



Accelerating Progress Toward **A Sustainable Future**

Fortive Corporation Annual Sustainability Report | 2022 Reporting Year

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 all financial and non-financial 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, 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**

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**

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 the actions *and* impacts by providing a common language for communication.

ESG Governance Model

The Nominating and Governance Committee of Fortive’s Board of Directors has responsibility for [ESG disclosure and reporting](#). Fortive’s Senior Vice President and General Counsel Peter Underwood reports to the CEO and provides regular updates to the Board, Fortive’s senior leadership team, Segment CEOs, and operating company leaders about Sustainability-related initiatives and performance. The Corporate Sustainability team, led by Senior Director, Alexis Fuge, is responsible for developing and deploying the Sustainability strategy across the company.

ESG Disclosure Task Force

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

Although the U.S. Securities and Exchange Commission (US SEC) has delayed in issuance of their final Climate risk-related rule, we continue to prepare for the growing ESG regulatory climate across the globe.

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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	Suppliers	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	•	•	•

2022 Employee Diversity

Metric	2022
Gender ¹	
Female	38%
Male	62%
Employment type ²	
Permanent hourly	4,617
Temporary hourly	78
Full-time, salaried	12,192
Part-time, salaried	261
Region ³	
North America (excl. Mexico)	10,361
Europe	2,625
Asia	2,973
Australia and New Zealand	224
Latin America (incl. Mexico & Caribbean)	501
Middle East & Africa	115

[1] Gender data represents global, salaried, FTE, and PTE employees

[2] Global headcount

[3] All employees globally, including temporary, contractor, part-time workers

2022 Parental Leave

Metric	Male	Female	Total
Eligible	7,810	3,656	11,466
Took parental leave	258	161	419
Returned to work	244	152	396
Retention after 12 months	225	138	363
Return to work rate	95%	94%	95%
Retention rate	87%	86%	87%

Employee Experience Survey Results¹

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

[1] The Employee Experience Surveys are a critical element of our continuous improvement culture. With over 80% of our global team participating in our quarterly surveys over the last twelve months, we continue to gain deep, frequent insights about our employees’ experiences to inform and improve the work experience of our global team. Similar to other companies in our benchmark data set as we emerge from the COVID-19 pandemic, we saw a decline in Engagement to 74% in our most recent survey. Reflective of the broad impact of leading and working through the challenges throughout the last two years. We are taking action through monthly operating reviews in our operating companies, and in 2021 we improved our ability to take action by providing our people and leaders with resources to manage our evolving hybrid work approach. Our team continues to share a strong sense of inclusion and belonging, with that index score holding at 80% favorable. Inclusion is an important part of hearing from all voices, innovating and servicing our customers. We remain committed to achieving a rating in the top 25% of benchmarked companies across all of our indices—creating the best places to build your career and have an impact in the world.

2022 Employee Diversity

Metric	Senior Leaders ¹	Professionals and Managers	Total	Age Range <30	Age Range 30–50	Age Range 50+
Women ²	32%	33%	38%	13%	57%	30%
Men	68%	67%	62%	12%	54%	34%
BIPOC ³	23%	28%	36%	16%	50%	34%
Non-BIPOC	77%	72%	64%	11%	44%	45%

[1] Senior Leaders: Employees in Director level roles or higher

[2] Gender data represents global, salaried, FTE, and PTE employees. Diversity data represents U.S. employees.

[3] BIPOC includes Asian, Black or African American, LatinX, and Other (Native American or Alaska Native, Native Hawaiian or Pacific Islander, and “Two or More Races”)

Inclusion and Diversity

Metric	Our 2021 Metrics	Our 2022 Metrics	% Change (2021-2022)	Our 2025 Goals
Gender Representation	37%	38%	+1.00%	50%
Gender Representation in Professional & Management	32%	33%	+1.00%	48%
BIPOC Representation	34%	36%	+2.00%	37%
BIPOC Representation in Professional & Management	27%	28%	+1.00%	36%
Senior Leader Diversity	43%	44%	+1.00%	50%
Inclusion & Belonging Score in Employee Experience Survey	80%	82%	+2.00%	85%

