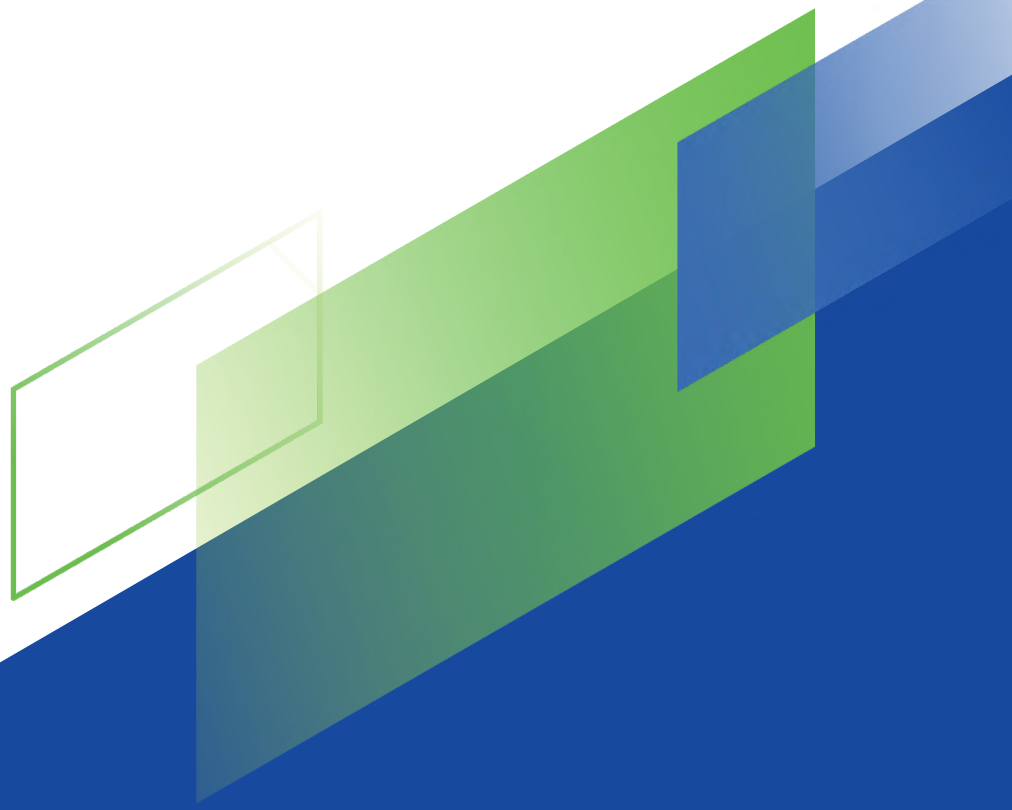




2025 Sustainability Report



About This Report

This Sustainability report covers operations owned and operated by Fortive Corporation or its operating companies and details our performance on environmental, social, and governance (ESG) topics and contains information covering the period from January 1, 2025, through December 31, 2025, unless otherwise stated. In June 2025, Fortive completed the separation of Precision Technologies into an independent publicly traded company, Ralliant Corporation. All content, metrics, and progress represent Fortive continuing operations unless otherwise stated.

This report is prepared in alignment with the following frameworks:

- The **Global Reporting Initiative** (GRI) standards: Core (2021 standard)
- The **Sustainability Accounting Standards Board** (SASB) standard for Electrical & Electronic Equipment (RT-EE version 2023-12)
- The **Task Force on Climate-Related Financial Disclosures** (TCFD) framework
- The **United Nations Global Compact**
- The **United Nations Sustainable Development Goals** (UN SDGs)

In addition, we report our complete greenhouse gas (GHG) profile and performance via the CDP Climate Questionnaire each year. View our most recent CDP disclosures [here](#).



TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES

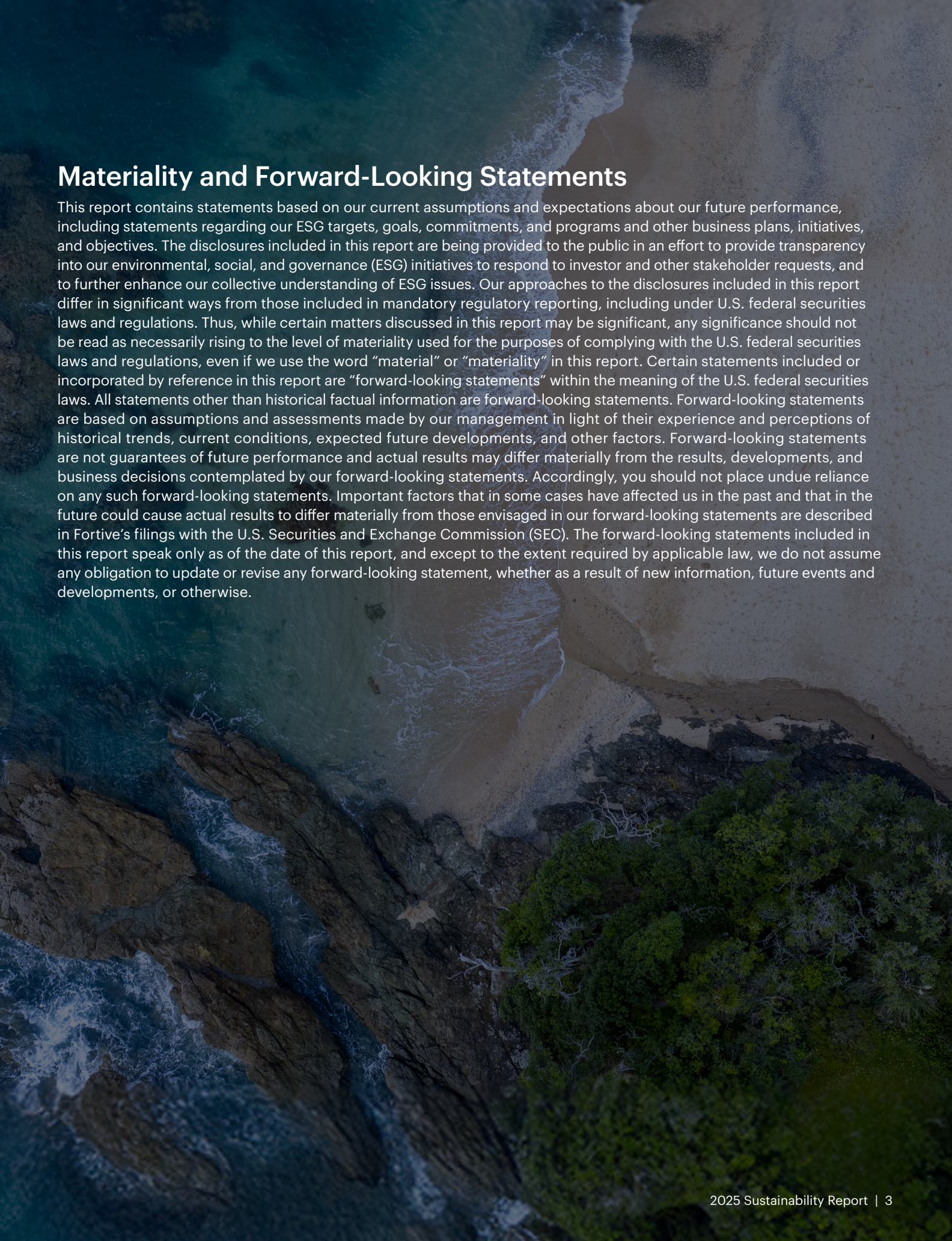


Data Assurance

The data contained in this report has been subjected to internal verification procedures. Additionally, Fortive obtains independent Limited Assurance of our Scope 1 and 2 GHG emissions profile each year. Refer to the assurance reports [here](#) for more information.

Note on Non-financial Reporting

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to these inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.



Materiality and Forward-Looking Statements

This report contains statements based on our current assumptions and expectations about our future performance, including statements regarding our ESG targets, goals, commitments, and programs and other business plans, initiatives, and objectives. The disclosures included in this report are being provided to the public in an effort to provide transparency into our environmental, social, and governance (ESG) initiatives to respond to investor and other stakeholder requests, and to further enhance our collective understanding of ESG issues. Our approaches to the disclosures included in this report differ in significant ways from those included in mandatory regulatory reporting, including under U.S. federal securities laws and regulations. Thus, while certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this report. Certain statements included or incorporated by reference in this report are “forward-looking statements” within the meaning of the U.S. federal securities laws. All statements other than historical factual information are forward-looking statements. Forward-looking statements are based on assumptions and assessments made by our management in light of their experience and perceptions of historical trends, current conditions, expected future developments, and other factors. Forward-looking statements are not guarantees of future performance and actual results may differ materially from the results, developments, and business decisions contemplated by our forward-looking statements. Accordingly, you should not place undue reliance on any such forward-looking statements. Important factors that in some cases have affected us in the past and that in the future could cause actual results to differ materially from those envisaged in our forward-looking statements are described in Fortive’s filings with the U.S. Securities and Exchange Commission (SEC). The forward-looking statements included in this report speak only as of the date of this report, and except to the extent required by applicable law, we do not assume any obligation to update or revise any forward-looking statement, whether as a result of new information, future events and developments, or otherwise.



