differ materially from those expressed or implied in, or reasonably inferred from, such forward-looking statements.

Where in any forward-looking statement we express an expectation or belief as to future results or events, such expectation or belief is based on current plans and expectations of our management, expressed in good faith and believed to have a reasonable basis. However, we cannot provide any assurance that the expectation or belief will occur or that anticipated results will be achieved or accomplished.

Among the factors that could cause our results to differ materially from those indicated by forward-looking statements are risks and uncertainties inherent in our business including, without limitation:

- uncertain global economic and capital markets conditions, which have been influenced by heightened geopolitical tensions, inflation, changes in monetary policies, the threat of a possible regional or global economic recession, trade disputes between the U.S. and its trading partners, political and social unrest, and the availability and fluctuations in prices of energy and commodities, including steel, oil, copper and tin;
- the imposition of new or increased tariffs by the U.S. government, particularly those targeting imports from specific countries, and the potential for retaliatory trade measures by affected countries, which could disrupt global supply chains, increase costs and reduce customer demand;
- fluctuations in interest rates and the impact of such fluctuations on customer behavior and on our cost of debt;
- fluctuations in foreign currency exchange rates and the impact of such fluctuations on our revenues, customer demand for our products and on our hedging arrangements;
- volatility in raw material prices and our suppliers' ability to meet quality and delivery requirements;
- impacts and risk of liabilities from recent mergers, acquisitions, or venture investments, and past divestitures and spin-offs;
- our inability to hire or retain key personnel;
- failure to compete successfully and innovate in our markets;
- failure to manage the distribution of products and services effectively;
- failure to protect our intellectual property rights or violations of the intellectual property rights of others;
- the extent to which there are quality problems with respect to manufacturing processes or finished goods;
- the risk of cybersecurity breaches or failure of any information systems used by the company, including any flaws in the implementation of any enterprise resource planning systems;
- loss of or decrease in sales from our most significant customers;
- risks due to our operations and sales outside the U.S. and in emerging markets, including the imposition of tariffs and trade sanctions;
- fluctuations in demand or customers' levels of capital investment, maintenance expenditures, production, and market cyclicality;
- the risk of material business interruptions, particularly at our manufacturing facilities;
- risks related to government contracting, including changes in levels of government spending and regulatory and contractual requirements applicable to sales to the U.S. government;
- fluctuations in our effective tax rate, including as a result of changing tax laws and other possible tax reform legislation in the U.S. and other jurisdictions;
- changes in environmental laws or regulations, discovery of previously unknown or more extensive contamination, or the failure of a potentially responsible party to perform;
- failure to comply with the U.S. Foreign Corrupt Practices Act (or other applicable anti-corruption legislation), export controls and trade sanctions; and
- risk of product liability claims and litigation.

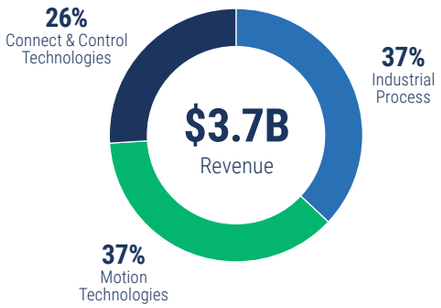
More information on factors that could cause actual results or events to differ materially from those anticipated is included in our reports filed with the SEC, including our Annual Report on Form 10-K for the year ended December 31, 2024 (particularly under the caption "Risk Factors"), our Quarterly Reports on Form 10-Q and in other documents we file from time to time with the SEC.

The forward-looking statements included in this report speak only as of the date hereof. We undertake no obligation (and expressly disclaim any obligation) to update any forward- looking statements, whether written or oral or as a result of new information, future events or otherwise. The data in this report is unaudited, unless otherwise noted.

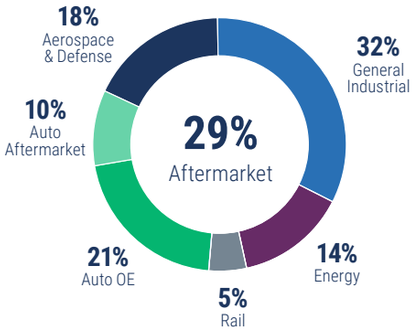
About ITT

Leading Manufacturer of Critical Components for Harsh Environment Applications

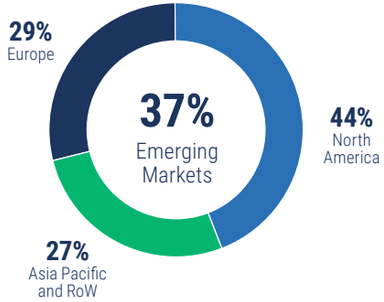
Businesses



End Markets



Geography



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About this update

This report provides updates to our sustainability efforts, and contains information, results and accomplishments for the one, three, and four-year periods ended December 31, 2024.

In this report, we address sustainability issues that impact our business performance and that we believe are important based on extensive engagement with key stakeholders over the course of the year. The data presented in this report have been collected, reviewed and internally verified and represent what we believe to be the most complete and accurate picture ITT has as of the date of publication.

Our Environmental, Social and Governance (ESG) structure, policies, processes and areas of focus are informed by standards set by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosure (TCFD), and proactive engagement with investors, customers and other stakeholders. We have a long history of engaging with stakeholders to better understand their views, including how ESG performance ties to company strategy, emerging reporting standards and expectations on sustainability disclosures. We use these opportunities to discuss our current sustainability progress, recent developments and their impact on the company's financial results.

Note: All results unaudited. Businesses, end markets and geography charts represent pro forma revenue and composition of pro forma revenue for 2024 to include recent acquisitions and divestitures. Emerging Markets includes Eastern Europe, Africa, Middle East, Latin America (including Mexico), Asia Pacific (excl. Japan, Australia, New Zealand), China and India.