[1] Women and U.S. Male BIPOC Director+

2022 Employee Benefits

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

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

Energy Use and Greenhouse Gas (GHG) Emissions

Metric	Unit of Measure	2019	2020	2021	2022	2019-2022 (% change)
Energy						
Natural Gas	mmBtu	153,077	152,508	142,447	155,645	1.7%
Diesel Fuel	liters	215,773	154,536	177,390	202,264	-6.3%
No. 2 Fuel Oil	liters	49,715	87,866	18,390	18,603	62.6%
Electricity	kWh	137,276,946	127,800,258	125,298,331	126,298,570	-8.0%
Emissions						
Scope 1	MT CO ₂ e	21,071	19,631	13,818	15,428	-26.8%
Scope 2	MT CO ₂ e	44,759	40,055	38,102	35,692	-20.3%
Scope 1 & 2	MT CO ₂ e	65,830	59,686	51,920	51,120	-22.4%
Absolute Delta (YOY)	YOY		-9.3%	-13.0%	-1.5%	

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	0.39	0.24	360,545			
Censis Technologies	0.00	0.00				
Fluke Health Solutions	0.00	0.00				
Provation	0.00	0.00				
Invetech	0.30	0.30	2,207	1 of 1 (100%)		
Intelligent Operating Solutions (IOS)						
Accruent	0.00	0.00				
Service Channel	0.00	0.00				
Fluke	0.25	0.09	15,108	8 of 8 (100%)		
Gordian	0.00	0.00				
Intelex	0.00	0.00				
Industrial Scientific	0.30	0.15				
Precision Technologies (PT)						
Anderson-Negele	0.45	0.45		2 of 3 (66%)		
Gems Sensors	1.20	0.20	7,229	2 of 2 (100%)	1 of 2 (50%)	1 of 2 (50%)
Hengstler Dynapar	0.15	0.15	9,293	5 of 5 (100%)	1 of 5 (20%)	
Pacific Scientific	0.90	0.39	137,486	2 of 2 (100%)	2 of 2 (100%)	1 of 2 (50%)
Qualitrol	0.59	0.20	15,976	4 of 4 (100%)	2 of 4 (50%)	2 of 4 (50%)
Setra	0.00	0.00		1 of 1 (100%)		
Tektronix	0.32	0.30	9,176	5 of 6 (83%)	2 of 6 (33%)	
No. of Certifications at EHS Significant Manufacturing Sites				30	8	4
Total No. of EHS Significant Manufacturing Sites Across Fortive				32	32	32
Percentage of EHS Significant Manufacturing Sites with Certifications				94%	25%	13%

[1] ISO 9001: Quality
[2] ISO 14001: Environmental Manegement
[3] ISO 45001: Energy Management
[4] OHSMS: Occupational Health & Safety Management System
[5] OSHA VPP: Occupational Health & Safety Administration Voluntary Protection Program (U.S. only)

Membership Associations

- ABIMAQ – Brazilian Association of Machinery and Equipment Industry
- ACC – Association of Corporate Counsel
- ACM – Association for Computing Machinery
- AHA - American Hospital Association
- AIAA - American Institute of Aeronautics and Astronautics
- AIST – Association for Iron and Steel Technology
- ANSI – American National Standards Institute
- APS - American Physical Society
- ARM – Alliance for Regenerative Medicine
- ASA – American Supply Association
- ASHE – Association for Safe Healing Environments
- ASHRAE – American Society of Heating, Refrigeration and Air Conditioning Engineers
- ASME BPE – American Society of Mechanical Engineers: Bioprocessing Equipment ASNT – American Society for Nondestructive Testing
- ASTM – American Society for Testing and Materials
- Avixa
- BayMe VBM – Bayerische M+E (Employers’ Associations of the Metalworking and Electrical Industries)
- BICSI - supporting the advancement of the information and communications technology (ICT)
- BISS Association
- BSI - British Standards Institute (UK)
- CC-Link Partner Association
- CCRM – Industry Consortium for Regenerative Medicine
- CCSA - China Communications Standards Associatio
- 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
- 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)
- Washington State Bar Association (WSBA) (US)
- Women in Manufacturing
- WVIB – Wirtschaftsverband Industrieller Unternehmen Baden e.V.
- ZVEI – Zentralverband Elektrotechnik- und Elektronikindustrie eV

