

Integrity & Compliance

Program Update

September 2026



A MESSAGE ON INTEGRITY

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At Fortive, integrity is both a Core Value and an important part of our culture. In 2025, we looked at two things to better understand how employees experience the Fortive Compliance program: **how employees act** when something feels wrong, and **what they tell us** when we ask directly. Together, these gave us a clearer picture of our culture of integrity and helped shape our priorities for 2026.

Over the past year, we have seen encouraging signs of a culture that continues to mature and a commitment to continuous improvement:



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- **We were named one of the World’s Most Ethical Companies® in 2025 and 2026**, a distinction earned by only a small number of organizations globally for demonstrating integrity, transparency and ethical leadership in how we do business.
- **We launched Fortive’s first Ethical Culture Survey**, giving employees a direct way to tell us how they experience our culture of integrity and their willingness to Speak Up! 50% of the invited employee population participated. In 2026, we are conducting a follow-up survey to measure progress and gather feedback on the actions taken in response to employee input.
- **91% of 2025 survey respondents said they feel comfortable reporting misconduct**, and fewer of our employees cite barriers to reporting than at a typical benchmarked organization.
- **Our Speak Up! program continues to earn employee trust**, with reporting volume and the share of employees willing to be identified both ahead of the external NAVEX benchmark.
- **Insights from the 2025 survey reinforced the important role that managers play** in creating an environment where employees feel comfortable raising concerns. In 2026, we launched new manager-focused integrity training and resources designed to help leaders foster open dialogue and respond effectively when concerns are raised.
- **We continue to strengthen awareness and engagement through initiatives such as Integrity & Compliance Week**, interactive training experiences, and opportunities for employees to recognize colleagues who demonstrate our values through the Your Integrity/Our Success Award.

Thank you to our employees for helping strengthen our culture of integrity through their engagement, feedback, and commitment to doing business the right way.

Jennifer Zerm

VP & Chief Compliance Officer
Fortive Corporation

INTEGRITY & COMPLIANCE WEEK 2025

Each year, employees around the world participate in Fortive’s Integrity & Compliance Week through local events, training sessions, and other activities.

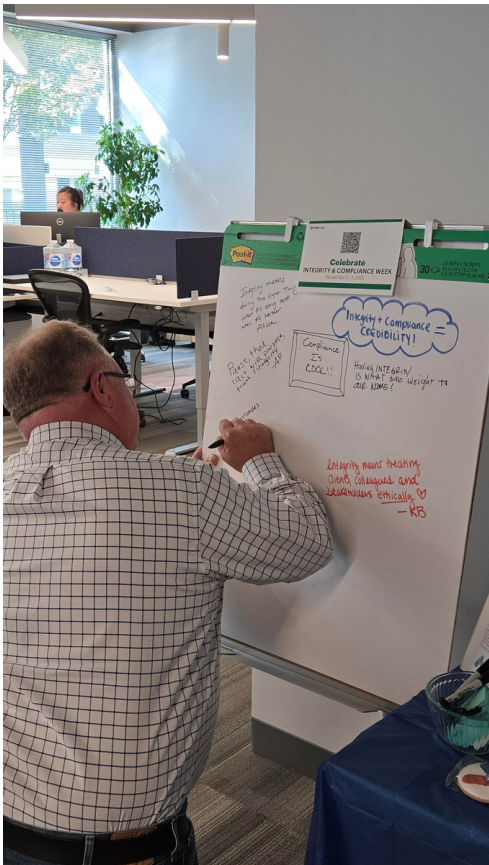
Across Fortive, employees explore integrity and compliance topics, connect with colleagues, and consider how our values apply to everyday decisions. Participation across our operating companies demonstrates a shared commitment to doing business the right way.



Activities take place in more than 9 countries and include training, games, prizes and more.



Employees share hundreds of photos and videos from local events.



✓ Making the Right Call

An employee raised a question through Fortive's Speak Up! channels regarding how a quality metric was being calculated. Rather than leaving the concern unresolved, the employee sought clarification to help ensure the accuracy of the reporting process.

An investigation was conducted and found a valid business rationale for how the metric had been recorded. At the same time, the review identified uncertainty within the team regarding what should be included in the calculation. To address the issue, clear Standard Work documentation was created to provide consistent guidance going forward.

By raising the question, the employee helped identify an opportunity to strengthen documentation and improve consistency. The resulting Standard Work provides clearer guidance and supports a more transparent process for calculating the metric in the future.



Anonymous and confidential, available 24 hours a day, seven days a week. Fortive does not permit retaliation against any employee who raises a concern or makes a report.
fortive.ethicspoint.com

Speak Up! data and what it means

Employees are encouraged to report concerns and ask questions through Fortive's Speak Up! program. Compared to the NAVEX benchmark, **Fortive employees reported concerns at a higher rate in 2025 and were more likely to provide their names when reporting.** These metrics can be important indicators of employees’ willingness to raise concerns and engage with the reporting process.



Fortive metrics based on 2025 Speak Up! data.
Benchmarks reflect the most recent NAVEX Whistleblowing & Incident Management Report.

LISTENING, LEARNING AND BUILDING TRUST

Recognizing our values

Through the annual Your Integrity/Our Success Award, employees recognize colleagues who live our values every day and demonstrate a commitment to integrity and compliance. A two-week nomination period opens during Integrity & Compliance Week and the winner is announced the following month.

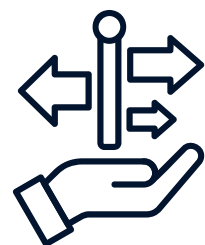


Employee engagement data

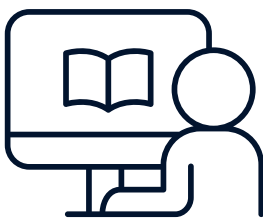
Our survey results provide encouraging indicators that employees feel comfortable raising concerns and engaging with our integrity & compliance resources. Fortive's first Ethical Culture Survey, conducted in 2025, found that **91% of employees feel comfortable reporting misconduct**, and that fewer of our employees cited barriers to reporting than at a typical benchmarked organization.

DRIVING CONTINUOUS IMPROVEMENT

A healthy Speak Up! program is never finished — it's something we continue to invest in and refine. Several continuous improvement efforts have been implemented or are underway, including:



New guidance on the responsible use of AI tools in investigations, helping ensure consistency and rigor as this technology becomes part of how we review and resolve matters



An improved Speak Up! training for all employees, giving them the chance to practice ethical decision-making through realistic scenarios and see the outcomes and next steps that follow — so people have a clearer picture of what happens after a concern is raised.



A forthcoming standalone Speak Up! and Non-Retaliation Policy, giving employees even clearer guidance on how to raise concerns and reinforcing that retaliation will not be tolerated.



Continued investment in manager training and resources, so that a Speak Up! culture is felt at every level of the organization.



An enhanced Ethical Culture Survey, building on our 2025 baseline with additional questions to help us continue evolving our integrity & compliance program.

We will share another update in the first half of 2027 after the results of the 2026 Ethical Culture Survey and Speak Up! data have been analyzed. We remain committed to continuing to benchmark our Compliance Program against external benchmarks, and continuing to drive trust and accountability by driving transparency and continuous improvement.