Sustainability at a Glance

From CEO Luca Savi

Luca Savi
Chief Executive Officer and President

"Once again, we are proud to share the progress ITT made in 2024 towards building a more sustainable company for our shareholders, our customers and our ITTers, which continues in 2025. It begins with our intense focus on safety each and every day, which drove our lowest incident rate on record. It continues in our operations, with the development of VIDAR, our revolutionary compact motor. And, we enhanced our Board further with the appointments of Doug DelGrosso and Mary Laschinger, which continue the refreshment process that the Board began in 2023. Still, even with all of this, there is much more on our sustainability journey to capture."

SVANEHØJ

Leading marine pump manufacturer

Continued wins on leading green projects: LCO_2 carriers operating on the Northern Lights carbon capture project and other green projects are equipped with Svanehøj deepwell cargo gas pumps

2024: 95% of R&D budget invested in energy transition solutions

GREEN SAND | H | Northern Lights

VIDAR

Revolutionary compact motor

VIDAR solves a problem endemic to the global flow industry: wasted energy. Each year, ~$300 billion is spent to move fluids for critical applications. However, ~85% of industrial pumps and fans rely on outdated technology, resulting in excess energy usage. The VIDAR motor, with advanced variable frequency technology in a package **60% smaller than current solutions**, ensures that rotating equipment runs at desired flow rates **while reducing energy and maintenance costs**. Installing VIDAR on existing pumps has shown an energy usage reduction of 30-70% in trials.

Board Refreshment

Douglas DelGrosso
May 2025
Former CEO of Adient plc

Nominating & Governance Committee member
Brings operational expertise, experience in developing innovative technologies and M&A execution

Mary Laschinger
May 2025
Former Chair and CEO of Veritiv Corporation

Compensation and Human Capital Committee member
Brings global industrials experience in complex manufacturing, product management and M&A

Focus on Safety

In 2024, ITT achieved its lowest incident rate on record, reflecting our strong commitment to injury prevention and operational safety. By embedding safety into daily practices and conducting rigorous risk assessments, we continue to proactively identify hazards and mitigate risks, setting a high standard for workplace safety and employee well-being.

Our Target: Zero incidents

IFR: Injury Frequency Rate
ISR: Injury Severity Rate

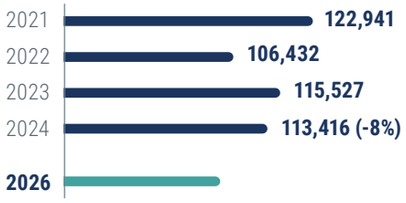
Significant improvement in safety metrics

IFR
-40%
2024 vs 2023

ISR
-30%
2024 vs 2023

2024 Greenhouse Gas (GHG) Emissions

2026 target: 10% Reduction in Scope 1 and 2 GHG Emissions (measured in metric tons CO_2e)



Total GHG Emissions

-8%
vs 2021

Total GHG Intensity

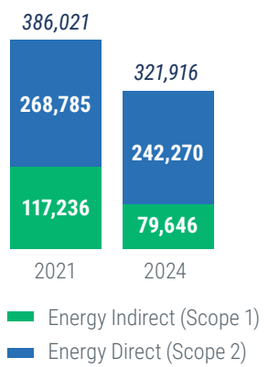
-8% vs 2023
-28% vs 2021

Environmental

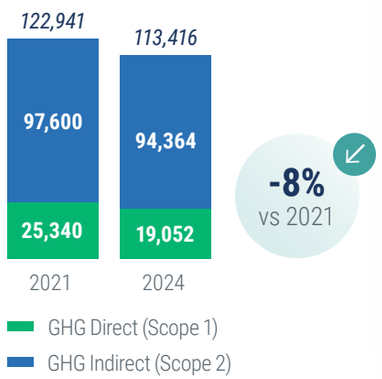
Progress

We previously published our 2026 Sustainability Targets to reflect our commitment to achieving emissions reductions across our operations. After making progress towards our goals in 2022 and 2023, in 2024, against a 2021 baseline, our Scope 1 and 2 GHG emissions decreased by 8% in absolute terms due to the increased implementation of renewable energy sources and energy efficiency actions across our businesses. This is all the more remarkable since we significantly increased production levels. Our GHG emissions reduction - which also decreased by 28% on an intensity basis in tCO_2e/$ million revenue compared to 2021 - was driven by the use of renewable energy and energy efficiency actions across the organization and the closing of our Seneca Falls Foundry. Notably, 42% of the energy consumed in our Motion Technologies segment (home to our brake pad business) is now covered by renewable energy. It's important to note that these calculations do not include emissions from the Wolverine Advanced Materials business (which was divested in 2024) or kSARIA and Svanehøj (which were acquired in 2024), as we elected not to include emissions from acquisitions until the first full year after the acquisition date.

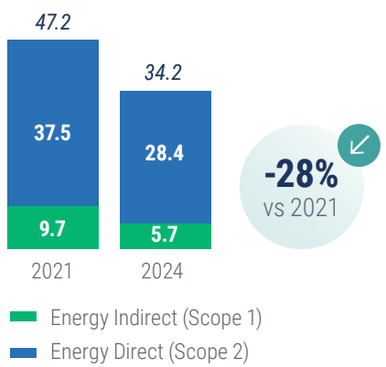
Energy Used Megawatt hours



GHG Generated Metric tons of CO_2



GHG Emissions Intensity
Metric tons of CO_2e / $M revenue



Scope 3 Update

In 2024, we significantly advanced our collection and analysis of Scope 3 emissions through a series of structured, proactive initiatives aimed at improving supplier engagement and emissions reduction. This was driven by the ongoing Scope 3 pilot in our Friction brake pad business, launched in 2021. We began this pilot across our five Friction sites due to the energy intensive nature of brake pad components and the capabilities of these plants, which are the most advanced ITT facilities on their sustainability journey.

