



2023 **Sustainability Report**

Appendix
**ESG Disclosure
Frameworks**



Appendix

| | |
|--|-----------|
| Introduction | 3 |
| Data Tables | 4 |
| United Nations Global Compact Communication on Progress Index | 12 |
| Task Force on Climate-Related Disclosures Index | 14 |
| United Nations Sustainable Development Goals | 16 |
| Sustainability Accounting Standards Board Index | 18 |
| Global Reporting Initiative | 19 |

Introduction

In addition to the policies, initiatives, and goals outlined in this report, Fortive is committed to transparency and accountability for Sustainability-related impacts. To benchmark our performance against well-established standards, we have gathered and submitted data consistent with the following frameworks:

UNITED NATIONS GLOBAL COMPACT (UNGC) COMMUNICATION ON PROGRESS INDEX

The UNGC requires participating companies to produce an annual communication that details their work to embed the 10 principles of the Compact into their strategies and operations, as well as efforts to support societal priorities.

TASK FORCE ON CLIMATE-RELATED DISCLOSURES (TCFD) INDEX

The Financial Stability Board (FSB) created the TCFD to develop recommendations on the types of information that companies should disclose to support investors, lenders, and insurance underwriters in appropriately assessing and pricing risks related to climate change.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

The SDGs were adopted by all UN member nations in 2015 and provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. The goals are an urgent call for action by all countries in recognition that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth—all while tackling climate change, and working to preserve our oceans and forests.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX - RT-EE VERSION 2018-10

SASB standards guide the disclosure of financially material Sustainability information by companies to their investors and the financial community. Available for 77 industries, SASB identifies the subset of environmental, social, and governance (ESG) issues most relevant to financial performance in each industry.

GLOBAL REPORTING INITIATIVE (GRI) INDEX - CORE (2021 STANDARD)

GRI was the first accountability mechanism to ensure companies adhere to responsible ESG principles. Over time, GRI has broadened to reflect the breadth of ESG issues, guiding businesses and other organizations to take responsibility for their actions *and* impacts by providing a common language for communication.

ESG Governance Model

The Sustainability team works cross-functionally to guide implementation of the Sustainability strategy with other functions and the Operating Companies. The team is responsible for development and implementation of the company's Sustainability strategy, with primacy for the Protect the Planet and Invest in Our Communities pillars. The team reports to Mr. Underwood, and on a quarterly basis briefs the senior leadership team on Sustainability targets and performance.

ESG Disclosure Task Force

In 2022, we established an ESG Task Force, chaired by the Corporate Secretary, Chief Accounting Officer, and Senior Director of Sustainability. The Task Force's duties include advising the Board and executive leadership on an action plan and process to update Fortive's disclosure controls and procedures to ensure that the controls and procedures for climate-risk disclosure are effective and in compliance with applicable rules.

Data Tables

Stakeholder Engagement

| STAKEHOLDER AUDIENCE | FREQUENCY | ENGAGEMENT APPROACH | TOPICS OF DISCUSSION—GOALS, INITIATIVES, PERFORMANCE | | |
|----------------------------|----------------------------|---|--|--------|------------|
| | | | Environmental | Social | Governance |
| Employees | Quarterly, Monthly, Weekly | Sustainability Report CEO Message, internal All-hands, all-employee newsletters, company intranet | ■ | ■ | ■ |
| Customers | Ongoing | Operating company sales and product leaders' communications with customers | ■ | ■ | |
| Shareholders | Quarterly | Quarterly results | ■ | ■ | ■ |
| Suppliers | Ongoing | Supplier questionnaire | ■ | ■ | (theirs) |
| Local Communities | Annually and ad hoc | Day of Caring, ongoing engagement via local events and partnership activities | ■ | ■ | |
| Other (Insurance Agencies) | Ongoing | Sustainability Report, insurance applications, underwriter Q&A | ■ | ■ | ■ |

2023 Employee Diversity

| METRIC | 2023 |
|--|--------|
| Gender⁽¹⁾ | |
| Female | 38% |
| Male | 62% |
| Employment Type⁽²⁾ | |
| Permanent hourly | 4,126 |
| Temporary hourly | 85 |
| Full-time, salaried | 12,248 |
| Part-time, salaried | 299 |
| Region⁽³⁾ | |
| North America (excl. Mexico) | 12,028 |
| Western Europe | 2,641 |
| Europe | 3,441 |
| Asia | 4,523 |
| Australia and New Zealand | 247 |
| Latin America (incl. Mexico & Caribbean) | 731 |
| Middle East & Africa | 131 |

(1) Gender data represents global, FTE, and PTE employees

(2) Global headcount

(3) All employees globally, including temporary, contractor, part-time workers

2023 Parental Leave

| METRIC | MALE | FEMALE | TOTAL |
|---------------------------|-------|--------|--------|
| Eligible | 8,842 | 4,255 | 13,097 |
| Took parental leave | 198 | 99 | 297 |
| Returned to work | 194 | 95 | 289 |
| Retention after 12 months | 182 | 95 | 277 |
| Return to work rate | 98% | 96% | 97% |
| Retention rate | 92% | 96% | 93% |

Employee Experience Survey Results⁽⁴⁾

| METRIC | 2019 | 2020 | 2021 | 2022 |
|--|------|------|------|------|
| Overall Employee Engagement Score | 73% | 77% | 77% | 78% |
| Inclusion and Belonging Score | 79% | 80% | 80% | 82% |
| “My supervisor gives me the support I need to do my job well.” | 79% | 81% | 81% | 84% |
| “I am provided with opportunities for learning and development.” | 73% | 74% | 74% | 76% |

(4) The Employee Experience Surveys are a critical element of our continuous improvement culture. In our last comprehensive census survey in 2022, over 80% of our global team responded, delivering steady gains in both overall engagement and in inclusion and belonging that resulted in historically high ratings of 78% and 82%, respectively. Our results continue to inform both management and our Board of Directors on appropriate actions to enhance our employee experience.

2023 Employee Diversity

| METRIC | SENIOR LEADERS ⁽¹⁾ | PROFESSIONALS AND MANAGERS | TOTAL | AGE RANGE | | |
|----------------------|-------------------------------|----------------------------|-------|-----------|-------|-----|
| | | | | < 30 | 30–50 | 50+ |
| Women ⁽²⁾ | 34% | 34% | 35% | 40% | 37% | 29% |
| Men | 66% | 66% | 65% | 60% | 63% | 71% |
| BIPOC ⁽³⁾ | 23% | 30% | 30% | 39% | 34% | 21% |
| Non-BIPOC | 77% | 70% | 70% | 61% | 66% | 79% |

2023 Inclusion and Diversity

| METRIC | OUR 2022 METRICS | OUR 2023 METRICS | % CHANGE (2022–2023) | OUR 2025 ASPIRATIONAL GOALS |
|---|------------------|------------------|----------------------|-----------------------------|
| Gender Representation | 38% | 38% | —% | 50% |
| Gender Representation in Professional & Management | 33% | 34% | +1.00% | 48% |
| BIPOC Representation | 36% | 36% | —% | 37% |
| BIPOC Representation in Professional & Management | 28% | 29% | +1.00% | 36% |
| Senior Leader Diversity ⁽⁴⁾ | 44% | 45% | +1.00% | 50% |
| Inclusion & Belonging Score in Employee Experience Survey | 82% | — | —% | 85% |

(1) Senior Leaders: Employees in Director level roles or higher

(2) Gender data represents global, FT, and PT employees. Diversity data represents U.S. employees.