APPENDIX

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 SDGs \(UNSDGs\)](#), and the [United Nations Convention Against Corruption](#).

UNGCCoP 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	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

APPENDIX

Task Force for Climate-Related Financial Disclosures (TCFD)

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

- Added climate change experience to the skills matrix for members of the Board 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

We are committed to continuing our alignment to TCFD in 2023, including the following:





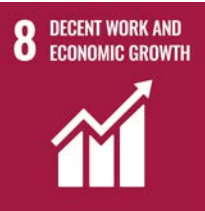
- Develop a roadmap to conduct and apply the outcomes of quantitative climate scenario analyses
- Integrate the results of the climate scenario analyses into our enterprise risk management process and business continuity planning
- Publish a Sustainability policy that affirms our commitment to the goals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






TCFD Topic	Disclosure	Location
Governance	a. Describe the Board’s oversight of climate-related risks and opportunities	CDP C1.1b 2023 Proxy
	b. Describe management’s role in assessing and managing climate-related risks and opportunities	CDP C1.2 CDP C1.2a 2023 Proxy
Strategy	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	CDP C2.1a CDP C2.3 CDP C2.3a CDP C2.4 CDP C2.4a
	b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	CDP C2.3a CDP C2.4a CDP C3.1 CDP C3.2b CDP C3.3 CDP C3.4
	c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	CDP C3.2 CDP C3.2b

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

APPENDIX

United Nations Sustainable Development Goals (UN SDGs)

Goal		Description	Fortive Pillar Alignment	Impact Alignment
	UN SDG 3 Good Health and Well-being	Ensure healthy lives and promote well-being for all at all ages.	Work and Source Responsibly	Advanced Healthcare Solutions Products and Services Employee Well-Being, Safety, and Health
	UN SDG 4 Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Invest in Our Communities	Fortive Foundation Fortive Scholarship Program
	UN SDG 5 Gender Equality	Achieve gender equality and empower all women and girls.	Empower Inclusive and Diverse Teams Invest in Our Communities	Inclusion and Diversity Fortive Foundation Day of Caring
	UN SDG 7 Affordable and Clean Energy	Ensure access to affordable, reliable, sustainable, and modern energy for all.	Protect the Planet	Climate Change and Greenhouse Gas Emissions Products and Services
	UN SDG 8 Decent Work and Economic Growth	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	Work and Source Responsibly Operate With Principle	Responsible Supply Chain and Procurement 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	Intelligent Operating Solutions Precision Technologies Products and Services
	UN SDG 10 Reduced Inequalities	Reduce inequality within and among countries.	Invest in Our Communities Protect the Planet Work and Source Responsibly	Intelligent Operating Solutions Precision Technologies Products and Services
	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	Products and Services Responsible Supply Chain and Procurement
	UN SDG 13 Climate Action	Take urgent action to combat climate change and its impacts.	Protect the Planet	Climate Change and Greenhouse Gas Emissions Products and Services

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Sustainability Accounting Standard 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 Supply Chain and Procurement Human Rights The Fortive Supplier Code 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 2022 CDP Climate Change Response, C8.2a
	Hazardous Waste Management	RT-EE-150a.1 version 2018-10	Amount of hazardous waste generated, percentage recycled	Metric tons (t), Percentage (%)	253t
	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

SASB Topic		Code	Metric	Unit	Location
Accounting Metrics	Product Lifecycle Management	RT-EE-410a.3 version 2018-10	Revenue from renewable energy-related and energy efficiency-related products	Reporting currency	In 2022, 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)
		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.
Activity Metrics		RT-EE-000.B version 2018-10	Number of employees	Number	17,148 (as of year-end 2022)