Within Friction, where steel accounts for a significant portion of total Scope 3 emissions, ITT signed a strategic agreement with Acciaieria Arvedi to source low-carbon steel, underscoring our commitment to decarbonizing key raw materials and reducing upstream emissions. To further enhance transparency across our supply chain, we introduced a standardized supplier sustainability survey covering all raw materials, with the dual objective of improving data quality and fostering joint efforts in emissions reduction.

In 2025, we also extended our Corporate Carbon Footprint accounting and aligned with ISO 14064 to include our KONI and Axtone businesses within MT. We expect this will further enhance the consistency and comparability of our GHG reporting, reinforcing ITT's commitment to comprehensive and robust climate impact measurement.

Note: The totals may not sum due to rounding and the exclusion of corporate emissions. Energy Used and GHG Generated remove Wolverine Advanced Materials from prior years due to the 2024 divestiture. Svanehøj and kSARIA data will be included in 2025 after their first full year with ITT.

The New Standard for Industrial Motors

VIDAR: Changing the game in fluid delivery

A first of its kind compact industrial motor with embedded variable speed intelligence that lowers energy usage and CO_2 emissions, VIDAR also reduces operating costs and increases equipment lifespan for industrial pumps and fans deployed in harsh environments. 60% smaller than current market offerings, VIDAR's precise motor speed control ensures the customer's rotating equipment is running at desired flow rates and the highly engineered design enables it to seamlessly replace an existing conventional motor as a 'drop-in' replacement. Installing VIDAR on existing pumps has shown an energy usage reduction of 30-70% in trials.

~$6B
Addressable Market

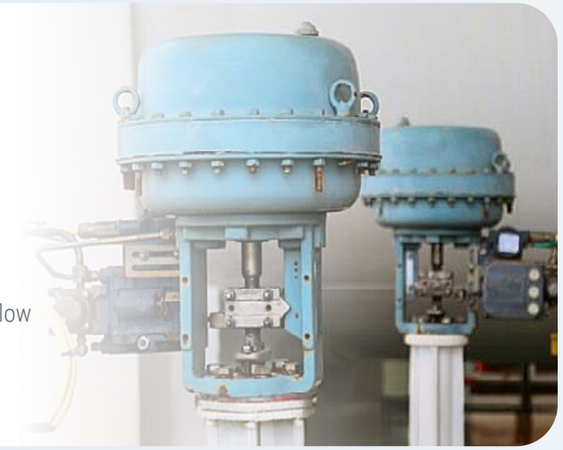
~$150M
Expected revenue by 2030

>10%
Long term target market share
Accretive gross margins

85%

Of rotating industrial equipment operates with fixed speed motors

- 100+ year-old technology
- Mechanical controls restrict the flow
- 30-70% wasted energy
- Reduces equipment lifespan



VS

VIDAR

+ New industrial motor with embedded variable speed
+ 30-70% reduction in energy usage
+ 30-50% reduction in total installed cost vs VSD
+ One-to-one replacement of existing motors
+ Designed for harsh environments; no clean room required

Social | Employee Safety

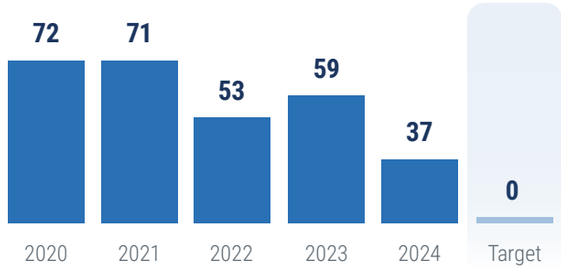
At ITT, the health and safety of our employees is our top priority. We are committed to achieving zero workplace injuries, and this goal is embedded in our culture, from leadership to the shop floor. Every team member plays a vital role in fostering a safe work environment at our sites.

In 2024, we drove a **37% reduction in recordable incidents** compared to the previous year, a testament to our unwavering commitment to safety across all three value centers. Notably, over 80% of manufacturing sites had one or no injuries during the year. This achievement reflects our continuous improvement efforts and reinforces our pursuit of zero injuries. Furthermore, our injury frequency rate fell below our benchmark of 0.4 for the first time, accompanied by a **50% decrease in injury severity rate** since 2020.

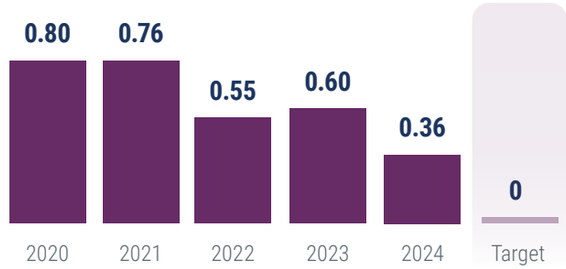
As part of our drive to achieve unprecedented granularity in all facets of our business, we developed standard work procedures for each task in collaboration with our Environmental, Health and Safety (EHS) teams. Site leadership conducts monthly inspections and is accountable for tracking and advancing key safety programs. Near miss incidents are thoroughly investigated and reviewed with leadership, often across multiple meetings, to ensure comprehensive resolution and preventative action.

Connect & Control Technologies led this progress through targeted initiatives focused on equipment safeguarding, housekeeping, and task-specific personal protective equipment requirements. Similarly, Industrial Process enhanced machine guarding across all sites, strengthened protective personal equipment (PPE) compliance and focused on leadership-led Gemba inspections, a practice that is driving meaningful cultural change.

