



2024 **Sustainability Report**

Appendix
**ESG Disclosure
Frameworks**



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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 2023-12

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 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	■	■	■

2024 Employee Representation

METRIC	2024
Gender⁽¹⁾	
Female	38%
Male	62%
Employment Type⁽²⁾	
Full-time Employees	16,501 (98%)
Part-time Employees	337 (2%)
Region⁽³⁾	
North America (excl. Mexico)	9,709 (58%)
Europe	3,266 (19%)
Asia Pacific	3,059 (18%)
Latin America (incl. Brazil, Mexico & Caribbean)	712 (4%)
Middle East & Africa	92 (1%)

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

(2) Global headcount, full-time and part-time

(3) All employees globally, full-time and part-time

2024 Parental Leave

METRIC	MALE	FEMALE	TOTAL
Eligible	6,070	3,603	9,673
Took parental leave	172	83	255
Returned to work	88	40	128
Retention after 12 months	156	79	235
Return to work rate	85%	70%	78%
Retention rate	91%	95%	93%

Employee Experience Survey Results⁽⁴⁾

METRIC	2019	2020	2021	2022	2024
Overall Employee Engagement Score	73%	77%	77%	78%	76%
Inclusion and Belonging Score	79%	80%	80%	82%	84%
"My supervisor gives me the support I need to do my job well."	79%	81%	81%	86%	86%
"I am provided with opportunities for learning and development."	73%	74%	74%	78%	77%

(4) The Employee Experience Surveys are a critical element of our continuous improvement culture. In our last comprehensive census survey in 2024, over 85% of our global team responded, delivering continued strength in both overall engagement and in inclusion and belonging that resulted in high ratings of 76% and 84%, respectively. Our results continue to inform both management and our Board of Directors on appropriate actions to enhance our employee experience. Following the 2022 census survey, our comprehensive census survey now occurs biennially.

2024 Employee Representation

METRIC	SENIOR LEADERS ⁽²⁾	PROFESSIONALS AND MANAGERS	TOTAL	AGE RANGE <30	AGE RANGE <50	AGE RANGE 50+
Gender⁽¹⁾						
Women	31%	34%	38%	12%	57%	29%
Men	69%	65%	62%	12%	55%	31%
U.S. Race & Ethnicity						
White	75%	69%	62%	10%	46%	41%
Asian	15%	14%	15%	13%	50%	36%
Black	3%	5%	7%	10%	52%	36%
Hispanic	3%	6%	10%	20%	48%	30%
American Indian / Alaskan Native	0%	0%	1%	10%	61%	29%
Native Hawaiin / Other Pacific	0%	0.3%	0.4%	16%	53%	31%
Two or More Races	5%	5%	5%	20%	58%	21%

2024 Inclusion and Representation

METRIC	OUR 2022 METRICS	OUR 2024 METRICS	% CHANGE (2022-2024)
Inclusion & Belonging Score in Employee Experience Survey ⁽³⁾	82%	84%	+2%

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

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

(3) Following the 2022 survey, our comprehensive census survey now occurs biennially.

2024 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, DCFS, 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.

2024 Energy Use and Greenhouse Gas (GHG) Emissions

METRIC	UNIT OF MEASURE	2019	2020	2021	2022	2023	2024	2019-2024 (% CHANGE)
Energy								
Natural gas	mmBtu	158,409	155,568	145,235	156,995	155,966	146,231	-7.7%
Diesel fuel	liters	199,001	139,985	153,685	169,039	176,829	180,710	-9.2%
No. 2 fuel oil	liters	27,404	83,311	19,192	18,611	19,991	6,401	-76.6%
Electricity	kWh	143,019,429	132,745,710	127,330,015	124,189,572	121,608,851	118,297,734	-17.3%
Emissions								
Scope 1	MT CO ₂ e	21,250	19,755	14,168	16,039	13,482	13,769	-35.2%
Scope 2	MT CO ₂ e	47,251	39,773	39,643	35,366	36,324	33,485	-29.1%
Scope 1 & 2	MT CO ₂ e	68,501	59,527	53,810	51,405	49,806	47,254	-31.0%
Absolute Delta (YOY)	%	—	-13.1%	-9.6%	-4.5%	-3.1%	-5.1%	—