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Global Reporting Initiative (GRI)

GRI Standard	Disclosure	Description	Location or Direct Answer
General Disclosures			
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1	Organizational details	Fortive Corporation; 2023 Proxy Statement p. 8-9 and 2022 Form 10-K p. 22 6920 Seaway Blvd, Everett, WA 98203 2022 Form 10-K p. 22 .
	2-2	Entities included in the organization’s sustainability reporting	About Fortive and Fortive Business Directory ; 2022 Form 10-K p. 2 – 4, 23 ; All metrics reported in this Report and its Indices reflect performance across the entire Fortive portfolio, unless specified as relevant to a particular operating company. As of year-end 2022, Fortive had 18 operating companies, as identified in the Fortive Business Directory .
	2-3	Reporting period, frequency and contact point	January 1 2022 through December 31 2022, Annually January 1 2022, through December 31 2022, Annually sustainability@fortive.com or investors@fortive.com
	2-4	Restatements of information	There were no restatements or corrections in 2022.
	2-5	External assurance	Fortive did not seek external assurance for this report.

GRI Standard	Disclosure	Description	Location or Direct Answer
Activities and workers			
GRI 2: General Disclosures 2021	2-6	Activities, value chain and business relationships	<p>About Fortive and Fortive Business Directory</p> <p>Fortive is an industrial technology company</p> <p>i. About Fortive and Fortive Business Directory</p> <p>ii. Responsible Supply Chain Management</p> <p>iii. 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.</p> <p>Fortive is a minority investor in the following organizations:</p> <ul style="list-style-type: none">■ Falkonry■ Telestream■ RealWear■ Datamaran <p>No significant differences to note</p>
	2-7	Employees	<p>2022 Employee Diversity Data Tables</p> <p>2022 Employee Diversity Data Tables</p> <p>2022 Employee Diversity Data Tables</p> <p>Talent and Reward Systems</p> <p>Talent and Reward Systems</p>
	2-8	Workers who are not employees	<p>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.</p> <p>Each operating company has responsibility for tracking and/or reporting workers who are not employees, consistent with applicable local, regional, and/or national requirements.</p>

GRI Standard	Disclosure	Description	Location or Direct Answer
Governance			
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	<p>Our strategy and associated progress is routinely reviewed with the Board as they maintain oversight with respect to reporting and disclosure.</p> <p>2023 Proxy Statement p. 19-35</p> <p>2023 Proxy Statement p. 18-32 and 2022 CDP Climate Change Response, C1</p> <p>2023 Proxy Statement p. 19-35</p>
	2-10	Nomination and selection of the highest governance body	<p>2023 Proxy Statement p. 27-29</p> <p>Data Tables and 2023 Proxy Statement p. 27-29</p>
	2-11	Chair of the highest governance body	<p>The Chairman of the Board is independent and not a senior executive of Fortive.</p> <p>Not applicable</p>
	2-12	Role of the highest governance body in overseeing the management of impacts	<p>Corporate Governance Guidelines and 2023 Proxy Statement p. 19-35</p> <p>Corporate Governance Guidelines and 2023 Proxy Statement p. 19-35</p> <p>Corporate Governance Guidelines and 2023 Proxy Statement p. 19-35</p>
	2-13	Delegation of responsibility for managing impacts	<p>2023 Proxy Statement p. 19-35</p> <p>2023 Proxy Statement p. 19-35</p>
	2-14	Role of the highest governance body in sustainability reporting	<p>The Board Nominating and Governance Committee is the highest governance body responsible for reviewing and approving this Report.</p> <p>2023 Proxy Statement, p. 40</p>