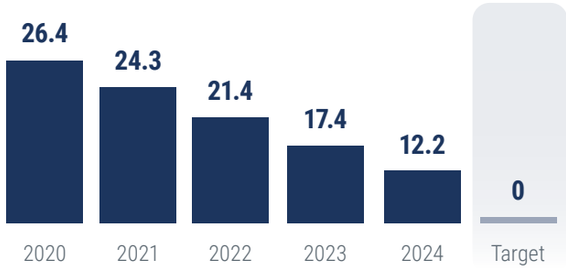
Number of Injuries



Injury Frequency Rate



Injury Severity Rate



Prior year reported safety metrics have been restated to reflect the removal of Wolverine Advanced Materials from all periods following its divestiture in 2024.
Our 2024 acquisitions of Svanehøj and kSARIA will be included in 2025 after their first full years as part of ITT.

Social | Inclusive Meritocracy

At ITT, fostering a high-performance culture of inclusive meritocracy is core to our values and critical to our success as a company. This is why we are committed to creating a culture that amplifies the voices of our people and provides opportunities for everyone to realize their full potential to create business impact.

As a global organization, our diverse backgrounds, experiences and skills enable us to serve a wide range of industries and customers around the world. These perspectives are our greatest asset and serve as a catalyst for our innovation and success for more than a century. By embracing our differences, we attract exceptional talent from all backgrounds, which strengthens both our organization and the value we deliver to our customers.

As we continue building a culture of belonging, we are taking an honest look at our progress and acting on it through development programs and initiatives that create space for all voices to contribute to our shared innovation. When every ITTer feels heard, they bring ideas that drive our businesses forward.

Outstanding performance drives our success. As in a decathlon, where winning is based on performance in 10 events, we have 10 core practices that help guide everything we do – how we think, how we act, and how we win.

Our Guiding Principles

Outstanding performance is key to our success. As in a decathlon, winning is based on performance in 10 events. These 10 core practices help guide everything we do – how we think, how we act, and how we win.

Service Leadership
I put others first. I want to be better and help thers do better. I am here to serve all stakeholders. It's who I am.

Work Ethic & Integrity
There is dignity in my job and in what I do. I am dedicated, and others count on me to get the job done and done right.

Granularity & Data-Based Decision Making
I go deep to understand our business and people. This is one way that I show that I care and that I am not superficial.

Passion For Renewal
I have the curiosity and drive to transform our business. My passion and energy inspire others to embrace change and renew for the better.

Speed & Simplicity
I always keep it simple. I analyze, discuss, and then act. I do not need to wait for the full picture; 80/20 will do. I will make mistakes, but I will learn from them.

Proud & Never Satisfied
I am on a journey of continuous improvement. Progress energizes me. I celebrate successes and focus even more on the opportunities ahead.

Honesty & Transparency
I tell the truth, am candid, and face reality. I acknowledge when things go wrong, share information openly and proactively, and find solutions.

Meritocracy
I support meritocracy openly. I reward behaviors and results based on consistently applied and transparent criteria. I am fair and inclusive.

Authenticity & Humility
I am genuine, sincere, and always learning. I advocate for my ideas, while listening to others, trying new things, and supporting the best solutions.

Accountability
I own it. Period. All the time, every day, and in all that I do, I live unprecedented ownership.

Social | Employee Engagement

Beyond professional development opportunities for our employees, we strive to be an employer of choice by providing a rewarding, engaging work environment that constantly challenges our employees, recognizes them for their hard work and builds community.

As an example: each June, as part of Women in Engineering Month, we host our annual She Solves It campaign, recognizing exceptional women from various countries across engineering, operations and supply chain for their contributions to innovation and performance at ITT. A highlight was our Together We Engineer: Innovation Expo, where four honorees presented technical projects showcasing expertise, leadership and collaboration. These exceptional ITTers also presented their projects to a much larger audience during the Q2 2025 Global Town Hall.

We host our ITT Awards event annually at our global headquarters in Stamford, Connecticut. This recognition event celebrates exceptional value creation across the categories of Safety, Operational Excellence, Customer Centricity and Innovation. In 2024, 37 ITTers from nine countries traveled to the event to present their projects to ITT's leadership team. The event concluded with an awards dinner and an experience day in New York City, capped off by a visit to the New York Stock Exchange.

Shown: ITTers assembled at the New York Stock Exchange as part of the 2024 ITT Awards event.

Social | Talent Development

Shown: Images from ITT's 2025 Executive Leadership Development Program

Over the past year, we continued to invest in our greatest resource, our people. We expanded our learning ecosystem with targeted programs that build technical capability, strengthen leadership at every level, and develop the next generation of talent.

We continue to strengthen our functional and technical expertise through our Learning Academies, such as the Friction Academy and Pump School, which support internal talent development and build the next generation of engineering capability across our businesses.

In July of 2025, we successfully launched our Frontline Supervisor Training at our Friction Brake Pad facility in Ostrava, Czech Republic, and our Aerospace Controls site in Valencia, California. More than 50 frontline leaders completed three full days of training with over **1,200 collective learning hours** focused on team leadership, performance management, and embedding our higher-performance culture. Participants reported stronger confidence in leading teams, addressing performance issues, and reinforcing accountability and engagement on the shop floor.

Building on this success, we plan to expand the program globally to additional sites, including Barge, Italy and Nogales, Mexico.

Our NextGen Engineering Program launched this year to attract and develop early-career engineering talent. Participants engage in technical and leadership training, mentoring, and rotational experiences to build both skill depth and enterprise understanding. This initiative ensures we sustain a diverse, highly capable pipeline ready to advance the technical excellence our business depends on.

Lastly, to ensure that we continue developing talent at all levels of the organization including senior leadership in our businesses, we partnered with Vanderbilt University to launch our first Executive Leadership Development Program.