(3) BIPOC data represents US-only FT and PT employees who self-disclose as Asian, Black or African American, Hispanic or LatinX, and Other (Native American or Alaska Native, Native Hawaiian or other Pacific Islander, and "Two or More Races")

(4) Women and U.S. Male BIPOC Director+

2023 Employee Benefits

| METRIC | U.S. NON-UNION | CANADA | U.K. | CHINA |
|------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|
| Life insurance | Yes | Yes | Yes | Yes |
| Health care | Yes | Yes | Yes | Yes |
| Disability and invalidity coverage | Yes | Yes | Yes | Yes |
| Parental leave | Yes | N/A ⁽¹⁾ | N/A ⁽¹⁾ | N/A ⁽¹⁾ |
| Retirement provision | Yes | Yes | Yes | Yes |
| Stock ownership | Available based on role through retirement plan | Available based on role and seniority | Available based on role and seniority | Available based on role and seniority |
| Others | Dental, Vision, HSA, FSA, DCFSA, Basic Life, Voluntary EE Life, Voluntary EE ADD, Voluntary SP Life, Voluntary Child Life, ID Theft, Legal Services, Critical Illness, Accident Insurance, Hospital Indemnity, EAP, Backup/Emergency Childcare and Eldercare, Financial Well-Being | N/A ⁽¹⁾ | N/A ⁽¹⁾ | N/A ⁽¹⁾ |

(1) Our employee benefits are generous across the globe, but because our cross-operating company benefits are only harmonized in the United States, China, the United Kingdom, and Canada, we have focused on those countries. Those four jurisdictions make up over two-thirds of our employee population. Exact benefits, both company-provided and those subsidized by the local government(s), vary by operating company and locality outside of the United States, China, the United Kingdom, and Canada.

2023 Energy Use and Greenhouse Gas (GHG) Emissions

| METRIC | UNIT OF MEASURE | 2019 | 2020 | 2021 | 2022 | 2023 | 2019-2023 (% CHANGE) |
|----------------------|----------------------|-------------|-------------|-------------|-------------|-------------|----------------------|
| Energy | | | | | | | |
| Natural gas | mmBtu | 155,730 | 153,529 | 143,097 | 154,624 | 152,993 | -1.8% |
| Diesel fuel | liters | 215,773 | 156,743 | 177,356 | 202,237 | 210,832 | -2.3% |
| No. 2 fuel oil | liters | 41,025 | 86,770 | 18,390 | 18,603 | 18,582 | -54.7% |
| Electricity | kWh | 144,230,839 | 132,792,016 | 128,977,236 | 126,813,173 | 124,651,120 | -13.6% |
| Emissions | | | | | | | |
| Scope 1 | MT CO ₂ e | 21,188 | 19,688 | 13,853 | 15,373 | 13,258 | -37.4% |
| Scope 2 | MT CO ₂ e | 47,595 | 39,385 | 39,674 | 36,701 | 37,911 | -20.3% |
| Scope 1 & 2 | MT CO ₂ e | 68,784 | 59,073 | 53,526 | 52,074 | 51,169 | -25.6% |
| Absolute Delta (YOY) | YOY | — | -14.1% | -9.4% | -2.7% | -1.7% | — |

| SCOPE 3 CATEGORY | CY23 EVALUATION STATUS (CDP 2024) | CY22 EMISSIONS (MT CO ₂ E) | CY23 EMISSIONS (MT CO ₂ E) | YOY % CHANGE | CY23 % OF SCOPE 3 TOTAL |
|---|-----------------------------------|---------------------------------------|---------------------------------------|--------------|-------------------------|
| Upstream | | | | | |
| 1 – Purchased Goods & Services | Relevant, calculated | 187,043 | 185,569 | -1% | 31% |
| 2 – Capital Goods | Relevant, calculated | 132,258 | 119,357 | -10% | 20% |
| 3 – Fuel and Energy Related Activities (FERA) | Relevant, calculated | 11,757 | 10,604 | -10% | 2% |
| 4 – Upstream Transportation & Distribution | Relevant, calculated | 87,325 | 58,982 | -32% | 10% |
| 5 – Waste Generated in Operations | Relevant, calculated | 2,710 | 4,214 | 56% | 1% |
| 6 – Business Travel | Relevant, calculated | 11,433 | 13,237 | 16% | 2% |
| 7 – Employee Commuting | Relevant, calculated | 13,455 | 12,061 | -10% | 2% |
| Downstream | | | | | |
| 11 – Use of Sold Products | Relevant, calculated | 210,010 | 192,512 | -8% | 32% |
| 12 – End of Life Treatment of Sold Products | Relevant, calculated | 27 | 26 | -3% | 0% |
| 15 – Investments | Relevant, calculated | 3,298 | 3,438 | 4% | 1% |
| Scope 3 Total | | 659,315 | 599,919 | -9% | |

Environmental Health and Safety (EHS) Metrics and Certifications

| OPERATING COMPANY | SAFETY | | HAZARDOUS WASTE | NO. OF CERTIFICATIONS AT EHS SIGNIFICANT MANUFACTURING SITES | | |
|---|--------|------|---|--|--|---|
| | TRIR | DART | Reported Quantity Hazardous Waste (lbs) | ISO 9001 ⁽¹⁾ | ISO 14001 ⁽²⁾ or 45001 ⁽³⁾ | OHSMS ⁽⁴⁾ or OSHA VPP ⁽⁵⁾ |
| Advanced Healthcare Solutions (AHS) | | | | | | |
| Advanced Sterilization Products | 0.48 | 0.48 | 96,785 | | | |
| Censis Technologies | 0.00 | 0.00 | | | | |
| Fluke Health Solutions | 0.00 | 0.00 | | | | |
| Invetech | 0.00 | 0.00 | | 1 of 1 (100%) | | |
| ProVation | 0.00 | 0.00 | | | | |
| Intelligent Operating Solutions (IOS) | | | | | | |
| Accruent | 0.00 | 0.00 | | | | |
| Fluke | 0.21 | 0.07 | 6,645 | 8 of 8 (100%) | | |
| Gordian | 0.00 | 0.00 | | | | |
| Industrial Scientific | 0.31 | 0.10 | 509 | | | |
| Intellex | 0.00 | 0.00 | | | | |
| Service Channel | 0.00 | 0.00 | | | | |
| Precision Technologies (PT) | | | | | | |
| Anderson-Negele | 1.31 | 0.46 | | 2 of 3 (67%) | | |
| Gems Setra | 1.41 | 0.70 | 10,503 | 3 of 3 (100%) | 1 of 3 (33%) | 1 of 3 (33%) |
| Hengstler Dynapar | 0.08 | 0.08 | 10,711 | 5 of 5 (100%) | 1 of 5 (20%) | |
| Pacific Scientific EMC | 1.11 | 0.74 | 156,308 | 2 of 2 (100%) | 2 of 2 (100%) | 1 of 2 (50%) |
| Qualitrol | 1.31 | 0.75 | 11,164 | 4 of 4 (100%) | 2 of 4 (50%) | 2 of 4 (50%) |
| Tektronix | 0.31 | 0.27 | 9,910 | 5 of 6 (83%) | 2 of 6 (33%) | |
| No. of Certifications at EHSS Manufacturing Sites | | | | 30 | 8 | 4 |
| Total No. of EHSS Manufacturing Sites Across Fortive | | | | 32 | 32 | 32 |
| Percentage of EHSS Manufacturing Sites with Certifications | | | | 94% | 25% | 13% |