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Dear Fortive Stakeholders,

At Fortive, our purpose — *innovating essential technologies to keep our world safe and productive* — has never been more energizing or more urgent. This purpose motivates our teams and powerfully shapes our impact. Sustainability is inseparable from our mission, and it is central to how we will expand our positive impact in the years ahead.

Our Fortive *Accelerated* strategy is how we drive faster, more impactful growth, and our sustainability strategy runs through it. Together, it is how we will deliver extraordinary value for our customers, our teams, our shareholders, and the millions of lives we impact every day. We are just getting started.

Sustainability as Performance Accelerator

Fortive *Accelerated* is our commitment to growth, innovation, and expanding our positive impact. Each of its three pillars — accelerating profitable growth, disciplined capital allocation, and building and maintaining trust — is strengthened by our sustainability mindset and strategy.

Our growth and sustainability strategies are intertwined. Nearly two-thirds of Fortive's revenue comes from products and services with sustainability-related outcomes — a reflection of how embedded this commitment is in our work. Through the Fortive Business System (FBS), we are accelerating profitable growth in our various products and services and expanding our sustainability impact in the process.

In 2025, Fluke launched the GFL 1500 Solar Ground Fault Locator, which reduces troubleshooting time and decreases hazard exposures for workers in high-growth solar operations. ServiceChannel released R2, delivering AI-powered work order insights that reduce unnecessary service visits and cut carbon emissions from thousands of fleet vehicles while streamlining facility operations. These are just a few examples of the innovation happening across Fortive every day.

Sustainability also sharpens how we manage risk. Our ongoing materiality assessments identify the

sustainability trends shaping our business and inform our risk management strategy. This year, we completed our most comprehensive materiality assessment yet, evaluating impacts, risks, and opportunities across our full value chain, and informing our latest climate risk assessment. This work strengthens our resilience, sharpens our focus, and creates value aligned with Fortive *Accelerated*.

Sustainability guides how we run our operations and choose our partners. We seek suppliers who share our commitment to quality, safety, fair labor practices, and supply chain resilience. Shared values build trust — and trust is the foundation for long-term performance and durable results.

Trust also defines how we show up for our people and communities. Our employees trust us to invest in their growth, empower their success, and foster an inclusive culture. Our communities trust us to show up — and we do, through our philanthropy, scholarships, and our annual Day of Caring. Our customers trust us to innovate for them from emergency rooms to factory floors. And our investors trust us to do what we say, with transparency, disciplined execution, and relentless focus on delivering long-term value. That trust is the foundation of our sustained success at Fortive.

2025 Sustainability Milestones

Here are just a few of the sustainability achievements our teams delivered in 2025 and that you'll find detailed in this report:

Ethics and Responsibility: Integrity fortifies everything we do. We are proud that in 2025, Ethisphere recognized Fortive as one of the World's Most Ethical Companies®. And in 2026 we received this distinction for the second year in a row. It is an honor that reflects our commitment to doing the right things in the right way.

Climate Leadership: We achieved our goal of reducing absolute Scope 1 and 2 GHG emissions by 50% from 2019 levels — four years ahead of schedule.

Championing Communities: Our Day of Caring generated more than 10,000 volunteer hours in 2025 alone, bringing our cumulative total to over 400,000 service hours since our founding. Additionally, the Fortive Scholarship Program awarded or renewed 52 scholarships.

Amazing Employee Experiences: Empowered, energized people are the engine of Fortive *Accelerated*, and in 2025 we made meaningful progress in delivering the amazing employee experiences our team deserves. Our Employee & Friends Resource Groups (EFRGs) are thriving — 700 members strong, representing more than 15 countries across five active communities.

Gold Standard Accountability: We hold ourselves to the highest standards of transparency and reporting. Our framework aligns with goals set forth by the United Nations (UN), the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the Science-Based Targets Initiative (SBTi), and the Task Force on Climate-Related Financial Disclosures (TCFD). In 2025, we increased our alignment with the stringent standards of the European Union's Corporate Sustainability Reporting Directive (CSRD).



“At Fortive, our ambition is simple: **to build an extraordinary company that sustains superior value creation for many years to come. Sustainability is at the core of that ambition.**”

Olumide Soroye
President and CEO

Progress You Can Hold Us To

We are immensely proud of our progress. Fortive is more competitive, more resilient, and more impactful because of the extraordinary work reflected in this report.

On sustainability, we will be clear about what we do, how we measure it, and why it matters. And we welcome feedback from all those invested in a safer, more productive world.

At Fortive, our ambition is bold: to build an extraordinary company that sustains superior value creation for our customers, teams, and shareholders for many years to come. Sustainability is at the core of that ambition.

Thank you for joining in our pursuit of progress. Our best is yet to come.

Olumide Soroye
President and CEO



2025 Sustainability Highlights

7th

consecutive year on *Newsweek's* Most Responsible Companies list

78%

employee engagement score

65%

revenue generated from sustainability-enabling products and services

100%

on Human Rights Campaign Corporate Equality Index, for the eighth consecutive year

86%

employee inclusion & belonging score

100%

operating companies participation: 2025 Day of Caring

51.4%

absolute reduction in Scope 1 and 2 GHG emissions, compared to 2019 baseline

90%

of operating companies in top quartile for total recordable incident rate (TRIR)

40

average days for Speak Up! case closure, outperforming goal of 45 days

B

rating for climate on CDP's Climate Change disclosure

10K+

hours dedicated to community service

1 of 138

World's Most Ethical Companies® Honorees, recognized by Ethisphere

About Fortive

Fortive Corporation innovates essential technologies to keep our world safe and productive. Our strategic segments — Intelligent Operating Solutions and Advanced Healthcare Solutions — include iconic inventor brands with leading positions in their markets. Our businesses design, develop, manufacture, and market products, software, and services, building upon leading brand names, innovative technologies, and strong market positions.

We are headquartered in Everett, Washington, and have a workforce of more than 10,000 research and development, manufacturing, sales, distribution, service, and administrative professionals in more than 50 countries around the world.

We are driven by our vision of a stronger, safer, and more sustainable world. Our 10 operating companies provide solutions that:

- Improve worker health and safety as well as environmental performance
- Enable operational and process efficiencies that reduce environmental impacts
- Safeguard the operational capacity of critical infrastructure and physical assets
- Prevent healthcare infection to keep patients and providers safe
- Provide biomedical equipment quality assurance, radiation safety, and automated procedure documentation

Making a positive impact on the world is core to who we are, what we do, and how we do it. Our culture of continuous improvement accelerates progress for people-centric fields like industrial manufacturing, healthcare, engineering labs, workplace safety and facility and asset management.

At a Glance

10

operating companies

10K+

employees worldwide

50+

countries

\$4.2B

2025 revenue

“Our Fortive teams elevate the human experience — keeping our world safe and productive, continuously improving the communities where we live and work, and positively impacting millions of lives around the world every single day.”



Olumide Soroye
President and CEO



Culture and Values

We are guided by our shared purpose: **innovating essential technologies to keep our world safe and productive.** We strive to accelerate transformation in high-impact fields such as workplace safety, manufacturing, facilities and asset management, and healthcare, delivering high-tech solutions and high impact for frontline workers, healthcare professionals, patients, and more worldwide.

Our values guide how we deliver every day for our stakeholders:

We build extraordinary teams for extraordinary results.

We believe we are more together, and we all have something unique to offer as we come together to solve problems no one could solve alone, committed to a strong and inclusive culture.

We compete for shareholders.

We believe that prioritizing trust, Sustainability, and positive impact creates long-term value for all our stakeholders — our customers, our employees, our shareholders, and our communities.

Customer success inspires our innovation.

We believe our most important breakthroughs are the ones that help our customers succeed, and we strive to break down barriers and forge new paths to world-changing innovations to move our customers forward.

Kaizen is our way of life.

We know we can always do and be better. Our commitment to continuous improvement, grounded in our Fortive Business System inspires us to approach our work with curiosity. We are always growing and learning.