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	2023 Proxy Statement, p. 24 2023 Proxy Statement, p. 40
	2-16	Communication of critical concerns	2023 Proxy Statement p. 19-35 Corporate Governance Guidelines
	2-17	Collective knowledge of the highest governance body	2023 Proxy Statement p. 22
	2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement p. 31-32 2023 Proxy Statement p. 31-32 2023 Proxy Statement p. 31-32
	2-19	Remuneration policies	2023 Proxy Statement p.44 2023 Proxy Statement p.44
	2-20	Process to determine remuneration	2023 Proxy Statement p.44 2023 Proxy Statement p. 50
	2-21	Annual total compensation ratio	2023 Proxy Statement p. 82-85 2023 Proxy Statement p. 58 2023 Proxy Statement p. 82-85

GRI Standard	Disclosure	Description	Location or Direct Answer
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	Operate with Principle; Human Rights; Operate with Principle Human Rights Conflict Minerals Policy Statement Policies are approved at the most senior level, i.e., CEO, CFO, CHRO or General Counsel Our policies guide and determine how our business activities and relationships are handled. Policies are communicated during supplier and employee onboarding and trainings.
	2-24	Embedding policy commitments	How We Work 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. i. Responsibility for implementing the commitments is allocated through legal organizations across regions and the operating companies. ii. Policy commitments are implemented through FBS, embedded with standard tools, policies, and practices used across the organization. iii. All suppliers are provided with a copy of the Supplier Code and required to acknowledge receipt, review, and understanding. Responsible Sourcing iv. Annual ethics and compliance training and learning toolkits are provided for email/computer enabled employees. Typical curriculum topics include Code of Conduct, Sexual Harassment Awareness and Prevention, Anti-bribery/Anticorruption, Fair Competition, and Financial Integrity.

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	<p>Operate with Principle</p> <p>We have an established history of supporting SpeakUp!, our anonymous, open hotline available in over 20 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>We maintain and train internal investigators on the SpeakUp! process, including actions required to move a reported case through the workflow toward resolution.</p> <p>We direct all complaints or concerns raised through the SpeakUp! process to ensure full and proper actions are executed to review any report of negative impacts, suspected or realized.</p> <p>SpeakUp! 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 SpeakUp! 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>
	2-26	Mechanisms for seeking advice and raising concerns	<p>Refer to GRI 2-24</p> <p>Additionally, employees can ask their manager, Human Resources business partner, Legal business partner, or business unit leader for advice on implementing policies and practices.</p> <p>Refer to GRI 2-25</p>
	2-27	Compliance with laws and regulations	<p>Fortive Compliance Program</p> <p>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.</p>
	2-28	Membership associations	<p>Membership of Associations</p>

GRI Standard	Disclosure	Description	Location or Direct Answer
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 (EHSLC), 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			
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 2023 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 2023 Proxy Statement .

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Source Responsibly</p> <p>Through our supplier engagement programs, we communicate our standards clearly – each supplier 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:</p> <p>Environmental management, labor standards and practices, materials sourcing, and ethics and compliance with applicable laws and regulations. The frequency of audits is no less than every 5 years, with higher risk and/or newer suppliers being audited every 1-3 years.</p> <p>The key performance indicators used to evaluate suppliers, includes on-time delivery, cost, quality, material sourcing transparency, labor standards, and overall risk management, in an ongoing manner. Further, through our supplier audit program, we re-audit these suppliers periodically to ensure continued compliance and improvement against the standards outlined in the Fortive Supplier Code which includes, among other things, our focus on the environment, health, and safety aspects as well as fighting the risk of forced labor in our supply base.</p> <p>The result of these various actions and initiatives is a stronger, more resilient supply chain. We have strengthened relationships with strategic suppliers, broadened our aperture for prospective suppliers where sole source conditions existed, and reduced risk in our operations associated with materials, services and supplier readiness.</p>
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<p>2022 Form 10-K p. 58</p>
	201-2	Financial implications and other risks and opportunities due to climate change	<p>2022 CDP Climate Change Response, C2.3</p> <p>2022 CDP Climate Change Response, C3.1</p>