Twenty senior leaders engaged in a five-month immersive experience combining faculty-led sessions, business simulations and project-based learning. The program was tailored to ITT's strategy and culture, strengthening strategic thinking, sound judgment, and decision-making.

Together, these programs reflect our commitment to develop talent from within, sustaining a culture of higher performance and inclusive meritocracy. We maximize talent from within by equipping every leader to act as a performance coach, helping our teams achieve their full potential and create lasting business impact.

Governance

Introducing Our New Directors

From their executive leadership experience and varied professional backgrounds, our directors possess relevant experience, skills and qualifications which contribute to a well-functioning Board that effectively oversees the Company's strategy and management. As a group, they have global industrial and financial expertise, leadership and public company board experience, and sound business acumen. More information can be found in our 2025 Proxy Statement.

Douglas DelGrosso
Former CEO of Adient plc

Joined May 2025

Doug brings extensive global operations experience in complex manufacturing organizations. He served as President and Chief Executive Officer of Adient plc, a global engineering and manufacturing company, from October 2018 until his retirement in December 2023. Prior to joining Adient, Doug served as President and Chief Operating Officer of Chassix Inc., a privately held automotive parts supplier, from 2016-2018, and President and Chief Executive Officer of Henniges Automotive, a manufacturer of automotive sealing and anti-vibration systems, from 2012-2015. Doug currently serves on the board of directors of Cabot Corporation.

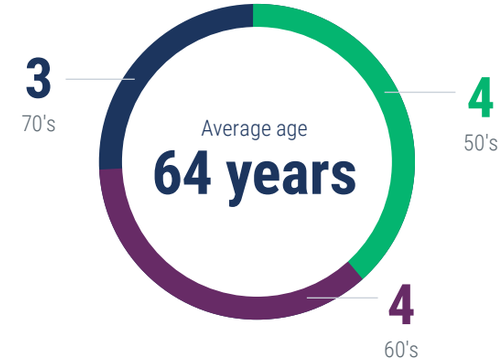
Mary Laschinger
Former Chair and CEO of Veritiv Corporation

Joined May 2025

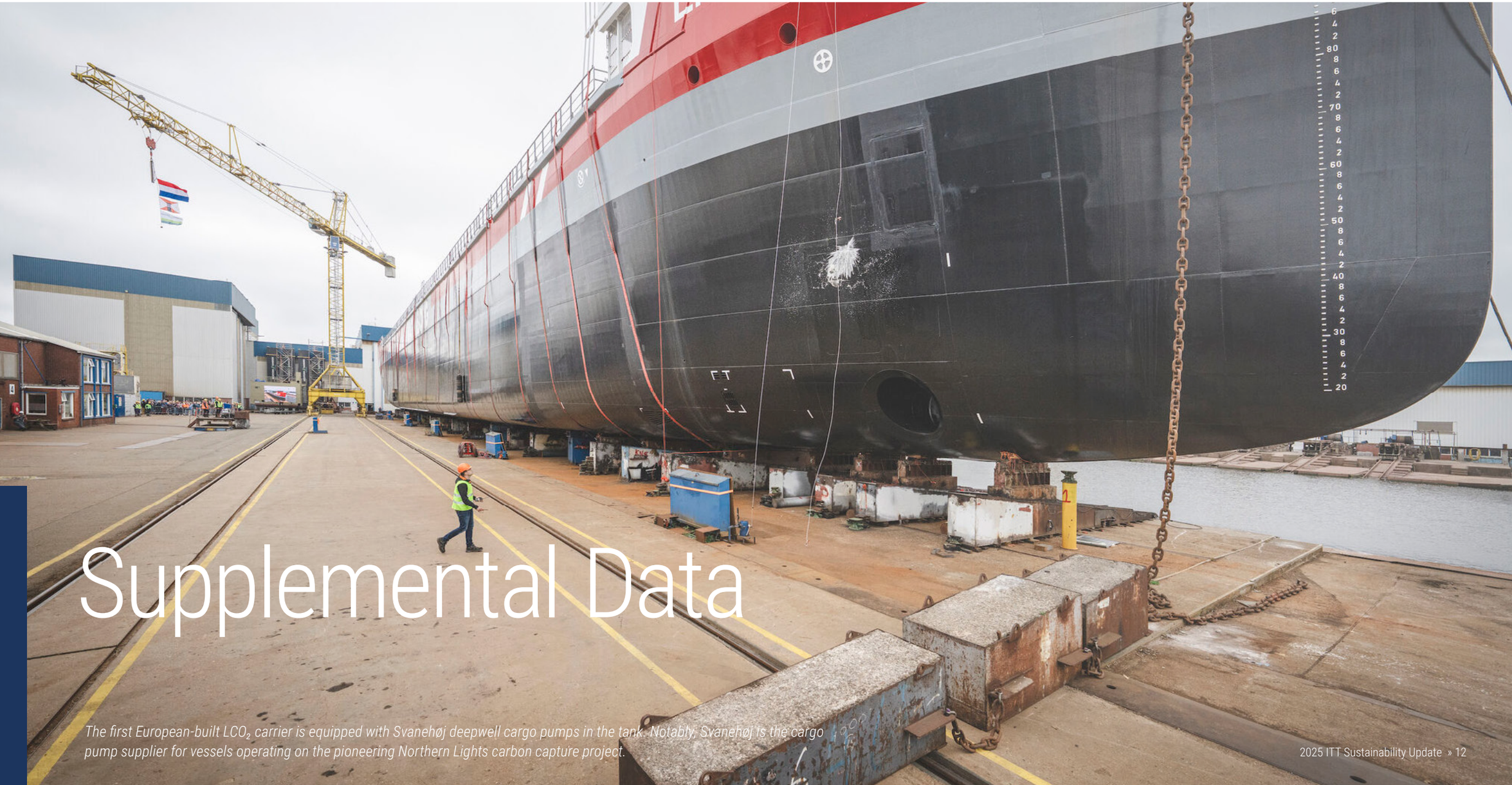
Mary brings deep executive leadership and operational experience in global manufacturing and distribution. She previously served as Chairman and Chief Executive Officer of Veritiv Corporation, a Fortune 500 packaging and distribution company, from its founding in 2014 until her retirement in 2020. Earlier in her career, she held senior leadership roles at International Paper Company, including as President of xpedx and President of the Europe, Middle East, Africa and Russia region. Mary also serves on the board of Kellanova.