THE FORTIVE BUSINESS SYSTEM

Our teams across our operating companies are united by our culture of continuous improvement — characterized by the high expectations, inclusion, humility, and transparency embodied in the Fortive Business System (FBS). This cultural foundation is reinforced by the rigor of our disciplined operating cadence. FBS enables us to operate our businesses with a focus on relentless execution, powered by our mindset, and a set of tools and best practices consistently applied across our portfolio. We are committed to delivering on our financial commitments and engaging our leaders and teams to accelerate and sustain progress in every aspect of the business, including new product development and commercialization, finance, human capital management, and sustainability. We are continually evolving FBS to meet the changing needs of our portfolio and incorporating new technology enablers, like artificial intelligence (AI) and machine learning, to drive faster growth, more productivity, and greater impact.

The execution of our disciplined acquisition strategy is strengthened by the value FBS creates and is a critical component of how we achieve sustained results over time.

Launched in 2025, FBS Amplified is the next evolution of FBS, designed to give our people smarter tools and faster ways to innovate and collaborate. It allows our teams to more effectively see the bigger impact of their contributions to drive greater results for our customers and the communities they serve. FBS Amplified empowers our people by:

- Infusing AI into every part of FBS, helping to accelerate critical work.
- Removing barriers by simplifying our tools and how they are accessed to help move ideas from concept to impact faster.
- Connection to community and continuous learning, making it easier to communicate and learn from our peers across Fortive.

Our Business

Intelligent Operating Solutions

Our Intelligent Operating Solutions segment provides advanced instrumentation, software, and services to tens of thousands of customers enabling their mission-critical workflows. These offerings include professional instruments used in applications including maintenance, repair, measurement and condition monitoring, facility and asset lifecycle software applications, connected worker safety, and compliance solutions across a range of vertical end markets, including manufacturing, process industries, healthcare, utilities and power, communications, and electronics, among others. Typical users of these safety, productivity, and sustainability solutions include electrical engineers, electricians, electronic technicians, EHS professionals, network technicians, facility managers, first-responders, and maintenance professionals.

Products and services within our Intelligent Operating Solutions segment are marketed under a variety of leading brands, including Accruent, Fluke, Gordian, Industrial Scientific, Intalex, and ServiceChannel.

Advanced Healthcare Solutions

Our Advanced Healthcare Solutions segment supplies critical workflow solutions enabling healthcare providers to deliver exceptional patient care more efficiently. Our offerings include instrument sterilization solutions, instrument tracking, biomedical test tools, radiation detection and safety monitoring, and end-to-end clinical productivity software and solutions.

Our healthcare offerings help ensure critical safety standards are met, instruments and operating rooms are working at peak performance, and complex procedures are followed accurately in these mission-critical healthcare environments.

Products and services in our Advanced Healthcare Solutions segment are marketed under a variety of brands, including ASP, Censis, Evotech, Fluke Biomedical, Landauer, Provation, and Raysafe.



Our Commitment to Sustainability

Our vision of accelerating a sustainable future for all is rooted in our purpose — *innovating essential technologies to keep our world safe and productive*. We pursue this vision by investing in our people, our operations, and breakthrough innovations that directly address environmental and societal challenges.

Sustainability augments the Fortive *Accelerated* strategy, and unlocks our potential to grow our positive impact and fuel our portfolio growth. Sustainability organically aligns with our culture of continuous improvement and serves as an extension of FBS. It advances our program and accelerates our ambition to delight our customers and operate to our greatest potential.

OUR PORTFOLIO IS STRATEGICALLY ALIGNED TO SUSTAINABLE SECULAR TRENDS



Productivity & Safety:

Innovations that optimize essential resources, contributing to a better, safer, and more productive future

65%

revenue generated from Sustainability-enabling products and services

ALIGNMENT TO UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Materiality Assessment

Recurring materiality assessments help us better understand the most pressing sustainability challenges facing the company, our stakeholders, and society. They also inform our program framework, strategy, and goals to ensure we address the impacts, risks, and opportunities (IROs) that are most relevant to our business.

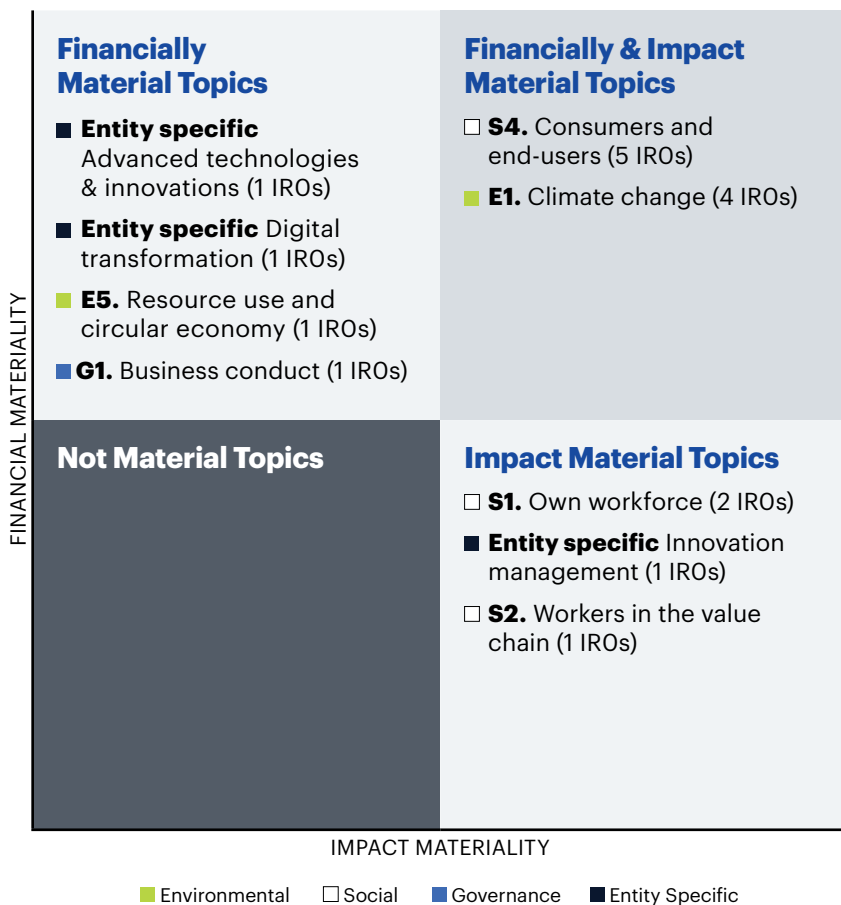
The qualitative and quantitative assessment process ensures a more comprehensive Enterprise Risk Management approach.

Our latest materiality assessment refresh in 2025 leveraged Datamaran®, whose AI-powered risk and materiality software enables us to:

- **Identify and prioritize the Sustainability issues that matter most to our business**, the impacts on the organization and the impact Fortive’s operations have on stakeholders and society.

- **Consider the bi-directional impacts, risks, and opportunities of the issues we prioritize** for management, measurement, and continuous improvement, with awareness and accounting of the bi-directional impacts for stewardship and strategic integration.
- **Understand the issues that are fundamental and those that differentiate us** — where our culture of continuous improvement presents an opportunity to complement core business strategy and unlock greater potential for our people, our customers, and our communities.

DOUBLE MATERIALITY MATRIX



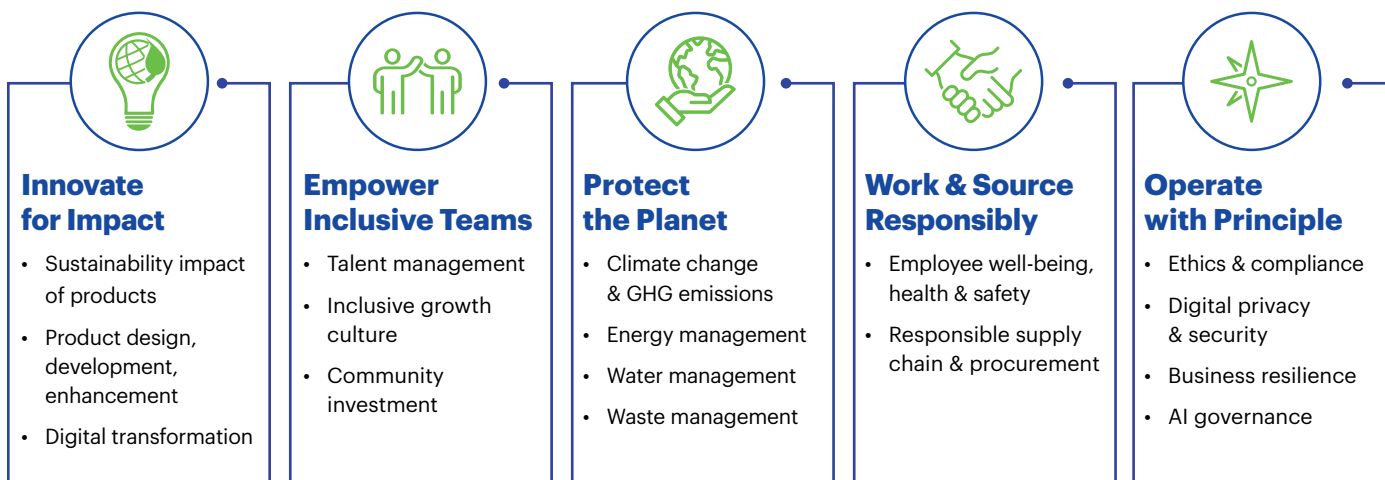
We undertook a comprehensive qualitative and quantitative analysis based on current and evolving best practices to not only identify key topic areas relative to our business, but to dive further into the IROs across our value chain.