(1) ISO 9001: Quality

(2) ISO 14001: Environmental Management

(3) ISO 45001: Energy Management

(4) OHSMS: Occupational Health & Safety Management System

(5) OSHA VPP: Occupational Health & Safety Administration Voluntary Protection Program (U.S. only)

Membership Associations

ABIMAQ—Brazilian Association of Machinery and Equipment Industry

ACC—Association of Corporate Counsel

ACM—Association for Computing Machinery

AHA—American Hospital Association

AIAA—American Institute of Aeronautics and Astronautics

AIST—Association for Iron and Steel Technology

ANSI—American National Standards Institute

APS—American Physical Society

ARM—Alliance for Regenerative Medicine

ASA—American Supply Association

ASHE—Association for Safe Healing Environments

ASHRAE—American Society of Heating, Refrigeration and Air Conditioning Engineers

ASME BPE—American Society of Mechanical Engineers: Bioprocessing Equipment

ASNT—American Society for Nondestructive Testing

ASTM—American Society for Testing and Materials

Avixa

BayMe VBM—Bayerische M+E (Employers' Associations of the Metalworking and Electrical Industries)

BICSI—supporting the advancement of the information and communications technology (ICT)

BISS Association

BSI—British Standards Institute (UK)

CC—Link Partner Association

CCRM—Industry Consortium for Regenerative Medicine

CCSA—China Communications Standards Association

CDCC—China Data Center Committee

CECOD—Committee of European Manufacturers of Petroleum Measuring and Distributing Equipment

CEN—European Committee for Standardization

CharIn—Charging Interface Initiative e. V.

China Society for Electrical Engineering Committee of Electromagnetic Measurement

CiA—Canadian Industrial Auctioneers

CII—Confederation of Indian Industry

CIGRE—Conseil International des Grands Réseaux Electriques (Council on Large Electrical Systems) (Europe)

CompTIA—Computing Technology Industry Association

DICA—Defense Information Communication Association Gambica Association Ltd (UK)

DIN—Deutsches Institut für Normung

EHEDG—European Hygienic Engineering and Design Group

Energy Institute

Ethernet Alliance

Evofenedex (Netherlands)

Fachausschuss FA 8.14 & 8.16—Technical committees for heat and temperature

FEF—Forecourt Equipment Federation

FISA—Distributors Serving Sanitary Processing association

IEC—International Electrotechnical Commission

IEEE—Institute of Electrical and Electronics Engineers

IHK—Association of German Chambers of Commerce

IJPC—International Journal of Pharmaceutical Compounding

IPC—formerly the Institute for Interconnecting and Packaging Electronic Circuits

ISA—Industrial Supply Association

ISCT—International Society of Cell and Gene Therapy

ISHRAE—Indian Society of Heating, Refrigeration and Air Conditioning Engineers

Membership Associations (cont.)

ISO—International Organization for Standardization

ISPE—International Society for Pharmaceutical Engineering

Japan Profibus Association

JEITA (Japan Electronics and Information Technologies Industries Association)

Johanniter Unfall Hilfe e.V. (Die Johanniter)—Voluntary humanitarian organization

Korean Industry Association and Chambers of Commerce

LBM—Lhr Aktiver Berufsverband (State Association of Bavarian and Saxon Dairy Specialists and Dairy Farmers)

MA—Manufacturers Alliance (formerly MAPI)

MCAA—Measurement, Control and Automation Association

MSC—Manufacturers and Services Council NACS—National Association of Convenience Stores

NAED—National Association of Electrical Distributors

National Safety Council

National Technical Committee of Standard Voltages, Current Ratings and Frequencies

National Technical Committee of Temperature Metrology

NCSLI—National Conference of Standards Laboratories

NCWM—National Conference on Weights and Measures

NECA

NEMA—National Electrical Manufacturers Association

NEMRA—National Electrical Manufacturers Representatives Association

NIST—National Institute of Science and Technology

ODVA—Open DeviceNet

Open Industry 4.0 Alliance

Optec BB

Patentverein

PCI—Payment Card Industry Security Standards

PEI—Petroleum Equipment Institute

Private Brauerein Föderverien—Association for the promotion of medium-sized private breweries

Profibus Nutzerorganisation

Reflow Over Control Task Force Reflow Profiling Task Force

Regelermittlungsausschuss—Legal Metrology association

SEA—Society of Automotive Engineers

Silicon Saxony

SITAC—Sensors and Instrumentation Technical Advisory

Society for Women Engineers

Spartanburg Chamber of Commerce

SPEC—Single Pair Ethernet Consortium

SPIE—Society of Photo-Optical Instrumentation Engineers

Test & Measurement Coalition led by EPPA—Emergency Physicians Professional Association

TIA—Telecommunications Industry Association

TIA/FOTC

TIA/SEPC

UBIC (Brazilian Union of Cabling Installers)

VDE—Association for Electrical, Electronic & Information Technologies

VDMA—Mechanical Engineering Industry

VDSI—Verband für Sicherheit, Gesundheit und Umweltschutz bei der Arbeit (German OSHA)

WSBA—Washington State Bar Association (US)

Women in Manufacturing

WVIB—Wirtschaftsverband Industrieller Unternehmen Baden e.V.

ZVEI—Zentralverband Elektrotechnik- und Elektronikindustrie eV

United Nations Global Compact Communication on Progress (UNGCCoP) Index

Our operations, policies, and practices are aligned with the 10 Principles of the Global Compact, which are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [United Nations Sustainable Development Goals \(UNSDGs\)](#), and the [United Nations Convention Against Corruption](#).

| UNGC TOPIC | PRINCIPLE | DESCRIPTION | REFERENCES |
|--------------|-------------|--|--|
| Human Rights | Principle 1 | Businesses should support and respect the protection of internationally proclaimed human rights; and | Human Rights Supplier Code of Conduct |
| | Principle 2 | Make sure that they are not complicit in human rights abuses. | Human Rights Supplier Code of Conduct |
| Labor | Principle 3 | Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; | Fortive recognizes freedom of association and the right to collective bargaining as fundamental rights of our employees. |
| | Principle 4 | The elimination of all forms of forced and compulsory labour; | Human Rights Code of Conduct Supplier Code of Conduct Transparency in Supply Chains Statement California Transparency in Supply Chains Act of 2010 |

| UNGC TOPIC | PRINCIPLE | DESCRIPTION | REFERENCES |
|-----------------|--------------|--|--|
| Labor (cont.) | Principle 5 | The effective abolition of child labour; and | Human Rights Code of Conduct Supplier Code of Conduct Transparency in Supply Chains Statement |
| | Principle 6 | The elimination of discrimination in respect of employment and occupation. | Code of Conduct Supplier Code of Conduct |
| Environment | Principle 7 | Businesses should support a precautionary approach to environmental challenges; | Climate Change and Greenhouse Gas Emissions |
| | Principle 8 | Undertake initiatives to promote greater environmental responsibility; and | Climate Change and Greenhouse Gas Emissions Environmental, Health, Safety and Sustainability Policy |
| | Principle 9 | Encourage the development and diffusion of environmentally friendly technologies. | Products and Services |
| Anti-Corruption | Principle 10 | Businesses should work against corruption in all its forms, including extortion and bribery. | Ethics and Compliance Code of Conduct Anti-Corruption Policy Supplier Code of Conduct |