Balanced Tenure

Age



As of November 1, 2025.



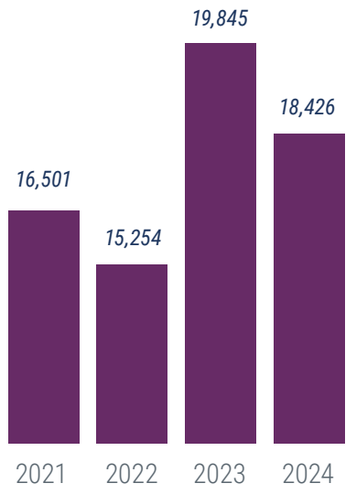
Supplemental Data

The first European-built LCO_2 carrier is equipped with Svanehøj deepwell cargo pumps in the tank. Notably, Svanehøj is the cargo pump supplier for vessels operating on the pioneering Northern Lights carbon capture project.

Supplemental Environmental Data

Waste to Landfill

Metric tons of landfill waste

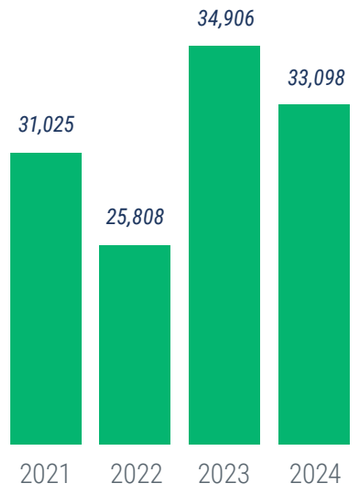


2022 data under review due to pending validation of water-treatment-related waste records at our Oud-Beijerland facility.

Recycled Material

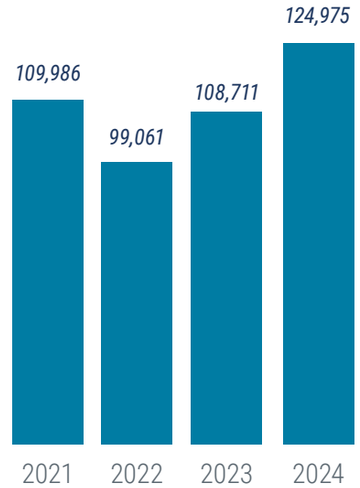
Metric tons of recycled material

64%
of all material disposed of



Water Consumed

Thousands gallons of water



In 2024, water consumption increased primarily due to an increase in production at our Wuxi site.

Prior year reported metrics have been restated to reflect the removal of Wolverine Advanced Materials from all periods following its divestiture in 2024. Our 2024 acquisitions of Svanehøj and kSARIA will be included in 2025 after their first full years as part of ITT.

SASB

We support the mission of the **Sustainability Accounting Standards Board** (SASB), which creates industry-specific sustainability accounting standards that help companies disclose financially-material, decision-useful, environmental, social and governance information to investors.

Given the composition of our businesses, we believe that reporting according to SASB's Industrial Machinery Standard and its Auto Parts Standard is most relevant for ITT. All metrics in those two standards that are applicable to our businesses and that we monitor are included. The company plans to include more data in the future when it becomes available.

TCFD

While our approach to environmental sustainability focuses on the operation of our business, we recognize that its impact is much broader. We are continuing our journey of better identifying and addressing climate related risks and opportunities in all facets of our operations. The second measurement (after last year's report) of our progress against the **Task Force on Climate-related Financial Disclosure** (TCFD) shares an overview of existing practices, what we have learned so far and our plans for the future.

The information shown in these indices is based on 2024 fiscal year-end information, except where otherwise noted.
The specific page references in the appendix link to pages in this report, our 2025 Proxy and the 2024 Sustainability Report.

Shown: Habonim valves deployed in a harsh environment LNG application

SASB

Topic	Metric	Category	Unit of Measure	Code	ITT Response
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ)	RT-IG-130a.1 TR-AP-130a.1	1,158,898 GJ (321,916 MWh) p. 5
Waste Management	(1) Total amount of waste from manufacturing	Quantitative	Metric tons (t)	TR-AP-150a.1	51,524 t p. 13
	(2) percentage hazardous	Quantitative	Percentage (%)	TR-AP-150a.1	15% (not shown herein)
	(3) percentage recycled	Quantitative	Percentage (%)	TR-AP-150a.1	64% p. 13
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	Quantitative	Rate	RT-IG-320a.1	0.36 p. 7
	(2) fatality rate	Quantitative	Rate	RT-IG-320a.1	0.00 (not shown herein)
	(3) near miss frequency rate (NMFR)	Quantitative	Rate	RT-IG-320a.1	10.0 (not shown herein)

SASB (continued)