The results of this holistic view of our business identified 17 material IROs across 12 topic areas that validate prior assessment results and provide more actionable insights to mitigate risks, capitalize on new and existing opportunities, and serve as a more positive corporate citizen.

*The standards applied for this materiality assessment differ from the materiality assessment applied for purposes of SEC and other regulatory requirements or frameworks.

Sustainability Framework

Our Sustainability Pillars guide our strategy and define goals to drive progress. We focus our resources on continuous improvement in these areas, knowing they drive business value while proactively mitigating risk. The Sustainability Pillars reflect the issues that are most relevant to our business, as identified through our materiality assessment process and stakeholder demand.



Summary of Sustainability Goals & Progress

GOAL	TARGET YEAR	2025 PERFORMANCE
Reduce absolute Scope 1 and 2 GHG emissions 50% from 2019 levels	2029	In 2025, we reduced Scope 1 and 2 GHG emissions by 11% YoY, a reduction of 51.4% from our 2019 baseline, achieving our GHG reduction target four years early.
Achieve top industry quartile scores for total recordable injury rate (TRIR) and days away restricted or transferred (DART) for 100% of operating companies	Annually	In 2025, 90% of our operating companies achieved top quartile TRIR and DART — a 17% and 3% YoY increase respectively.
Complete 100% of Responsible Sourcing Audits	Annually	In 2025, we completed 100% of Responsible Sourcing Audits across the organization.

Management and Governance

Management and governance are crucial to the successful integration and implementation of Sustainability considerations across Fortive and our operating companies. The role of our management and governance model is to ensure awareness and alignment of:

- Strategic priorities
- Stakeholder engagement
- Resource allocation
- Innovation and resilience across the organization
- Shareholder value
- Compliance and accountability
- Continuous improvement

Fortive's Sustainability governance model is as follows:



BOARD

The Nominating and Governance Committee of the Board has responsibility for oversight of climate-related strategies and goals, and Sustainability disclosure and reporting. Fortive's Chief Legal Officer, Peter Underwood, provides updates at every meeting to the Board's Nominating and Governance Committee as well as, at least annually, to the full Board of Directors on Fortive's Sustainability strategy and goals, and disclosure plans and reports.



CHIEF LEGAL OFFICER

Fortive's Sustainability strategy and execution are managed by Peter Underwood. Mr. Underwood reports directly to the CEO, and his responsibilities include, among others, management of Compliance, Enterprise Risk Management, EHS, and Sustainability. Mr. Underwood provides regular updates to Fortive's senior leadership team, and operating company leaders on Sustainability-related targets, initiatives, and performance.



FORTIVE SUSTAINABILITY TEAM

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, focusing primarily on the Protect the Planet Pillar and our annual Day of Caring. The team reports to Mr. Underwood and briefs the senior leadership team each quarter on Sustainability targets and performance.

"Our board is committed to ensuring that Fortive continues our strategic journey towards a sustainable future and building an even more resilient company that enhances long-term value creation for all our stakeholders."



Jeannine Sargent

Chair of the Nominating & Governance Committee

Innovate for Impact

Safety & Productivity

From factory floors to operating rooms, the demand for safety and productivity has never been greater. Fortive's innovations propel enhancements within vital workflows by optimizing essential resources, contributing to a better, safer, and more productive future.

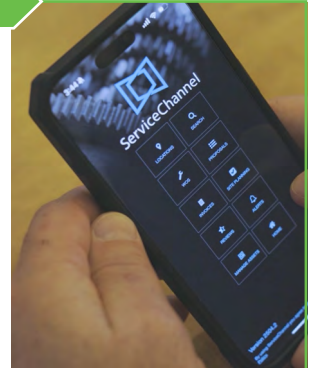
FLUKE

Fluke's GFL-1500 is a front-line troubleshooting tool that helps technicians quickly and safely pinpoint active ground faults in solar photovoltaic (PV) systems. Reducing the time necessary to restore system operation quickly and effectively, while providing greater assurance in system performance and uptime.



SERVICECHANNEL

With ServiceChannel's suite of enterprise asset management solutions, businesses ensure optimal, resilient, and sustainable business operations through automated workflows and IoT condition monitoring of key assets like HVAC, refrigeration, lights, and point of sale.



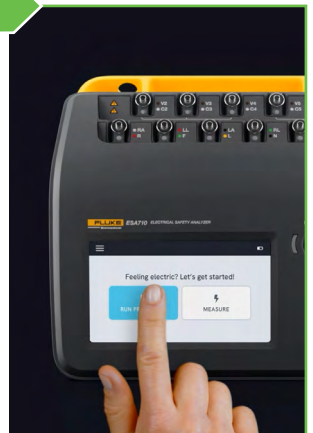
GORDIAN

Gordian's Green Building Assessment Service augments the VFA Facility Condition Assessment (FCA) service offerings and provides organizations with a more holistic view of its sustainability profile necessary to optimal working conditions, reduce operational costs, align with green building standards, and demonstrate a commitment to long-term environmental stewardship.



FLUKE BIOMEDICAL

The ESA700 Series Electrical Safety Analyzers revolutionized electrical safety testing with precision, versatility and portability. They combine a safety analyzer and patient simulator, making them essential tools for producing comprehensive analysis on medical equipment.



“Through the Fortive *Accelerated* strategy our product innovation processes allow us to tackle our customers’ toughest challenges quicker and deliver real-world impact through Sustainability-aligned solutions in new and exciting ways – including within our own operations, where we actively apply these innovations to drive our sustainability commitments forward.”



Neal Nowick

VP of Global Operations, Fluke

Empower Inclusive Teams

People Strategy

Our people are the foundation of the Fortive *Accelerated* growth strategy. Creating an outstanding employee experience, where each team member feels empowered, supported, and proud is a critical driver of our sustainable success.

Management Approach

We advance our people strategy through measured employee experience processes, FBS, and our career and development rewards systems. With these tools and insights, we empower our people to thrive, and ultimately achieve greater for themselves, our teams, our customers, and the world.

Our Board of Directors, along with the Compensation Committee, oversees our people strategy, culture, and reward systems.

Culture

Our inclusive growth culture sets the tone for Fortive's people strategy to deliver on our experience promise: For you. For us. For Growth.

We are focused on cultivating an inclusive environment supercharged with continuous improvement, innovation, and growth mindsets to enable team members to meaningfully grow their careers, make an impact, and feel true ownership in our shared success. Part of our ability to do this depends on attracting and retaining top talent from a wide variety of candidate sources, and sustaining policies and practices that ensure no group is inadvertently disadvantaged.

EQUAL OPPORTUNITY EMPLOYER

Fortive is committed to adhering to EEO (equal employment opportunity) principles. All people are evaluated through a neutral merit-selection process. We do not consider race, ethnicity, gender, or any other protected trait in our hiring, promotional, or other processes.

2025 PERFORMANCE

78%

**employee
engagement score**

86%

**employee inclusion
& belonging score**

Employee Experience and Communication

Our leaders at all levels of the organization actively seek feedback with ongoing touchpoints to strengthen our inclusive growth culture.

In our last comprehensive census survey in Q4-2025, over 86% of our global team responded, delivering continued strength in overall engagement, and in inclusion and belonging at high ratings of 78% and 86%, respectively.