Task Force for Climate-Related Financial Disclosures (TCFD)

We shared our commitment to alignment with TCFD in 2022, and to date have completed the following:

- Added climate change experience to the skills matrix for members of the Board's Nominating and Governance Committee
- Incorporated climate-related performance goals for leaders and management with relevant responsibilities
- Reviewed and refined the risks and opportunities for operating companies within the Risk Assessment Process (RAP) to capture short- and long-term physical and transition risks
- Expanded our Scope 1 and 2 greenhouse gas (GHG) accounting to include over 95% of our real estate footprint, aligned with the Science Based Target initiative (SBTi) guidance
- Announced our commitment to reduce water use at our major operations by 2029, from 2022 levels
- Evaluated other resilience targets for relevancy and impact

We are committed to continuing our alignment to TCFD through the following actions:






- Develop a roadmap to conduct and apply the outcomes of quantitative climate scenario analyses
- Integrate the results of the climate scenario analyses into our enterprise risk management process and business continuity planning
- Publish a Sustainability policy that affirms our commitment to the goals of the Paris Agreement and the need for action across all industries, including our own
- Continue to review and refine our processes, policies, and practices to account for and manage climate-related risks and opportunities

| TCFD TOPIC | DISCLOSURE | LOCATION |
|------------|--|---|
| Governance | a. Describe the Board's oversight of climate-related risks and opportunities | CDP C1.1b 2024 Proxy |
| | b. Describe management's role in assessing and managing climate-related risks and opportunities | CDP C1.2 CDP C1.2a 2024 Proxy |
| Strategy | a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term. | CDP C2.1a |
| | | CDP C2.3 |
| | | CDP C2.3a |
| | | CDP C2.4 CDP C2.4a |
| | b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. | CDP C2.3a CDP C2.4a CDP C3.1 CDP C3.2b CDP C3.3 CDP C3.4 |
| | | c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. |

| TCFD TOPIC | DISCLOSURE | LOCATION |
|---------------------|---|---|
| Risk Management | a. Describe the organization's processes for identifying and assessing climate-related risks. | CDP C2.1 CDP C2.2 CDP C2.2a |
| | b. Describe the organization's processes for managing climate-related risks. | CDP C2.1 CDP C2.2 |
| | c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | CDP C2.1 CDP C2.2 |
| Metrics and Targets | a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | CDP C4.2 CDP C9.1 |
| | b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. | CDP C6.1 CDP C6.3 CDP C6.5 |
| | c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | CDP C4.1 CDP C4.1b CDP C4.2 |

United Nations Sustainable Development Goals (UN SDGs)

| GOAL | DESCRIPTION | FORTIVE PILLAR ALIGNMENT | IMPACT ALIGNMENT |
|---|---|---|---|
|  <p>UN SDG 3 Good Health and Well-being</p> | Ensure healthy lives and promote well-being for all at all ages. | Work and Source Responsibly Innovate for Impact | Advanced Healthcare Solutions Sustainability Impact of Products Product Design Employee Well-Being, Safety, and Health |
|  <p>UN SDG 4 Quality Education</p> | Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all | Empower Inclusive & Diverse Teams | Fortive Foundation Fortive Scholarship Program |
|  <p>UN SDG 5 Gender Equality</p> | Achieve gender equality and empower all women and girls. | Empower Inclusive and Diverse Teams | Inclusive Growth Culture Fortive Foundation Day of Caring |
|  <p>UN SDG 7 Affordable and Clean Energy</p> | Ensure access to affordable, reliable, sustainable, and modern energy for all. | Protect the Planet Innovate for Impact | Climate Change and Greenhouse Gas Emissions Sustainability Impact of Products Product Design |
|  <p>UN SDG 8 Decent Work and Economic Growth</p> | Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. | Work and Source Responsibly Operate With Principle | Responsible Sourcing Human Rights Ethics and Compliance |

| GOAL | DESCRIPTION | FORTIVE PILLAR ALIGNMENT | IMPACT ALIGNMENT |
|---|--|---|--|
|  <p>UN SDG 9 Industry, Innovation and Infrastructure</p> | Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. | Protect the Planet Work and Source Responsibly Innovate for Impact | Intelligent Operating Solutions Precision Technologies Sustainability Impact of Products Product Design |
|  <p>UN SDG 10 Reduced Inequalities</p> | Reduce inequality within and among countries. | Empower Inclusive & Diverse Teams Protect the Planet Work and Source Responsibly Innovate for Impact | Intelligent Operating Solutions Precision Technologies Sustainability Impact of Products Product Design |
|  <p>UN SDG 11 Sustainable Cities and Communities</p> | Make cities and human settlements inclusive, safe, resilient and sustainable. | Protect the Planet | Climate Change and Greenhouse Gas Emissions |
|  <p>UN SDG 12 Responsible Consumption and Production</p> | Ensure sustainable production and consumption patterns. | Protect the Planet Work and Source Responsibly Innovate for Impact | Sustainability Impact of Products Product Design Responsible Sourcing Climate Change and Greenhouse Gas Emissions |
|  <p>UN SDG 13 Climate Action</p> | Take urgent action to combat climate change and its impacts. | Protect the Planet Innovate for Impact | Climate Change and Greenhouse Gas Emissions Sustainability Impact of Products Product Design |

Sustainability Accounting Standards Board (SASB)

| SASB TOPIC | CODE | METRIC | UNIT | LOCATION | |
|---|--------------------------------|--|---|--|---|
| SASB Industry: Resource Transformation—Electrical & Electronic Equipment | | | | | |
| Accounting Metrics | Business Ethics | RT-EE-510a.1 version 2018-10 | Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behavior | N/A | Ethics and Compliance GRI Index |
| | Materials Sourcing | RT-EE-440a.1 version 2018-10 | Description of the management of risks associated with the use of critical materials | N/A | Responsible Sourcing Human Rights The Fortive Supplier Code of Conduct Fortive Conflict Minerals Report |
| | Energy Management | RT-EE-130a.1 version 2018-10 | Total energy consumed, percentage grid electricity, and percentage renewable | Gigajoules (GJ), Percentage (%) | Data Tables 2023 CDP Climate Change Response, C8.2a |
| | Hazardous Waste Management | RT-EE-150a.1 version 2018-10 | Amount of hazardous waste generated, percentage recycled | Metric tons (t), Percentage (%) | 137t |
| | Product Lifecycle Management | RT-EE-410a.1 version 2018-10 | Percentage of products by revenue that contain IEC 62474 declarable substances | Percentage (%) by revenue | While we do not currently track this data, we are seeking to gather data for future reporting cycles. |
| | | RT-EE-410a.2 version 2018-10 | Percentage of eligible products, by revenue, that meet ENERGY STAR® criteria | Percentage (%) by revenue | Fluke confirmed with the Department of Energy that their products are not eligible for ENERGY STAR® qualification |
| | | RT-EE-410a.3 version 2018-10 | Revenue from renewable energy-related and energy efficiency-related products | Reporting currency | In 2023, approximately 60% of Fortive's revenue was generated from sustainability-enabling products and services. Included in the qualifying criteria of sustainability-enabling are: <ul style="list-style-type: none"> • Energy reduction/energy efficiency • Carbon reduction • Renewable energy (enabling/support) |
| Activity Metrics | RT-EE-000.A version 2018-10 | Number of units produced by product category | Number | We are working to gather data for future reporting cycles. | |
| | RT-EE-000.B version 2018-10 | Number of employees | Number | 16,758 (as of year-end 2023) | |