Topic	Metric	Category	Unit of Measure	Code	ITT Response
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-IG-440a.1 TR-AP-440a.1	Critical Materials p. 34 of the 2024 Sustainability Report
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Presentation currency	RT-IG-440b.1	CCT commercial aftermarket repair & overhaul and IP PRO services made up approximately $147 million of 2024 sales.
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	TR-AP-250a.1	1 recall in CCT in 2024 affected <0.005% of total units shipped; another recall in IP affected 0.01% of the product impacted.
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	Quantitative	Presentation currency	TR-AP-410a.1	$500M Approximately 14% of 2024 revenue came from electric and emissions-reducing products.
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Presentation currency	TR-AP-520a.1	$0 in 2024
Activity Metric	Number of employees	Quantitative	Number	RT-IG-000.B	Approx. 11,700 as of December 31, 2024

TCFD

Topic	Metric	ITT Response
Governance	a. Describe the Board's oversight of climate-related risks and opportunities.	We design our governance policies and processes to provide appropriate Board-level oversight of significant ESG issues relevant to ITT. The Nominating and Governance Committee has overall oversight responsibility for sustainability and our other ESG initiatives. In addition, each committee has primary responsibility for oversight of other specific aspects of the company's ESG initiatives, consistent with their areas of responsibility as reflected in their respective charters. More information can be found in the 2025 Proxy Statement p. 19
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	Management works closely with the Board to identify relevant ESG risks and opportunities to enhance our bottom line and deliver long-term financial value to our shareholders. More information can be found in the 2025 Proxy Statement p. 20
Strategy	a. Describe the climate-related risks and opportunities ITT has identified over the short, medium, and long term.	ITT is developing a broader, strategic approach to reduce the company's carbon footprint while providing greater transparency on strategy and performance. The continued development of this strategy is a priority for ITT. ITT will work to refine this approach over time and ensure transparent annual reporting on any strategic updates as well as progress towards related goals.
	b. Describe the impact of climate-related risks and opportunities on ITT's businesses, strategy, and financial planning.	
	c. Describe the resilience of ITT's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	

TCFD (continued)

Topic	Metric	ITT Response
Risk Management	a. Describe ITT's processes for identifying and assessing climate-related risks.	ITT's Enterprise Risk Management (ERM) program focuses on assessing, monitoring and communicating the company's strategic, operational, financial, compliance, legal and reputational risks. More information can be found in the 2025 Proxy Statement p. 16
	b. Describe ITT's processes for managing climate-related risks	The ERM program provides enterprise-wide insight into individual risks and the net-risk ITT faces and synthesizes this input to create a dynamic register of risks. The business actively manages these risks as part of standard operating procedure. More information can be found in the 2025 Proxy Statement p. 16, 21
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into ITT's overall risk management.	The ERM program is designed to identify and assess risks concerning business continuity, including the effects of climate change on ITT's continuous operations. More information can be found in the 2025 Proxy Statement p. 16, 21

TCFD (continued)

Topic	Metric	ITT Response
Metrics and Targets	a. Disclose the metrics used by ITT to assess climate-related risks and opportunities in line with its strategy and risk management process.	In 2024, the company tracked the following metrics relevant to climate-related risks and opportunities: • Scope 1 GHG emissions; • Scope 2 (location-based and market-based) GHG emissions; • Greenhouse gas emissions intensity (Scope 1 and 2 combined emissions per unit of revenue); • Energy consumption, including fuel, heat or steam, and purchased or acquired electricity; • Energy intensity (MWh per unit of revenue); • Total waste (non-hazardous and hazardous) and by disposal type (landfill, reused, recycled, incinerated, energy recovery, other); • Water withdrawals, discharges and consumption; • Water withdrawal intensity (gallons per unit of revenue).
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	In 2024, the company's Scope 1 and 2 GHG emissions were 19,052 and 94,364 (market-based) metric tons CO_2e, respectively. The company is investing in its infrastructure to accurately measure its Scope 3 emissions, starting with its environmental pilot in MT, which you can read more about **here**
	c. Describe the targets used by ITT to manage climate-related risks and opportunities and performance against targets.	The company has the following active, climate-related goals: 1. The company aims to increase its sourcing of renewable energy for electric power used at its facilities by 2026. 2. The company aims to reduce its Scope 1 and 2 GHG emissions by 10% versus 2021 by 2026.

ESG Data Table

Description	2021	2022	2023	2024	YoY change
Scope 2 GHG Emissions market based (metric tons CO_2e restated)	97,600	83,307	93,953	94,364	↑
Scope 1 GHG Emissions market based (metric tons CO_2e restated)	25,340	23,125	21,574	19,052	↓
Total Scope 1 & 2 GHG emissions market based (metric tons CO_2e restated)	122,941	106,432	115,527	113,416	↓
GHG intensity, metric tons CO_2e per $M revenue	47.2	37.8	37.0	34.2	↓
Energy Used (Megawatt-hours) Indirect (Scope 2)	268,785	270,125	271,453	242,270	↓
Energy Used (Megawatt-hours) Direct (Scope 1)	117,236	105,314	93,481	79,646	↓
Waste to Landfill (Metric tons of landfill waste)	16,501	15,254	19,845	18,426	↓
Recycled Material (Metric tons of recycled material)	31,025	25,808	34,906	33,098	↓
Water Consumed (thousand gallons of water)	109,986	99,061	108,711	124,975	↑
Number of Injuries	71	53	59	37	↓
Injury Frequency Rate	0.76	0.55	0.60	0.36	↓
Injury Severity Rate	24.3	21.4	17.4	12.2	↓

Emissions Collection at ITT

At ITT, we are committed to monitoring and managing our environmental impact. A key aspect to this is collecting and analyzing emissions data from our facilities to improve operational efficiencies, meet regulatory standards and minimize our environmental impact. Environmental data is collected at each of our sites and is reviewed by local EHS leaders for accuracy before it is consolidated at the segment level. After the data is verified at segment level, it is consolidated further to provide emissions data for total ITT. The data collected is processed in accordance with relevant data protection laws and is used solely for regulatory compliance, environmental management and the continuous improvement of our processes. We have not used an independent third party to verify our GHG emissions data.