Employee & Friends Resource Groups

At Fortive, Employee & Friends Resource Groups (EFRGs) activate our inclusive growth culture by creating space for all voices to be heard. They are powerful platforms for connection, learning, and demonstrating intersectional allyship. We have five EFRGs across Fortive, which are voluntary, employee-driven, aligned with Fortive's Shared Purpose and values, and open to all employees, regardless of how they identify.

In 2025, EFRGs led 21 events, including breaking new ground with intersectional collaboration and shared initiatives, like the EFRG community library, which opened in January 2026.

Business, Career Development, and Reward Systems

Following the FBS Amplified component of our Fortive *Accelerated* strategy, we continue to invest in our people at every level through our growth and development experiences. These experiences range from leadership learning to curated skills-based learning pathways, to hands-on skill building in each of our three FBS pillars—growth, lean, and leadership. Collectively, these experiences build skills, strengthen performance, and prepare our people for challenging opportunities.

In 2025, Fortive deployed AI-infused growth tools to navigate and optimally leverage the robust offering of learning resources available. By enhancing the connections our people have to each other, FBS Amplified fosters a continuous learning environment that makes it easier for our people to connect and learn from their peers across Fortive.

Our Performance and Development processes drive results and career growth for our global teams. Performance for Growth (P4G) deploys our strategies into clear goals across the organization, while Development for Growth (D4G) ensures parallel excellence in how those results were achieved, translating the behaviors that underpin our inclusive growth into desired leader competencies at all levels of the organization. Together, these processes provide a roadmap for the way we work, deliver results, and build amazing day-to-day experiences.

We're committed to offering equal pay for equal work. Not only is it the right thing to do, but this commitment also allows us to attract and retain talented people, and results in a higher-performing company. We regularly review our pay levels, which are defined for each job based on market data including geography, and we proactively adjust if needed to achieve equal pay for equal work. Our enhanced benefits program offers our employees and families the support and resources necessary for a world-class employee experience.

The following is a summary of some of our key employee growth and development experiences:

EXPERIENCE	DESCRIPTION
Fortive Leadership Summit	High-impact, in-person working sessions for Fortive's most senior leaders to build alignment, community, and shared leadership standards.
Fortive Leadership Conference	An enterprise-wide leadership conference that brings together Presidents and senior leaders to align on Fortive's strategy, leadership standards, and priorities, strengthening enterprise cohesion and shared accountability for results.
People Leader Experience (PLE)	A cohort-based development experience for people leaders that builds critical leadership mindsets, skills, and habits, equipping leaders to enable high-performing teams, and deliver strong business and employee outcomes.
Talent Edge	A year-round, global enablement experience that equips people leaders with practical tools, resources, and guidance to lead effectively through the critical moments across the employee lifecycle that shape engagement, performance, and retention.
FBS University	<p>Fortive's proprietary learning ecosystem that develops and reinforces the FBS mindset, tools, and best practices, enabling leaders and practitioners to drive continuous improvement, innovation, and customer value at scale. Sample FBS programs:</p> <p>FBS Leader Orientation: An immersive onboarding experience for new-to-Fortive or newly promoted senior leaders that accelerates understanding and application of Fortive's operating cadence, leadership expectations, and FBS fundamentals.</p> <p>Ignite: A three-month, project-based development experience where high-potential leaders apply FBS tools to solve real operating company challenges, building enterprise problem-solving and leadership capability through hands-on practice.</p>
General Manager Development Program (GM DP)	A structured development and rotational program designed to prepare early-career, high-potential leaders with the functional breadth, leadership capability, and enterprise perspective required to grow into future general managers.
LinkedIn Learning	A global, on-demand digital learning platform that enables continuous, self-directed skill development across leadership, business, technology, and innovation, supporting learning in the flow of work at enterprise scale.

“Our ten industry-leading operating companies help hospitals deliver safe care, keep industrial workplaces free of serious injuries, and ensure critical facilities run smoothly and sustainably. The work we do matters for our customers and communities, and it’s brought to life by our 10,000 team members every day.”



Ameer Desjourdy
Chief People Officer

Community

We operate on a global scale, but we also work to be a powerful force for active service and positive change in our local communities. Our teams contribute to and have a positive impact in the communities around the world where we live and work.

Management Approach

We build trust in our communities and act as responsible global citizens through three primary channels—our annual Day of Caring, the Fortive Foundation, and the Fortive Scholarship Program.

Through our annual Day of Caring, we dedicate our time, resources, and talents to support local organizations and causes we care about most. Each site or operating company identifies events that are meaningful to their teams and communities, inspiring participation and creating lasting community impact.

Established in 2019, the Fortive Foundation expands and accelerates our philanthropic efforts and corporate giving. The Foundation awards charitable contributions to non-profit organizations whose missions advance and support:

- STEM education
- Community resilience
- Environmental stewardship

Building on our commitment to education, we also provide scholarship awards to our employees' children to support their pursuit of post-secondary education through the Fortive Scholarship Program. Each year, we grant 20 new scholarships, along with renewal awards.

Day of Caring

An employee-led initiative, Day of Caring empowers our teams to come together, engage with causes they care about, and provide meaningful support to community partners. Across the company, we offer everyone a full, paid day off to serve their community. Behind each Day of Caring event is a Champion — someone or a small team at our sites who works with the local non-profit organizations to identify a need and opportunity for our local team to support their mission.

In 2025, we saw **100% OpCo participation**, with teams dedicating **over 10,000 service hours** across **more than 100 global communities** in partnership with local non-profit and community organizations whose missions support:

- STEM education
- Environmental stewardship and maintenance
- Mental health and well-being
- Animal care
- K-12 education
- Food security
- Children with special needs
- Elderly care and well-being
- Under-represented community support
- Outdoor recreation



Fortive Scholarship Program

We believe that great young minds can create a positive future. The Fortive Scholarship Program supports their pursuit of post-secondary education by providing two- or four-year college, university, or vocational school scholarships to the next generation of world changers.

Scholarship awards are based on academic performance, leadership, and economic need, with each scholarship renewable for up to three years.

In 2025, Fortive awarded 20 new scholarships to students bound to two- and four-year colleges, universities, and vocational schools, and 32 renewal scholarships to continuing students.

Fortive Foundation

We established the Fortive Foundation to direct and scale our philanthropic efforts. Since its launch in 2019, the Foundation has tripled its annual charitable contribution, supporting non-profit organizations worldwide whose missions and impact align with the Foundation's giving areas.

- STEM education
- Community resilience
- Environmental stewardship

The Foundation partners with select non-profit organizations to amplify our philanthropic impact. Through both the American Red Cross and GlobalGiving, team members can donate directly to support communities in need, with their contributions matched by the Fortive Foundation.

Scaling Impact With Partners

The Fortive Foundation supports non-profit organizations whose missions advance progress in STEM education, environmental stewardship, and community resilience.

In 2025, the Foundation donated **\$1.48M in charitable contributions** to non-profit organizations, including these keystone partners:



STEM Education

- Code.org
- AnitaB.org
- Engineers Without Borders



Community Resilience

- Boys and Girls Club of America
- Human Rights Campaign Foundation
- Feeding America
- Doctors Without Borders



Environmental Stewardship

- The Nature Conservancy
- One Tree Planted
- Surfrider Foundation

Fortive Environmental Alliance

In 2025, the Fortive Environmental Alliance, an employee Affinity Group formed to promote environmental responsibility awareness and action, sponsored a company-wide Eco Challenge. Across Fortive, over 100 participants from Fortive operating companies made a strong collective impact, including:

- 4,540 gallons of water saved
- 2,733 minutes spent learning about sustainable practices
- 171 donations made

Other actions included walking instead of driving and choosing meatless or vegan meals.

Protect the Planet

Climate Change & GHG Emissions

As a responsible corporate citizen, we recognize our duty to take bold action to mitigate the effects of climate change. We also recognize that an integrated Sustainability approach can augment and enhance core business competencies and capabilities through operational optimization, gained efficiencies, cost control, and risk management — demonstrated through continued impact and transparency.

Management Approach

Our climate and environmental strategy aligns to the Fortive *Accelerated* strategy while leveraging Fortive’s core strengths — our data-driven culture, scaling smart and impactful results using FBS, and our commitment to kaizen to improve and sustain performance.

Our climate and environmental strategy centers on these components:

- 1. Impact:** Fostering environmental stewardship and realizing the co-benefit of enhanced operational efficiency through disciplined capital allocation that supports sustainable core growth.
- 2. Resiliency:** Mitigating physical and transitional risks to our operations, our value chain partners, and our customers, while unlocking potential for opportunities to grow our positive impact for the world.
- 3. Transparency:** With our customers, our partners, and our communities while demonstrating the credibility of our strategy towards long term value creation. This requires strong data management and governance, accomplished through:
 - Leveraging Intelx, a purpose-built environmental data collection management system.
 - Obtaining third-party Limited Assurance for our Scope 1 & 2 GHG accounting processes and data.