Global Reporting Initiative (GRI)

GENERAL DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|--|--|
| The organization and its reporting practices | | | |
| GRI 2: General Disclosures 2021 | 2-1 | Organizational details | Fortive Corporation; 6920 Seaway Blvd, Everett, WA 98203 2024 Proxy Statement p. 2-3 2023 Form 10-K p. 22 |
| | 2-2 | Entities included in the organization's sustainability reporting | About Fortive and Fortive Business Directory 2023 Form 10-K p. 2-4, 23 All metrics reported in this Report and its Indices reflect performance across the entire Fortive portfolio, unless specified as relevant to a particular operating company. As of year-end 2023, Fortive had 17 operating companies, as identified in the Fortive Business Directory . |
| | 2-3 | Reporting period, frequency and contact point | January 1, 2023, through December 31, 2023, Annually sustainability@fortive.com or investors@fortive.com |
| | 2-4 | Restatements of information | There were no restatements or corrections in 2023. |
| | 2-5 | External assurance | Fortive did not seek external assurance for this report. |
| Activities and workers | | | |
| GRI 2: General Disclosures 2021 | 2-6 | Activities, value chain and business relationships | Fortive is an industrial technology company i. Responsible Sourcing ii. About Fortive and Fortive Business Directory ; each operating company has a unique customer set, relevant to the industry and products and services sold by each operating company. Fortive's operating companies manage their customer relationships independently. Fortive is a minority investor in the following organizations: • Falconry • Telestream • TeamSense • RealWear • Datamaran No significant differences to note |

GENERAL DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|---|--|
| Activities and workers (cont.) | | | |
| GRI 2: General Disclosures 2021 (cont.) | 2-7 | Employees | 2023 Employee Diversity Data Tables Talent and Reward Systems |
| | 2-8 | Workers who are not employees | Consistent with the decentralized nature of Fortive's operating companies, each operating company and/or site is responsible for managing contracts and contractual requirements with workers who are not employees. Each operating company has responsibility for tracking and/or reporting workers who are not employees, consistent with applicable local, regional, and/or national requirements. |
| Governance | | | |
| GRI 2: General Disclosures 2021 | 2-9 | Governance structure and composition | Our strategy and associated progress is routinely reviewed with the Board as they maintain oversight with respect to reporting and disclosure. 2024 Proxy Statement p. 17-31 2023 CDP Climate Change Response, C1 |
| | 2-10 | Nomination and selection of the highest governance body | Data Tables and 2024 Proxy Statement p. 28-30 |
| | 2-11 | Chair of the highest governance body | The Chairman of the Board is independent and not a senior executive of Fortive. Not applicable |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts | Corporate Governance Guidelines and 2024 Proxy Statement p. 17-31 |
| | 2-13 | Delegation of responsibility for managing impacts | 2024 Proxy Statement p. 17-31 |
| | 2-14 | Role of the highest governance body in sustainability reporting | The Board Nominating and Governance Committee is the highest governance body responsible for reviewing and approving this Report. 2024 Proxy Statement p. 37 |
| | 2-15 | Conflicts of interest | 2024 Proxy Statement p. 22 2024 Proxy Statement p. 37 |
| | 2-16 | Communication of critical concerns | 2024 Proxy Statement p. 17-31 Corporate Governance Guidelines |
| | 2-17 | Collective knowledge of the highest governance body | 2024 Proxy Statement p. 19 |

GENERAL DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|--|---|
| Governance (cont.) | | | |
| GRI 2: General Disclosures 2021 (cont.) | 2-18 | Evaluation of the performance of the highest governance body | 2024 Proxy Statement p. 28-30 |
| | 2-19 | Remuneration policies | 2024 Proxy Statement p. 41 |
| | 2-20 | Process to determine remuneration | 2024 Proxy Statement p. 41 2024 Proxy Statement p. 49 |
| | 2-21 | Annual total compensation ratio | 2024 Proxy Statement p. 57 2024 Proxy Statement p. 84-87 |
| Strategy, policies and practices | | | |
| GRI 2: General Disclosures 2021 | 2-22 | Statement on sustainable development strategy | A Message from Our CEO |
| | 2-23 | Policy commitments | Policies Human Rights Operate with Principle Conflict Minerals Policy Statement Policies are approved by the senior leader responsible for the topic of the policy, i.e., CEO, CFO, CHRO or General Counsel. Our policies guide and determine how our business activities and relationships are handled. Policies are communicated during supplier and employee onboarding and trainings. |

GENERAL DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--|------------|---|---|
| Strategy, policies and practices (cont.) | | | |
| GRI 2: General Disclosures 2021 (cont.) | 2-24 | Embedding policy commitments | <p>Culture & Values</p> <p>Fortive maintains a centralized internal policy hub, MyPolicies, which makes company-wide policies readily available to employees. Operating companies develop a Tier II policy, where necessary, and make those policies available to employees in a shared location (e.g., SharePoint) accessible by all employees.</p> <p>i. Responsibility for implementing the commitments is allocated through legal organizations across regions and the operating companies.</p> <p>ii. Policy commitments are implemented through FBS, embedded with standard tools, policies, and practices used across the organization.</p> <p>iii. All current and potential suppliers have access to the Supplier Code. Suppliers in the Responsible Sourcing Audit Program are required to acknowledge receipt, review, and understanding.</p> <p>Responsible Sourcing</p> <p>iv. Annual ethics and compliance training and learning toolkits are provided for all employees. Typical curriculum topics include Code of Conduct, Sexual Harassment Awareness and Prevention, Anti-bribery/Anticorruption, Fair Competition, and Financial Integrity.</p> |
| | 2-25 | Processes to remediate negative impacts | <p>Operate with Principle</p> <p>We have an established history of supporting Speak Up!, our anonymous, open hotline available in 23 local languages and a web reporting tool available to hear any and all employee concerns. We continue to evaluate and evolve this process to reflect changing standards and best practices.</p> <p>In 2023, building upon the compliance-focused foundation of our Speak Up! program, we updated our hotline, process, and training materials to be compliant with the EU Whistleblower Directive (Directive). We expanded local channel resources in regions subject to the greatest changes, to further bolster compliance.</p> <p>We maintain and train internal investigators on the Speak Up! process, including actions required to move a reported case through the workflow toward resolution. We direct all complaints or concerns raised through the Speak Up! process to ensure full and proper actions are executed to review any report of negative impacts, suspected or realized.</p> <p>Speak Up! is available to the initiator of a case and the assigned internal investigation team at any time. Visibility is limited to those involved in the case, to ensure confidentiality for those who submit an incident.</p> <p>Within the Speak Up! workflow, there are defined tollgates with specific actions that must be completed to move through the workflow. The actions, assigned responsible person(s), and time lapsed are visible to those involved in a case, at any time.</p> |