The difference from data shown in prior years is due to the removal of Wolverine Advanced Materials, which we divested in 2024. Svanehøj and kSARIA data will be included in 2025 after their first full year as part of ITT.

Emissions Intensity

In this report, we are providing both a total and a normalized view using millions of revenue dollars as a proxy for emissions intensity given our production activity. Considering the disparate nature of our value centers (and the businesses they are involved in), we believe revenue is an appropriate proxy for the level of activity of our business. Directionally, our total emissions and emissions intensity data follow similar trends. The larger decrease in emissions intensity compared to the 2021 baseline was driven by process efficiencies.

	2021			2022			2023			2024			Performance	
Emissions Generation (metric tons CO_2e per $ million revenue)	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	% change from 2021	% change from 2023
MT	13.2	65.0	78.2	11.0	53.9	64.9	10.2	58.6	68.8	9.1	57.2	66.3	-15%	-4%
IP	8.1	10.9	19.0	7.4	10.0	17.5	5.2	8.4	13.6	4.3	6.9	11.2	-41%	-17%
CCT	4.8	18.1	22.8	4.1	13.7	17.7	3.6	11.9	15.4	1.9	10.8	12.7	-44%	-18%
ITT Total	**9.7**	**37.5**	**47.2**	**8.2**	**29.6**	**37.8**	**6.9**	**30.1**	**37.0**	**5.7**	**28.4**	**34.2**	**-28%**	**-8%**

Emissions Generation by Value Center

	2021			2022			2023			2024			Performance	
Emissions Generation (thousand metric tons CO_2e)	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	% change from 2021	% change from 2023
MT	15.9	78.4	94.3	13.3	64.8	78.1	13.2	76.1	89.4	12.4	77.7	90.1	-4%	1%
IP	6.8	9.2	16.0	7.2	9.7	17.0	5.8	9.5	15.3	5.2	8.4	13.5	-15%	-12%
CCT	2.6	10.0	12.6	2.6	8.8	11.4	2.5	8.3	10.7	1.4	8.1	9.6	-24%	-11%
ITT Total	**25.3**	**97.6**	**122.9**	**23.1**	**83.3**	**106.4**	**21.6**	**94.0**	**115.5**	**19.1**	**94.4**	**113.4**	**-8%**	**-2%**

Note: The totals may not sum due to rounding and the exclusion of corporate emissions. The difference from data shown in prior years is due to the removal of Wolverine Advanced Materials from all periods following our divestiture in 2024. Our 2024 acquisitions of Svanehøj and kSARIA will be included in 2025 after their first full year as part of ITT.

ITT 2024 Global Demographics

Global Workforce Composition (As of December 2024)

	Total Global	Number of Women	Percentage of Women	U.S. Total	Number of Minorities (U.S.)	Percentage of Minorities (U.S.)
Board of Directors*	11	5	45.5%	11	1	9.1%
Executive Officers*	7	2	28.6%	6	0	0.0%
Executives	113	21	18.6%	78	19	24.4%
Managers	1,137	206	18.1%	494	119	24.1%
All Other Employees	10,117	3,229	32.6%	2,771	1,297	46.8%
All Employees	11,374	3,527	31.0%	3,349	1,435	42.8%

Workforce by Career Stage (As of December 2024)

	Number Under 30	Percentage Under 30	Number 30-49	Percentage 30-49	Number 50 and Over	Percentage 50 and Over
Board of Directors*	0	0.0%	0	0.0%	11	100.0%
Executive Officers*	0	0.0%	1	14.3%	6	85.7%
Executives	0	0.0%	46	40.7%	67	59.3%
Managers	7	0.6%	607	53.4%	523	46.0%
All Other Employees	1,574	15.6%	5,301	52.4%	3,242	32.0%
All Employees	1,581	13.9%	5,955	52.4%	3,838	33.7%

*ITT CEO is included in both the Board Directors and Executive Officer categories. Director data is as of September 2025 after our most recent Annual Shareholder meeting.

Note: Does not include the recent acquisitions of Habonim Israel or Netherlands (approx. 200 people).

Safety, Quality and Environmental Management Standards

ITT's commitment to operational excellence demands we maintain strict quality management programs to meet both our customer and regulatory requirements. Around the world, our manufacturing facilities comply with a wide range of externally audited standards, demonstrated in the table below.

	ISO 9001	ISO 14001	ISO 45001	IATF 16949	AS 9100	ISO/TS 22163	ATEX 2014	NADCAP	ISO 50001	ISO 13485	Total
Industrial Process	35	10	8	-	-	-	21	-	-	-	47
Motion Technologies	15	9	5	8	-	5	-	-	2	-	61
Connect & Control Technologies	13	8	1	1	8	1	4	4	1	1	42
ITT	63	27	14	9	8	6	25	4	3	1	150
% of eligible ITT sites	*82%*	*35%*	*18%*	*100%*	*89%*	*100%*	*71%*	*31%*	*4%*	*100%*	

ISO 9001: International standard for generic quality management system; **ISO 14001:** International standard for environmental management; **IATF 16949**: International standard for quality management system in the automotive industry; **ISO 45001:** International standard for occupational health and safety management; **AS9100:** International standard for quality management system in the aerospace industry; **ISO/TS 22163:** International standard for quality management system in the railway industry; **ATEX 2014:** International standard for protective precautions at sites with potentially explosive atmospheres; **NADCAP:** U.S. standard for suppliers with proper processes in place for aerospace and defense industry; **ISO 50001:** International Standard to improve energy use, through the development of an energy management system (EnMS); **ISO 13485:** International standard for quality management system in the medical devices industry.

Note the table above includes the Svanehøj acquisition and does not include Wolverine or kSARIA.

ITT