SCOPE 3 CATEGORY	CY24 EVALUATION STATUS (CDP 2025)	CY22 EMISSIONS (MT CO ₂ e)	CY23 EMISSIONS (MT CO ₂ e)	CY24 EMISSIONS (MT CO ₂ e)	CY23 TO CY24 % CHANGE	CY22 TO CY24 % CHANGE	CY24 % OF SCOPE 3 TOTAL
Upstream							
1 – Purchased Goods & Services	Relevant, calculated	187,043	185,569	161,024	-13%	-14%	32%
2 – Capital Goods	Relevant, calculated	132,258	119,357	72,007	-40%	-46%	15%
3 – Fuel and Energy Related Activities (FERA)	Relevant, calculated	11,757	10,604	11,618	10%	-1%	2%
4 – Upstream Transportation & Distribution	Relevant, calculated	87,325	58,982	75,774	28%	-13%	15%
5 – Waste Generated in Operations	Relevant, calculated	2,710	4,214	4,089	-3%	51%	1%
6 – Business Travel	Relevant, calculated	11,433	13,237	22,015	66%	93%	4%
7 – Employee Commuting	Relevant, calculated	13,455	12,061	20,226	68%	50%	4%
Downstream							
11 – Use of Sold Products	Relevant, calculated	210,010	192,512	126,745	-34%	-40%	26%
12 – End of Life Treatment of Sold Products	Relevant, calculated	27	26	25	-4%	-7%	0%
15 – Investments	Relevant, calculated	3,298	3,438	2,072	-40%	-37%	0%
Scope 3 Total		659,316	600,000	495,595	-17%	-25%	

2024 Water & Waste Data

WASTE	UNIT OF MEASURE	2022	2023	2024
Hazardous Waste Total	metric tons	253	137	105
Non-Hazardous Waste Disposed	metric tons	3,908	4058	4042
Non-Hazardous Waste Diverted	metric tons	1,815	1953	1965
Grand Total	metric tons	5,976	6,148	6007

WATER	UNIT OF MEASURE	2022	2023	2024	2022-2024 (%CHANGE)
Municipal Water	mega liters	294.8	331.1	326.5	10.8%
Well Water	mega liters	27.2	33	36.8	35.3%
Grey/Recycled Water	mega liters	1.7	2.1	1.7	0.0%
Grand Total	mega liters	323.7	366.2	365.0	12.8%
<i>Delta (YOY)</i>	%	-	13.1%	-0.3%	-

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	0.24	0.16	113,312		2 of 2 (100%)	
Censis Technologies	0.00	0.00				
Fluke Health Solutions	0.22	0.00		2 of 5 (40%)	1 of 5 (20%)	
ProVation	0.00	0.00				
Intelligent Operating Solutions (IOS)						
Accruent	0.00	0.00				
Fluke	0.26	0.06	17,404	10 of 10 (100%)	1 of 10 (10%)	
Gordian	0.00	0.00				
Industrial Scientific	0.16	0.00	285	1 of 5 (20%)	1 of 5 (20%)	
Intelix	0.00	0.00				
Service Channel	0.00	0.00				
Precision Technologies (PT)						
Anderson-Negele	0.46	0.00	2,360	2 of 3 (67%)		
Gems Setra	0.20	0.00	4,913	3 of 3 (100%)	1 of 3 (33%)	1 of 3 (33%)
Hengstler Dynapar	0.34	0.09	44,204	5 of 5 (100%)	1 of 5 (20%)	
Pacific Scientific EMC	1.19	0.48	29,249	2 of 2 (100%)	2 of 2 (100%)	1 of 2 (50%)
Qualitrol	0.52	0.35	17,880	4 of 4 (100%)	2 of 4 (50%)	2 of 4 (50%)
Tektronix	0.29	0.23	2,339	6 of 8 (75%)	3 of 8 (38%)	
No. of Certifications at EHSS Manufacturing Sites				35	13	9
Total No. of EHSS Manufacturing Sites Across Fortive				45	45	45
Percentage of EHSS Manufacturing Sites with Certifications				78%	29%	20%

(1) ISO 9001: Quality

(3) ISO 45001: Energy Management

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

(2) ISO 14001: Environmental Management

(4) OHSMS: Occupational Health & Safety Management System

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





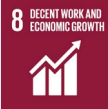
We are committed to continuing our alignment to TCFD through the following actions:






- 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 4.1 2025 Proxy
	b. Describe management's role in assessing and managing climate-related risks and opportunities	CDP 4.3 CDP 4.3.1 2025 Proxy
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	CDP 2.1 CDP 2.3 CDP 2.4 CDP 3.1 CDP 3.6.1
	b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CDP 2.4 CDP 3.1.1 CDP 3.1.2 CDP 3.6.1 CDP 3.6.2
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP 5.1 CDP 5.2

TCFD TOPIC	DISCLOSURE	LOCATION
Risk Management	a. Describe the organization's processes for identifying and assessing climate-related risks.	CDP 2.1 CDP 2.2 CDP 2.2.2
	b. Describe the organization's processes for managing climate-related risks.	CDP 2.1 CDP 2.2
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	CDP 2.1 CDP 2.2
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 7
	b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	CDP 7
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	CDP 7.53.1

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	Our Business 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 Teams	Fortive Foundation Fortive Scholarship Program
 <p>UN SDG 5 Gender Equality</p>	Achieve gender equality and empower all women and girls.	Empower Inclusive 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
	UN SDG 9 Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	Protect the Planet Work and Source Responsibly Innovate for Impact	Our Business Sustainability Impact of Products Product Design
	UN SDG 10 Reduced Inequalities	Reduce inequality within and among countries.	Empower Inclusive Teams Protect the Planet Work and Source Responsibly Innovate for Impact	Our Business Sustainability Impact of Products Product Design
	UN SDG 11 Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable.	Protect the Planet	Climate Change and Greenhouse Gas Emissions
	UN SDG 12 Responsible Consumption and Production	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
	UN SDG 13 Climate Action	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 2024 CDP Corporate Questionnaire, 7.30.1.4
	Hazardous Waste Management	RT-EE-150a.1 version 2018-10	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	105t
	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 2024, over 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	16,907 (as of year-end 2024)