GENERAL DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|--|--|
| Strategy, policies and practices (cont.) | | | |
| GRI 2: General Disclosures 2021 (cont.) | 2-26 | Mechanisms for seeking advice and raising concerns | Refer to GRI 2-24 Additionally, employees can ask their manager, Human Resources business partner, Legal business partner, or business unit leader for advice on implementing policies and practices. Refer to GRI 2-25 |
| | 2-27 | Compliance with laws and regulations | Fortive Compliance Program Our compliance programs are evaluated through internal self-assessment and external assessment. In the spirit of continuous improvement, we had an external, third-party review of the compliance program conducted in 2021. An external assessment occurs periodically every 3–5 years. |
| | 2-28 | Membership associations | Membership Associations |
| Stakeholder Engagement | | | |
| GRI 2: General Disclosures 2021 | 2-29 | Approach to stakeholder engagement | Stakeholder Engagement Data Table We identified our stakeholder audience through the use of interviews with Fortive's executive leadership, the EHS Leadership Council (EHS LC), and employees. We selected stakeholders based on their knowledge of Fortive's operations, Sustainability, and the industries in which Fortive operates. |
| | 2-30 | Collective bargaining agreements | Fortive recognizes freedom of association and the right to collective bargaining as fundamental rights of our employees. Outside the United States, we have government-mandated collective bargaining arrangements and union contracts in certain countries, particularly in Europe where a certain number of our employees are represented by unions and/or works councils. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|-----------------------------|------------|--------------------------------------|---|
| Economic Performance | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Economic Performance is not a material topic for Fortive. We understand that some stakeholders may wish for further information and this can be found in our Annual Report and 2024 Proxy Statement . |
| | 3-2 | List of material topics | Economic Performance is not a material topic for Fortive. We understand that some stakeholders may wish for further information and this can be found in our Annual Report and 2024 Proxy Statement . |
| | 3-3 | Management of material topics | <p>Responsible Sourcing</p> <p>Through our supplier engagement programs, we communicate our standards clearly—each supplier in our Responsible Sourcing Audit Program is provided, and required to acknowledge, review and affirm, their receipt and understanding of Fortive's Supplier Code, which outlines our expectations of operations, conduct, labor management, material sourcing, and compliance with applicable laws and regulations.</p> <p>Fortive takes great care to select suppliers who provide not only timely, cost-effective and quality materials and services, but who operate in a manner consistent and in conformance with the Supplier Code.</p> <p>Conflict Minerals Policy Statement</p> <p>California Transparency in Supply Chains Act of 2010 Statement</p> <p>UK Modern Slavery Act of 2015 Statement</p> <p>Suppliers are audited against a range of criteria, which include but are not limited to: environmental management, labor standards and practices, materials sourcing, and ethics and compliance with applicable laws and regulations. The frequency of audits is no less than every 5 years, with higher risk and/or newer suppliers being audited every 1-3 years.</p> <p>The key performance indicators used to evaluate suppliers, includes on-time delivery, cost, quality, material sourcing transparency, labor standards, and overall risk management, in an ongoing manner. Further, through our supplier audit program, we re-audit these suppliers periodically to ensure continued compliance and improvement against the standards outlined in the Fortive Supplier Code which includes, among other things, our focus on the environment, health, and safety aspects as well as fighting the risk of forced labor in our supply base.</p> <p>The result of these various actions and initiatives is a stronger, more resilient supply chain. We have strengthened relationships with strategic suppliers, broadened our aperture for prospective suppliers where sole source conditions existed, and reduced risk in our operations associated with materials, services and supplier readiness.</p> |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|--|--|
| Economic Performance (cont.) | | | |
| GRI 201: Economic Performance 2016 | 201-1 | Direct economic value generated and distributed | 2023 Form 10-K p. 52 |
| | 201-2 | Financial implications and other risks and opportunities due to climate change | 2023 CDP Climate Change Response, C2.3 2023 CDP Climate Change Response, C3.1 |
| Procurement Practices | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Responsible Sourcing Human Rights |
| GRI 204: Procurement Practices 2016 | 204-1 | Proportion of spending on local suppliers | 50% of our direct materials spend in the last 12 months (excluding divestitures and acquisitions) was from locally sourced purchasing factories, where local is defined as in-country. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|-------------------------------|------------|--|--|
| Anti-Corruption | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | <p>Ethics and Compliance</p> <p>Fortive's Global Compliance Program is led by Fortive's Chief Compliance Officer and the Compliance team. The Fortive team sets global standards and issues global policies that establish expectations for the entire company, including operating companies. The Fortive team works in collaboration with the compliance personnel within the operating companies to operate the program. The Board of Director's Audit Committee has oversight responsibility for the compliance program and ensuring its effectiveness.</p> <p>The Global Compliance Program sets the global minimum standard. Each operating company makes an assessment about their business model and their industry(ies) to determine if there is a need to adopt more comprehensive, restrictive, and/or additional policies or procedures. Compliance is a significant element of the Risk Assessment Process (RAP), which is conducted annually and updated on an ongoing basis throughout the year.</p> <p>Measuring and tracking our key performance indicators (KPIs) for ethics and compliance is integral to continued positive and real improvement. We review the KPIs on a quarterly basis with senior leadership to ensure visibility and transparency on our program's current state and improvement opportunities.</p> |
| GRI 205: Anti-Corruption 2016 | 205-2 | Communication and training about anti-corruption policies and procedures | Refer to GRI 2-23 through 2-27 |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|-----------------------------|------------|--|--|
| Energy | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | <p>Protect the Planet</p> <p>Operating companies manage their energy procurement independently; however, in 2022, guidance was deployed to our EHS significant sites to prompt feasibility of procuring clean energy through utility providers, installation of on-site renewable energy sources, and clarity regarding the environmental attributes associated with both transactions. We are compiling and tracking options based on the results of this effort.</p> <p>Through the EHS Risk Score, each EHS significant site is responsible for conducting this review, developing an action plan (if applicable) and documenting their findings, progress, and outcomes. The EHS Risk Score is evaluated semi-annually, with the objective of reducing the overall risk score each year.</p> <p>In 2022, we established an energy roundtable, comprised of facilities, EHS, and operations managers across the operating companies. Meetings were conducted quarterly to enable cross-operating company best practice and knowledge sharing, as well as introduce external expert insights to those directly responsible for managing energy at our largest sites.</p> <p>We developed a renewable energy policy to define generally accepted sources of renewable energy and procurement options available to operating companies. This policy guides operating companies as they explore renewable energy procurement through their utility providers, as well as on-site renewable installations. We have a third-party provider who monitors and manages energy procurement in deregulated markets in U.S. and Europe.</p> |
| GRI 302: Energy 2016 | 302-1 | Energy consumption within the organization | <p>Data Tables</p> <p>2023 CDP Climate Change Response, C8.2a</p> |
| | 302-3 | Energy intensity | <p>Data Tables</p> <p>2023 CDP Climate Change Response, C9.1a</p> |
| | 302-4 | Reduction of energy consumption | Data Tables |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|-----------------------------|------------|---|---|
| Emissions | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | <p>Protect the Planet</p> <p>We implemented standard work to align our GHG inventory management, accounting, and disclosure process and controls with the Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. In 2022, we successfully achieved Limited Assurance for our 2019 (base year) and 2021 GHG inventories. Limited Assurance was also achieved for our 2022 inventory. We are committed to conducting third-party assurance each year; Limited Assurance for the 2023 inventory was achieved in March 2024.</p> <p>In 2020, we transitioned to the Intelx Sustainability Performance Indicators (SPI) platform, where data quality tollgates and checks are configured to automatically flag anomalous and/or significantly different consumption quantities of key sources of GHG emissions.</p> <p>Environmental data undergoes a quarterly internal audit to improve data quality. Feedback is provided to users if/when data anomalies are identified and corrective actions are needed.</p> <p>In 2022, we deployed a PowerBI dashboard to provide visibility across the organization to environmental data, including GHG emissions, water, and waste. This has enabled greater understanding and immediate access to data, empowering operating companies to action their reporting gaps and performance.</p> |
| GRI 305: Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions | Data Tables 2023 CDP Climate Change Response, C6, C7 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Data Tables 2023 CDP Climate Change Response, C6.2, C6.3 |
| | 305-4 | GHG emissions intensity | Data Tables 2023 CDP Climate Change Response, C4.1b |
| | 305-5 | Reduction of GHG emissions | Data Tables 2023 CDP Climate Change Response, C7.9 |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--|------------|---|--|
| Supplier Environmental Assessment | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Responsible Sourcing In response to ongoing supply chain challenges, including but not limited to trade policies and potential geopolitical risks, we continue to focus on strengthening our deployment of standards, relationship building with strategic suppliers, and increased preference for local suppliers, where local refers to in-country. The result is these various actions and initiatives is a stronger, more resilient supply chain. We have strengthened relationships with strategic suppliers, broadened our aperture for prospective suppliers where sole source conditions existed, and reduced risk in our operations associated with materials, services, and supplier readiness. |
| GRI 308: Supplier Environmental Assessment | 308-1 | New suppliers that were screened using environmental criteria | 100% of our suppliers in the Responsible Sourcing Audit program were screened using environmental criteria. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--|------------|--|--|
| Employment | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality Workplace Health & Safety People Strategy |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | People Strategy |
| GRI 401: Employment | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | This data is not available. |
| | 401-3 | Parental leave | Data Tables |
| Labor/Management Relations | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Empowering Inclusive & Diverse Teams |
| GRI 402: Labor/Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes | Fortive fully complies with applicable national and/or local legal requirements for minimum notice periods regarding significant operational change. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---------------------------------------|------------|--------------------------------------|---|
| Occupational Health and Safety | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality Workplace Health & Safety |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | <p>Environmental, Health and Safety (EHS)</p> <p>The Environmental, Health, and Safety Leadership Council (EHSLC), which includes senior EHS leaders from across the company, sets the EHS strategy for the company at the corporate level. The EHSLC determines which areas of focus are most important for the business and task the operating companies with implementation of any objectives.</p> <p>Our internal EHS management system is now managed using the Intalex Environmental, Health, Safety, and Quality (EHSQ) platform. To quantify and drive continuous improvement, our operating companies assess the EHS Risk level at each of our EHS significant sites and report an EHS Risk Score on a semi-annual basis.</p> <p>The EHS Risk Score is a Fortive standard metric comprising EHS performance criteria, organized into three major categories: Operational Risk, Leadership Engagement, and EHS Metrics. Operational Risk includes Safety, Health and Industrial Hygiene, and Environmental Compliance criteria. Effective in 2022, we incorporated Sustainability criteria and metrics into the Risk Score framework to evaluate the sustainability performance of each operating company. The EHS Risk Score is weighted based on site employee population and our goal is to reduce the average EHS Risk Score across the company by implementing EHS and Sustainability programs and initiatives tailored to the work environment.</p> <p>94% of our manufacturing EHS Significant Sites⁽¹⁾ have at least one ISO certification. All certified sites host manufacturing, service, and/or light assembly operations.</p> <p>We leverage data and FBS tools for EHS management across all our operating companies. FBS provides a consistent baseline direction for applicable operations, which sites can tailor for their specific operations. This approach creates consistency and a common understanding for any team member to understand processes, operations, and decision-making, which is vital for a functional EHS program. FBS tools also enable EHS management to seamlessly integrate with other business partner operations, making EHS compliance a standard practice in how we conduct our business.</p> |