- Automating and documenting accounting and reporting processes through a utility bill data management system, improving timeliness, accuracy, completeness, and auditability.

Implementation of these initiatives is driven via cross-functional collaboration with Finance, EHS, Facilities, Operations, Procurement, and Legal teams across our operating companies.

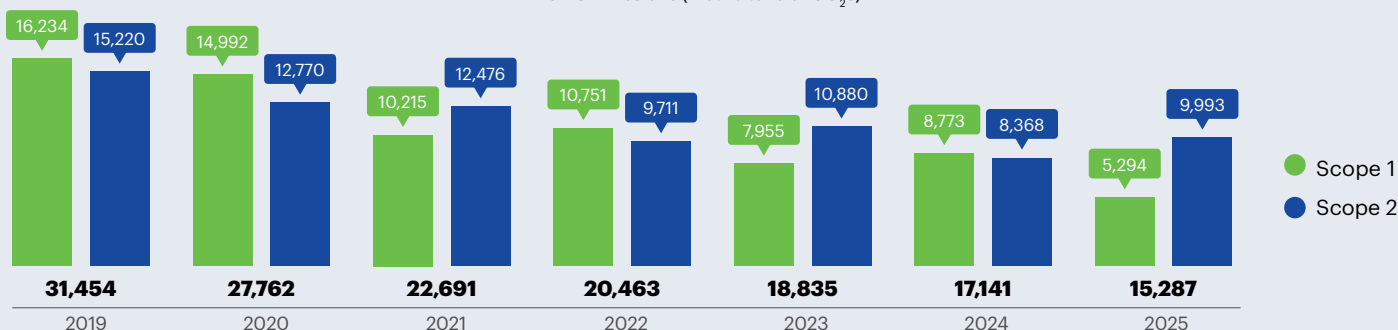
2029 GHG Goal — Strategic Roadmap

In 2022, we announced our Science Based Targets Initiative (SBTi) aligned commitment to reduce absolute Scope 1 and 2 GHG emissions 50% by 2029, from 2019 levels. We were able to achieve a 51.4% reduction from our 2019 baseline, four years ahead of schedule, by grounding our strategic plan with these management priorities:

- **Policies & Standard Work:** Our EHS&S policy outlines our conduct and approach towards environmental stewardship. It extends to related tier 2 policies, including our energy management policies, to guide our operating companies in pursuit of a lower carbon future. Fortive maintains an internal GHG accounting protocol that is aligned to *The Greenhouse Gas Protocol’s* standards

2025 Goals & Performance

GHG Emissions (metric tons of CO₂e)



- **GHG targets for operating companies:** To drive efficiency and resiliency, each operating company follows GHG reduction pathways scoped to complement their unique profile, individual priorities, and core objectives.
- **Capital investments:** We support efficiency and resiliency projects that follow Fortive's disciplined capital allocation strategy, facilitate greater operating margins, and deliver meaningful GHG emissions reductions.
- **Sustainability kaizens:** Our teams continuously evaluate and identify opportunities to manage and reduce energy, address GHG emissions, and prevent water and waste inefficiency. Operating companies are equipped with a comprehensive toolkit, including regular sustainability kaizens and sustainability assessments that unlock value and potential.
- **Renewable energy:** We employ a multi-faceted renewable energy strategy, which includes direct-through utility procurement and on-site renewable energy installations.
 - We developed an internal renewable energy policy

and engagement guidance to facilitate our operating companies' procurement of renewable energy to ensure consistency and integrity.

- The policy identifies acceptable renewable energy instruments and sources that align with international best practices and frameworks.

Climate Risk Assessment

Following the separation of the Ralliant businesses in 2025, Fortive undertook a comprehensive GHG, water, and waste reprofiling and rebaselining exercise to understand the impacts of the separation, recalibrate our approach, and evolve our environmental strategy to align to the Fortive *Accelerated* strategy. One necessary step included conducting our first TCFD-aligned climate risk assessment to inform these efforts. The details of which can be found in this [report's appendix](#).

Scope 3 GHG Emissions

In 2025, we deepened our understanding of the Scope 3 emissions within our supply chain through continued engagement with key suppliers based on spend and carbon intensity. We deployed new tools and resources, and updated standard work to more effectively evaluate and engage current and future suppliers.

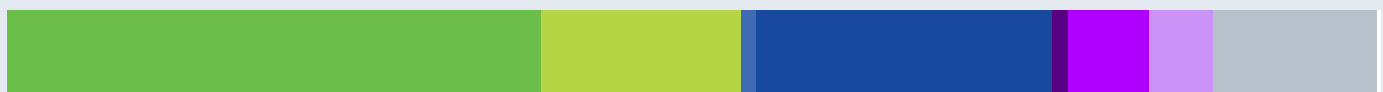
These efforts enable Fortive to:

- Effectively partner with suppliers to amplify impact and strengthen supply chain resiliency, and
- Further guide product design and materials purchasing decisions to strengthen innovation and delight our customers.

In 2025, our Scope 3 GHG emissions totaled over 287,000 metric tons CO₂e (MTCO₂e). Relative to our Scope 1 and 2, our value chain emissions were more than 18x higher.*

Scope 3 Emissions, by Category (MTCO₂e)

Across the 15 categories of Scope 3 GHG emissions, we determined that 10 are relevant:



Upstream

- **111,459** Purchased goods and services
- **41,945** Capital goods
- **3,313** Fuel and energy related activities
- **62,176** Transportation & distribution
- **3,419** Waste generated in operations
- **17,139** Business travel
- **13,496** Employee commuting

Downstream

- **34,132** Use of sold products
- **20** End-of-life treatment of sold products
- **207** Investments

(1) Our Scope 3 data analysis currently leverages economic input-output models.

Water & Waste Management

We recognize the impact of water stewardship in the regions where we operate worldwide. Although our operations are not water intensive relative to industry standards, we strive to minimize the impact we have on watersheds and water withdrawals.

Management Approach

We use a rigorous data collection and review process to qualify and quantify water use across our operations. The process aligns with our GHG accounting process. Each site reports water use to better understand what sources and operations are driving water consumption.

In 2023, we announced our commitment to reduce absolute water use 10% by 2029, from 2022 levels. Following the Ralliant separation in 2025, a comprehensive reprofiling and evaluation process was conducted. The results show a much lower water consumption profile for Fortive post-separation.

Going forward, Fortive will follow a maintain and reduce approach, with particular emphasis on high-risk areas for water scarcity, as defined by the World Resources Institute (WRI) Aqueduct 4.0 Water Risk Atlas.

Waste Management

Our operating companies maintain comprehensive waste management and recycling programs that support our philosophy of eliminating waste through efforts including recycling programs, preventing unnecessary waste generation, and using recovery methods whenever possible. Our teams also receive hazardous waste management compliance training to prioritize the responsible management of hazardous waste to meet strict regulatory requirements.

Fortive discloses both hazardous and non-hazardous waste consumption to improve transparency in our pursuit of continuous improvement.

(1) We use the World Resources Institute (WRI) Aqueduct 3.0 Water Risk Atlas tool to evaluate water risk across our global operations. Sites in regions identified as having "Extreme" or "High" risk are required to complete a water risk assessment. In addition, regardless of risks, those sites with significant water use also complete a comprehensive assessment.



Work and Source Responsibly

Workplace Health & Safety

Our vision is to maintain a world-class environmental, health, and safety (EHS) program rooted in the spirit of kaizen. We strive to proactively identify and mitigate EHS risks for our employees, advance operational efficiency, and eliminate waste.

Management Approach

Fortive EHS programs prioritize risk identification and hazard mitigation to avoid injury and incidents with our people on the job.

We track EHS metrics including total recordable incident rates (TRIR) and days away restricted or transferred (DART), and use this data to develop preventative and corrective action plans that enhance workplace safety.

To quantify and drive continuous improvement, our operating companies assess the EHS Risk at each of our EHS Significant Sites and report the EHS Risk Score twice a year. The EHS Risk Score is a Fortive standard metric comprising five EHS performance categories:

- Leadership involvement
- Health & safety
- Environmental
- Sustainability
- Metrics

We regularly audit our EHS significant sites to drive continuous improvement. We facilitate collaboration and best practice sharing across our operating companies through an internal auditor development program. We also regularly introduce new processes and update standardized work to further enhance the EHS and Sustainability audit and assessment cycles.