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 2025 Proxy Statement p. 2-3 2024 Form 10-K p. 22
	2-2	Entities included in the organization's sustainability reporting	About Fortive and Fortive Business Directory 2024 Form 10-K p. 2-5, 26-27 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 2024, Fortive had 16 operating companies, as identified in the Fortive Business Directory .
	2-3	Reporting period, frequency and contact point	January 1, 2024, through December 31, 2024, Annually sustainability@fortive.com or investors@fortive.com
	2-4	Restatements of information	There were no restatements or corrections in 2024.
	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 • GLUE • MINCA • 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	2024 Employee Representation 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. 2025 Proxy Statement p. 17-32 2024 CDP Corporate Questionnaire 1
	2-10	Nomination and selection of the highest governance body	Data Tables and 2025 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 2025 Proxy Statement p. 17-32
	2-13	Delegation of responsibility for managing impacts	2025 Proxy Statement p. 17-32
	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. 2025 Proxy Statement p. 36
	2-15	Conflicts of interest	2025 Proxy Statement p. 22 2025 Proxy Statement p. 26
	2-16	Communication of critical concerns	2025 Proxy Statement p. 17-32 Corporate Governance Guidelines
	2-17	Collective knowledge of the highest governance body	2025 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	2025 Proxy Statement p. 28-30
	2-19	Remuneration policies	2025 Proxy Statement p. 41
	2-20	Process to determine remuneration	2025 Proxy Statement p. 41 2025 Proxy Statement p. 49
	2-21	Annual total compensation ratio	2025 Proxy Statement p. 55 2025 Proxy Statement p. 80-83
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 CLO. 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 2025 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 2025 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 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.</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	2024 Form 10-K p. 52
	201-2	Financial implications and other risks and opportunities due to climate change	2024 CDP Corporate Questionnaire 3.1.1 2024 CDP Corporate Questionnaire 3.1.2
Procurement Practices			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Responsible Sourcing Human Rights
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	54% 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 Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Ethics and Compliance 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. 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. 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.
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 Assessment
	3-2	List of material topics	Materiality Assessment
	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>2024 CDP Corporate Questionnaire 7.301.4</p>
	302-3	Energy intensity	<p>Data Tables</p> <p>2024 CDP Corporate Questionnaire 7.52.1</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 Assessment
	3-2	List of material topics	Materiality Assessment
	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	<p>Data Tables</p> <p>2024 CDP Corporate Questionnaire 7</p>
	305-2	Energy indirect (Scope 2) GHG emissions	<p>Data Tables</p> <p>2024 CDP Corporate Questionnaire 7</p>
	305-4	GHG emissions intensity	<p>Data Tables</p> <p>2024 CDP Corporate Questionnaire 7</p>
	305-5	Reduction of GHG emissions	<p>Data Tables</p> <p>2024 CDP Corporate Questionnaire 7</p>

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 Assessment
	3-2	List of material topics	Materiality Assessment
	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	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 Assessment Workplace Health & Safety People Strategy
	3-2	List of material topics	Materiality Assessment
	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 Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Empowering Inclusive 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 Assessment Workplace Health & Safety
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Environmental, Health and Safety (EHS) <p>The Environmental, Health, and Safety Leadership Council (EHS LC), which includes senior EHS leaders from across the company, sets the EHS strategy for the company at the corporate level. The EHS LC 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 Intellex 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	<p>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.</p> <p>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.</p> <p>Fortive provides its people with access to an internal website providing practical solutions and support on life, health, family, work, and finances.</p>
	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 Assessment
	3-2	List of material topics	Materiality Assessment

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 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 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 Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Empowering Inclusive Teams
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Data Tables 2025 Proxy Statement p. 4-11
Non-Discrimination			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Empowering Inclusive Teams 2025 Proxy Statement p. 36
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 Assessment
	3-2	List of material topics	Materiality Assessment
	3-3	Management of material topics	Supplier Diversity & Engagement 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. Through these programs, we identify opportunities for improvement and deploy actions, which include: <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 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.
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We continued our supplier audit cycle in 2024, 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. Over 130 direct material suppliers were assessed in 2024, 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 as planned with no findings requiring escalation or further investigation (i.e., suppliers receive at least a ‘satisfactory’ rating) and areas for improvement were limited to policy/process improvements.

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 Assessment Community Engagement and Support
	3-2	List of material topics	Materiality Assessment
	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 24,000 hours to support partner organizations in over 170 communities 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 Assessment Responsible Sourcing Human Rights
	3-2	List of material topics	Materiality Assessment
	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 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	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 Assessment
	3-2	List of material topics	Materiality Assessment
	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