(1) EHS Significant Sites are any Fortive location with 50 or more employees or that is engaged in any of the following activities other than as a de minimis activity at the site: Manufacturing, Assembly, Engineering (other than software engineering), Research and Development (other than software R&D), Warehousing (but not simple storage) or Service operations.

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|---|---|
| Occupational Health and Safety (cont.) | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system | EHS Metrics and Certifications Data Table Many operating companies have EHS management systems that are consistent with the requirements of recognized standards, including OHSAS 18001, OSHA's Voluntary Protection Program, and Process Safety Management. |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | Employee Well-Being, Safety, and Health |
| | 403-3 | Occupational health services | All Fortive team members have access to occupational health services, appropriate for any occupational risks they may be exposed to at work. These occupational health services may be external and/or internal based on an assessment of inhouse capabilities, exposure types, and required skills/competencies to ensure all employees have access to the required occupational health support. The results of occupational health exposure monitoring are available only to the respective worker and the required EHS and occupational health staff. In any case of exposure above acceptable levels, managers/supervisors may need to be involved to help resolve an exposure issue but will not be provided access to the individual's occupational health records. Fortive provides its people with access to an internal website providing practical solutions and support on life, health, family, work, and finances. |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety | Our people are actively engaged in health and safety awareness through online and in-person training, internal/external program auditing, regular communications, and system performance. Communications include meetings, training events, and presentation of health and safety topics. Work councils or committees, where in place at a majority of EHS Significant Sites ⁽¹⁾ , are proactively engaged in the review of health and safety programs and advise on matters of work safety and accident prevention. These committees typically consist of both employee and management representation to ensure that all activities and recommendations are adequately supported by the organization. The committees typically meet quarterly and conduct an annual review and consultation with site management. The scope of the EHS management includes all team members under management's operational control at the site, which includes contractors operating on-site. |

(1) EHS Significant Sites are any Fortive location with 50 or more employees or that is engaged in any of the following activities other than as a de minimis activity at the site: Manufacturing, Assembly, Engineering (other than software engineering), Research and Development (other than software R&D), Warehousing (but not simple storage) or Service operations.