Our [EHS policy](#) aligns with ISO 14001 standards, reflecting our commitment to safety and the well-being of our people, customers, and planet. We leverage data and FBS tools to ensure that EHS management meets and exceeds applicable laws and regulations across all of our operating companies.

EHS Governance

Fortive's Chief Legal Officer is the executive sponsor of the EHS Leadership Council (EHSLC), which includes senior EHS leaders responsible for EHS and Sustainability initiatives at operating companies as well as Fortive's Sustainability team, who is responsible for integrating Sustainability into company operations. Each operating company oversees day-to-day EHS management to ensure that policies and practices reflect the nature of their site-specific work.

The EHSLC develops company-wide policies and supports our network of over 300 sites across the globe. The EHSLC is responsible for EHS policy, including reviewing it every two years. EHS leaders are responsible for aligning their operating company's EHS policy to the Fortive EHS policy to ensure consistency and continuity.

The EHS Risk Score

The EHS Risk Score is an internal tool used by all our operating companies to assess risks, define leading EHS practices, and drive continuous improvement. Across Fortive, sites review and assess their EHS risk profile twice annually, and scores are reported to leadership.

The goal is to reduce the average EHS Risk Score across the company by implementing EHS programs and initiatives that reflect and respond to hazards and risks applicable to our workplaces.

The EHSLC is responsible for management of the EHS Risk Score, including reviewing and updating the categories and criteria at least every three years.

2025 GOALS & PERFORMANCE

90%

**Total Recordable
Incident Rate* (TRIR)**

90%

**Days Away, Restricted
or Transferred* (DART)**

* Percentage of operating companies in the top quartile of their industry; refer to the EHS Data Table for certifications.

Responsible Sourcing

Setting High Standards for Partners and Suppliers

We expect our partners and suppliers to share our high standards for quality and safety, our commitment to fair labor practices, and our stand against corruption and human trafficking.

The Fortive Supplier Code of Conduct (Supplier Code) articulates these expectations and standards for conduct and transparency. We share it with partners and suppliers to:

- Clearly articulate our values, standards, and expectations
- Ensure alignment with our priorities for safe and fair working conditions
- Promote production practices that ensure quality and safety
- Protect the rights of all people and respect for the planet

Building a Stronger and More Resilient Supply Chain

We work continuously with our suppliers to build a more resilient supply chain that responds to the evolving demands of our customers and our world. Our commitment to resilient supply includes:

- Defining, deploying, and upholding standards
- Building relationships with strategic suppliers who share our commitments
- Broadening our aperture for prospective suppliers under sole source conditions
- Reducing risk associated with materials, services, and supplier readiness
- Pursuing partnerships with responsible in-country suppliers
- Incorporating environmental and climate considerations into our overall partnership and purchasing decision-making processes

Supplier Code of Conduct

Our Supplier Code is available in 14 languages, and we proactively engage with suppliers to ensure alignment with our standards and expectations. Guided by the Supplier Code, we work with suppliers that follow production

practices that ensure quality, safety, environmental protection, and the rights of all people.

The Supplier Code is aligned with the International Labour Organization (ILO) and includes specific language on human rights and combating modern slavery. Through our Human Rights Risk Assessment and Supplier Audit Program, we also educate suppliers on our expectations outlined in the Supplier Code.

Supply Chain Governance

The Strategic Sourcing Function is led and managed by the Vice President – Corporate Procurement, with support from the Fortive Corporate Strategic Sourcing team. This team sets global standards and issues global policies that establish expectations for the operating companies.

Due to the unique sourcing requirements of each operating company, each has a dedicated procurement team that implements policies, programs, and strategies in their daily procurement operations to fulfill the needs of the business and the customers we serve.

Supplier Audit Program

The Fortive Responsible Sourcing Audit Program aims to enforce the standards set forth in our Supplier Code, covering:

- Fair competition
- Corruption
- Trade practices
- Human rights
- Labor rights
- Climate risk management
- EHS compliance
- Materials quality
- Data privacy

Responsible Sourcing audits are coordinated through our Human Rights Risk Assessment process. The audit frequency is informed by the corresponding Corruption Perception Index (CPI) and Global Slavery Index.

Before conducting audits, every internal auditor undergoes training on identifying the indicators of human rights and modern slavery violations and evaluating the implementation and effectiveness of recommended policies to protect workers' rights and safety. In 2025, we assessed over 130 direct material suppliers, and 100% of suppliers received a satisfactory rating. Areas for improvement were confined to policy and process enhancements.

In 2025, we also engaged over 80 direct and indirect material suppliers to better understand their capabilities and progress towards a lower carbon future. These key suppliers completed a comprehensive climate and GHG questionnaire focused on GHG accounting capabilities, target setting, framework alignment, data quality assurance, and progress against commitments.

If a Responsible Sourcing audit reveals a significant issue, our legal teams evaluate the situation and advise on the appropriate actions required by applicable laws, regulations, and supplier contract terms and conditions. We treat non-conformance by a supplier as severely as we do within our own operations, as clearly communicated in the Supplier Code.

Sourcing Locally

We identify and prioritize suppliers that are geographically closer to our sites and customer locations. This reduces our carbon footprint by minimizing distances between suppliers and our operations, mitigates supply chain disruption risk, and contributes value to local communities.

Supplier Diversity

Ensuring that certified diverse suppliers have an equal chance to compete for supplier contracts promotes healthy competition and gives us a full view of qualified suppliers to ensure we provide the best for our customers.

All suppliers are evaluated through a neutral merit-selection process. We do not consider race, ethnicity, gender, or any other protected trait in the selection of our suppliers, nor do we have any financial set-asides or commitments for any demographic group.

Human Rights

This is our 7th year of supplier assessments to address human rights. We are committed to conducting our operations in an ethical and responsible manner, which includes upholding fair labor standards for all employees across our operating companies. In our commitment as a signatory to the United Nations Global Compact, we extend these expectations for business conduct across our supplier network.

Threats to human rights are constantly evolving and growing. We take seriously the need to understand labor and human rights practices across our suppliers. We actively engage with them to ensure they support international efforts to protect human rights and abolish forced labor, child labor, and human trafficking.

Supporting human rights and fighting modern slavery advances the safety of the communities from which we source. Our objective is to leverage our assessment process to educate our suppliers and raise expectations across our supply base. To date, we have achieved 100% compliance with the human rights requirements.

2025 GOALS & PERFORMANCE

100%

completion of responsible sourcing
audits for high-risk suppliers

“Responsible Sourcing is a key consideration in our overall sourcing strategy. It is how we operate with principle, safeguard our customers, deliver world-class products, and maintain resiliency for the long term.”



Scott Anderson

VP, Corporate Procurement

Operate with Principle

Integrity & Compliance

Integrity & compliance are integral to our culture and our success. When we do the right thing by acting in accordance with our Code of Conduct (Code) and our values, we deepen the trust and respect of our colleagues, our customers, our business partners, and our shareholders.

ONE OF THE WORLD'S MOST ETHICAL COMPANIES

This year Fortive was once again honored as one of the World's Most Ethical Companies® by Ethisphere. We earned this distinction alongside 138 global companies, chosen based on 240+ proof points on practices that support robust ethics and compliance, governance, ethical culture, environmental, and social impact.



Management Approach

Fortive's Chief Compliance Officer and the compliance team lead the global compliance program. The team sets global standards and issues global policies, like the Speak Up! program and Non-Retaliation policy, that establish expectations for the entire company, including operating companies. In collaboration with the compliance personnel within operating companies, the global team ensures the program runs effectively. The Audit Committee of the Board of Directors has oversight responsibility for the compliance program and monitors its effectiveness.

The Global Compliance Program sets the global minimum standard. Each operating company assesses their business model and their industries to determine whether to enhance, restrict, or adopt new policies and procedures. Compliance is a significant element of the Risk Assessment Process (RAP), which is conducted annually and updated regularly throughout the year.

Key performance indicators (KPIs) are reviewed quarterly with senior leadership to ensure visibility and transparency on our program's current state and improvement opportunities.

The compliance team has engaged with technology partners to advance use cases for AI integration into the compliance program and related resources. We provide all employees with annual ethics and compliance training, along with toolkits on the Code and other critical topics.

ENHANCING COMPLIANCE TRANSPARENCY

Worldwide, demand from stakeholders is increasing for information about our Compliance policies, programs, and adherence to various standards.

We are proud of our integrity and compliance program and the ethical culture that we have built at Fortive and our operating companies. Our Code and Supplier Code are available publicly on our website. Our SpeakUp! hotline is available to all to report concerns.

SPEAKUP! BY THE NUMBERS

Total Volume of Reports	197
Reporting Method: Web Hotline	60%
Reporting Method: Person-to-Person	36%
Reporting Method: Phone Hotline	4%
Self-Identified Rate	74.6%
Anonymity Rate	25.4%
Average Case Closure Time	40 days

2025 GOALS & PERFORMANCE

13

languages
available for
our Code of
Conduct

+99%

on-time
completion
rate for online
compliance
training

84%

of people
leaders trained
on Managing
with Integrity

40

average days
for Speak Up!
case closure,
outperforming
goal of
45 days

+95%

completion rate
for Code
of Conduct
training across
approximately
9,600
employees

Risk Assessment Program (RAP)

We proactively approach risk management by identifying and evaluating key risks using a consistent framework and comprehensive assessments.

Our RAP is a core tool we use to identify and manage risks on an ongoing basis. Fortive and its operating companies participate in the RAP annually and make regular updates to ensure that we are effectively identifying risk, mitigating where necessary, and striving to realize opportunities. Business and functional leaders evaluate the risks inherent in their operations on topics including:

- International dynamics
- Human resources
- Regulatory and industry standards
- Finance and accounting compliance
- Product safety and security
- Sales and marketing
- Data protection and cybersecurity
- Artificial Intelligence (AI) risks
- General and internet technology
- Environmental, health, and safety
- Supply chain
- Climate change

We use the RAP results to inform business decisions on topics including our workplaces, infrastructure investments, regulatory framework, supplier and commodity sourcing, compliance, EHS programs, and climate change planning. We track progress on the countermeasures quarterly and adjust our actions as needed.

Within the RAP, operating companies evaluate and rate physical and transition risks associated with climate change.

In 2025, we undertook our first TCFD-aligned climate risk assessment to understand the physical and transitional risks and opportunities presented to Fortive following the Ralliant separation. These findings further inform operating companies as they complete the RAP process, allowing for a more comprehensive Enterprise Risk Management approach.

Transition risks assessed by the operating companies broadly include:

- Regulations and policies
- Market trends
- Climate and environment
- Customer sentiment
- Technology and technological trends

The RAP process ensures and provides an informed and prioritized view of the risk landscape across the portfolio, globally, and at every level of the organization up to the Board of Directors.

SPEAK UP!

Our Speak Up! program exemplifies our open-door policy and commitment to transparency: our employees and business partners have multiple avenues available to raise questions or integrity concerns. Our Speak Up! phone hotline and web reporting tool are available in 23 languages.

In 2025, we published our first annual Speak Up! Report as an added measure of transparency around our process, findings, trends, metrics, and outcomes, and also launched our first Ethical Culture Survey to gather employee feedback and identify opportunities. Our goal is to create a culture of trust and accountability and to empower our employees with best practices and awareness that further strengthens our culture of integrity.

Privacy, Information & Intellectual Property Governance

Innovation and information are fundamental to our business of providing best-in-class products and services to our customers. As demonstrated in our most recent materiality assessment our obligation and impact are greater than ever as we advance into an era of new and exciting technologies. We continue to provide robust data privacy, intellectual property, and information governance programs as we adapt to the challenges and opportunities of our time.

Management Approach

Fortive's Privacy Information and Governance (PRINGO) team strategically manages governance and supports global operations for data privacy, intellectual property, cybersecurity legal advice, customer data rights, Works Council rights, and AI governance. The PRINGO team develops policies and compliance requirements aligned with local, state, and national requirements, which are implemented by Fortive's operating companies worldwide. PRINGO improves efficiency, streamlines workflows, boosts responsiveness, and reduces our global risk profile.

In addition to meeting legal requirements, we ensure that we operate in accordance with the expectations of employees, customers, and other stakeholders. We address the following requirements through a centralized, automated shared service:

- Records of processing (required in Europe)
- Privacy incident escalation and regulatory reporting
- Data subject rights requests, including access and deletion requests
- Website cookie consent management
- Vendor privacy diligence
- Data Protection Officer (DPO) appointments and program administration, consolidating separate DPO engagements across Europe to save time and money
- Automated data protection impact assessments and legitimate interest assessments

- A dedicated senior role on the corporate privacy team dedicated exclusively to employee privacy

PRIVACY PROTECTIONS

PRINGO is dedicated to regulatory compliance and maintaining vigilance towards new and emerging challenges to be adaptable and effective for our customer and employee privacy rights. We provide multiple channels for global support in exercising their rights. This includes access to personal information and the right to receive a copy, the right to deletion and erasure of all data on an individual, and the right to rectification or the correction of incorrect or incomplete data.

AI AND INFORMATION GOVERNANCE

Like many companies today, we are committed to governing AI use across Fortive with human oversight and transparency. However, our AI Governance program distinguishes itself by incorporating human accountability as well. In 2025, the PRINGO team worked closely with IT Security and FBS teams to build and deliver a framework for AI Governance based on external benchmarking, deep knowledge of our own products and services, and actionable policies that respond to legal requirements around the world. We also developed company-wide policies whose principles will guide our operating companies in bringing AI to market while meeting legal requirements and leveraging shared expertise.

“We approach AI Governance holistically, and are always looking at impact. One of our priorities for 2026 will be tracking energy consumption of AI models underlying our products.”



Bill Karazsia

Associate General Counsel – Privacy & Information Governance

Cybersecurity

We prioritize integrity, availability, and confidentiality of information and digital resources in support of our nimble and proactive culture. We demonstrate our commitment through comprehensive and proactive compliance, privacy, and risk programs developed from industry recognized best practices, enhancing our commitment to curiosity, innovation, and our customers.

Management Approach

Cybersecurity is integral to our risk management process and begins with Board oversight and management focus.

Our Audit Committee is responsible for the oversight of risks from cybersecurity threats and regularly reports to the entire Board. At least annually, management briefs the Board on cybersecurity threats, risk management, and strategy processes. Topics include data security posture, results from third-party assessments, progress on risk-mitigation-related goals, incident response plans, material cybersecurity threat risks or incidents and developments, and steps taken to respond to such risks.

During these sessions, the Board reviews emerging cybersecurity threat risks and discusses the company's ability to mitigate those risks with our Chief Information Officer (CIO) and Chief Information Security Officer (CISO). The Board also considers key enterprise risks, operational budgeting, crisis management planning, and other relevant matters at meetings.

Cybersecurity Governance

Cybersecurity is a critical part of our risk management processes and a priority for our Board and management. To ensure visibility, oversight, and management of information and cybersecurity, our CIO and/or CISO:

- Report to the Audit Committee and to the full Board about cybersecurity threat risks and other cybersecurity related matters
- Meet with information security teams at the operating companies monthly, or as needed, to review escalated items, compliance with incident response plans, and performance against strategic targets
- Meet with the CEOs of our operating segments and the presidents of our operating companies to discuss IT strategies, updates, and initiatives, including those related to cybersecurity
- Meet with the Audit Committee quarterly and the full Board annually to provide updates on the cybersecurity program, including controls and processes, strategies, achievements, risks, and recent incidents

- Meet with the full Board annually as part of the overall enterprise risk management review
- Meet with other members of the Disclosure Committee to discuss materiality and disclosure with respect to cybersecurity matters

Our Cybersecurity team's strategy and annual performance targets align with the National Institute of Standards and Technology (NIST) Cybersecurity Framework. NIST's maturity rating is the best-in-class industry standard. Fortive continually benchmarks against the NIST standard along with several other external and internal measures.

Cybersecurity Risk Management

Assessing, identifying, and managing material risks is at the core of our enterprise risk management process. We work to identify and eliminate threats that could disrupt operations, compromise our intellectual property rights, data privacy, or reputation, or threaten litigation, and other legal liability. Corporate and operating company leaders collaborate with subject matter experts to identify and assess cybersecurity threats and enact countermeasures.

Separate cybersecurity-specific risk assessment and management processes are centrally managed and executed at both the corporate and operating company levels.

These processes, including corresponding controls, are designed to help us protect against, detect, and respond to cybersecurity threats. They also aid in ensuring the availability of critical systems, product security, disclosure procedures, escalation, and regulatory compliance in the event of any cybersecurity related disruption.

Our processes protect against risks associated with third-party software and service providers. Third-party risks are included within our overall risk assessment process, as well as our [cybersecurity-specific risk identification program](#).

Cybersecurity plays a key role in selecting and overseeing third-party service providers. We perform diligence on critical third parties with access to our systems, data, or facilities that house such systems or data, and continuously monitor for any cybersecurity threat risks. We generally require third parties to contractually manage their cybersecurity risks in specified ways and undergo our own cybersecurity audits when appropriate.



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