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--|------------|---|--|
| Occupational Health and Safety (cont.) | | | |
| GRI 403: Occupational Health and Safety 2018 (cont.) | 403-5 | Worker training on occupational health and safety | <p>Operating companies conduct training as required by applicable local, regional, and national regulations. Training topics are tailored to the operations and regularly updated to comply with changing regulations and workplace risks. Trainings are delivered in various formats depending on the operating company and the type of training.</p> <p>Core benefits programs are offered to employees, including medical, dental, vision, life, disability, retirement, parental leave, etc. In addition, Fortive offers an Employee Assistance Program as well as backup/emergency childcare and eldercare for U.S. employees and added financial wellness and well-being support for U.S. employees.</p> |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <p>Omission: prevention and mitigation of occupational health and safety impacts directly linked by business relationships is omitted.</p> <p>Reason for omission: information unavailable. Operating companies implement site-level contractor safety programs.</p> |
| | 403-8 | Workers covered by an occupational health and safety management system | Omission: Information unavailable. |
| Training and Education | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--------------------------------------|------------|---|--|
| Training and Education (cont.) | | | |
| GRI 3: Material Topics 2021 (cont.) | 3-3 | Management of material topics | <p>Empowering Inclusive & Diverse Teams</p> <p>Through MyFortive, our online human capital management system, we continue to deploy resources, trainings, and educational programs for our people focusing on personal and professional growth and development.</p> <p>We use internal tracking to evaluate the success and impact of employee-related projects and programs, measuring both qualitative and quantitative metrics.</p> <p>For example:</p> <ul style="list-style-type: none"> • The Employee Experience Survey measures the effectiveness of our employee-related programs; • The Inclusion & Belonging score measures the degree to which employees across the company feel included (e.g., seen and heard) and a sense of belonging; and • A supervisor effectiveness score is generated from the Employee Experience Survey and every people leader receives a score. <p>People leaders are expected to understand their Employee Experience and Inclusion & Belonging scores and create action plans to improve their scores and respond to feedback.</p> |
| GRI 404: Training and Education 2016 | 404-2 | Programs for upgrading employee skills and transition assistance programs | <p>Empowering Inclusive & Diverse Teams</p> <p>Across Fortive, there are a career's worth of opportunities available to employees. We have a strong commitment to developing our people within the organization and seek to support our people who wish to develop their skillsets through varied industry, operating company, and/or business unit opportunity.</p> <p>To ensure all of our team members and people leaders are considering how to support, challenge and promote our people within, we offer a robust set of tools and frameworks to support the operating companies with leadership development.</p> <p>Through performance and development goals, our people are encouraged to, and have ready access to training resources through libraries including MyLearning and LinkedIn Learning.</p> <p>Our approach to upskilling is to dedicate efforts at the point of greatest impact, which is at the operating company level. Technical and upskilling to learn a new software or a new skill occurs at the respective operating companies and varies at each.</p> <p>Our Performance and Development processes enable our people to maintain an open dialogue with managers through quarterly check-ins to discuss topics around goal setting, career development, and performance. In alignment with our pay for performance philosophy, employees receive feedback and rewards based on their contributions.</p> |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|---|------------|--|--|
| Diversity and Equal Opportunity | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Empowering Inclusive & Diverse Teams |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 | Diversity of governance bodies and employees | Data Tables (IDE) 2024 Proxy Statement p. 4-11 |
| Non-Discrimination | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Empowering Inclusive & Diverse Teams 2024 Proxy Statement p. 38 |
| GRI 406: Non-Discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken | Omission: information unavailable. This data is maintained by the operating companies and extends beyond our topic boundary. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|-------------------------------------|------------|--|--|
| Forced or Compulsory Labor | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | <p>Supplier Diversity & Engagement</p> <p>We assigned a Senior Director in our Supply Chain team to govern our responsible sourcing policies and make changes to our Supplier Code, Supplier Audit Program, and Supplier Assessment as needed.</p> <p>Through these programs, we identify opportunities for improvement and deploy actions, which include:</p> <ul style="list-style-type: none"> • briefings with C-Suite executives, senior Operations and Procurement leaders • e-learning modules to inform employees on updates and changes to these policies and relevant procedures <p>Using information provided via third-party service providers and industry groups, we benchmark against peers to ensure our management approach and programs utilize best practices available. These results, which include these standards, our relative performance, and plans for continuous improvement, are reported up to senior leaders within the organization and the Board semi-annually.</p> |
| GRI 409: Forced or Compulsory Labor | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | <p>We continued our supplier audit cycle in 2023, leveraging the changes implemented during the previous cycles to continue our focus on the environmental, health, and safety aspects as well as fighting the risk of forced labor in our supply base.</p> <p>Over 200 direct material suppliers were assessed in 2023, based on our risk matrix, which is not limited to "significant risk." None of these suppliers qualify as "significant risk." Responsible sourcing audits were completed with all significant risk suppliers. No findings required escalation or further investigation (i.e., suppliers receive at least a 'satisfactory' rating) and areas for improvement were limited to policy/process improvements.</p> |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|-----------------------------|------------|--|--|
| Local Communities | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality Community Engagement and Support |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Invest in Our Communities Fortive Corporation Charitable Contributions Policy Fortive's annual Day of Caring is coordinated and executed at the local level, i.e., site- or operating company-level, by our Day of Caring Champions. The Champions are responsible for communication, coordination, and recording participation in the event(s) planned by the site/operating company. Participation and impacts are reported to the operating company President and to the Corporate Communications and Sustainability Teams for data aggregation and all-hands communications. Participation and hours of service dedicated are reported in Invest in Our Communities. In 2022, the Foundation Management team developed an annual proposal and plan for the planned annual grants to nonprofit organizations whose missions align with the Foundation's Giving Areas. |
| GRI 413: Local Communities | 413-1 | Operations with local community engagement, impact assessments, and development programs | Invest in Our Communities 100% of our operating companies participate in local community engagement through the Fortive Day of Caring. In 2023, our teams collectively dedicated more than 19,000 hours to support partner organizations in over 125 communities across more than 80 events worldwide. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--|------------|--|---|
| Supplier Social Assessment | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality Responsible Sourcing Human Rights |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | The Fortive Supplier Code Responsible Sourcing Fortive Conflict Minerals Statement <p>To fully integrate responsible sourcing as a focus topic in our leadership, we hired a Senior Manager to lead our Supplier Diversity program. We further strengthened this program by drafting robust governing policies, setting ambitious goals, and working closely with leaders at our operating companies to fully understand, articulate, and measure its value.</p> <p>To evaluate the effectiveness of our supply chain and sourcing programs, we analyze cost, compliance, and coverage measures associated with each function to ensure that baseline performance within the business has been established along with targets to improve results year over year. Measures of performance are comparable with industry peers and we benchmark our progress with peers within and across the industry.</p> |
| GRI 414: Supplier Social Assessment 2016 | 414-1 | New suppliers that were screened using social criteria | 100% of our suppliers in the Responsible Sourcing Audit Program were screened using social criteria. |

SPECIFIC DISCLOSURES

| GRI STANDARD | DISCLOSURE | DESCRIPTION | LOCATION OR DIRECT ANSWER |
|--------------------------------|------------|--|--|
| Customer Privacy | | | |
| GRI 3: Material Topics 2021 | 3-1 | Process to determine material topics | Materiality |
| | 3-2 | List of material topics | Materiality |
| | 3-3 | Management of material topics | Operate with Principle |
| GRI 418: Customer Privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Omission: information unavailable. We are reviewing our internal processes to more clearly capture this data and will include the data in next year's report |