GRI Standard	Disclosure	Description	Location or Direct Answer
Procurement Practices			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	<p>Sustainability Materiality Map</p> <p>To identify the initial list of potentially material ESG topics, in 2020 we analyzed which topics aligned with our shared purpose, values, and industry classifications. From more than 100 ESG topics, we narrowed the list to 70+ topics relevant to Fortive’s business and consolidated similar topics into a final list of 27.</p> <p>Among the 27 topics, 11 topics emerged as material from the internal and external views. While many of the material topics identified in the 2017 materiality assessment were reaffirmed, the 11 material topics reflect current priorities. Our executive leadership team validated the results of the materiality assessment, the revised sustainability pillars, and the report content. Unless otherwise stated, the material topics discussed in this report cover our direct operational impacts.</p> <p>We surveyed a diverse, representative group of over 1,100 employees worldwide¹ to rate the relevance of each ESG topic to Fortive’s business.</p> <p>To incorporate external perspectives, we assessed the following data sources: current and emerging/proposed regulations and policies, 1,000+ global news sources, publicly available financial and sustainability reports, social media, and a select group of investors.</p>
	3-2	List of material topics	<p>Sustainability Materiality Map</p>
	3-3	Management of material topics	<p>Responsible Supply Chain and Procurement</p> <p>Human Rights</p>
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	<p>52% 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.</p>

[1] Employees represented all operating companies, geographies, and job levels.

GRI Standard	Disclosure	Description	Location or Direct Answer
Anti-Corruption			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	Work and Source Responsibly Operate with Principle <p>Fortive's Global Compliance Program is managed at the corporate level, where the Chief Compliance Officer and the compliance team oversee Fortive's global compliance program. The team sets global standards and issues global policies that establish expectations for the operating companies. In addition to the Corporate team, each operating company has a compliance team. The Board of Director's Audit Committee has oversight responsibility for the compliance program overall.</p> <p>The global compliance program sets the global minimum standard. Each operating company makes an assessment about their business model and their industry(ies) to determine if there is a need to adopt more explicit, restrictive, and/or additional policies or procedures. Compliance is a significant element of the risk assessment process, which is conducted annually. We customized the Intalex software to enable a software-based annual risk assessment.</p> <p>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.</p> <p>Measuring and tracking our KPIs for ethics and compliance is integral to continue making positive and real change. We review our metrics on a quarterly basis with Fortive's senior leadership to provide visibility and transparency on our current state and improvement opportunities.</p>
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Refer to GRI 2-23 through 2-27

GRI Standard	Disclosure	Description	Location or Direct Answer
Energy			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	Protect the Planet 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. 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. 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. 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.
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Data Tables 2022 CDP Climate Change Response, C8.2a

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 302: Energy 2016	302-3	Energy intensity	Data Tables 2022 CDP Climate Change Response, C9.1
	302-4	Reduction of energy consumption	Data Tables
Emissions			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders’ views.
	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	Protect the Planet 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. We are committed to conducting third-party assurance each year; Limited Assurance for the 2022 inventory was achieved in May 2023. In 2020, we transitioned to the Intelix 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. 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. 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.

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Data Tables 2022 CDP Climate Change Response, C6, C7
	305-2	Energy indirect (Scope 2) GHG emissions	Data Tables 2022 CDP Climate Change Response, C6.2, C6.3
	305-4	GHG emissions intensity	Data Tables 2022 CDP Climate Change Response, C4.1b
	305-5	Reduction of GHG emissions	Data Tables 2022 CDP Climate Change Response, C7.9
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-3	Management of material topics	Source Responsibly Refer to GRI 3-3 Supply chain challenges that emerged during the height of the COVID-19 pandemic are still evident, although showing signs of improvement. In response to these challenges, over the last few years, we have strengthened 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.
	308-1	New suppliers that were screened using environmental criteria	100% of our suppliers in the Responsible Sourcing Audit program were screened using environmental criteria.
Employment			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map – Employee Well-Being, Safety and Health, Organizational Culture Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders’ views.
	3-2	List of material topics	Sustainability Materiality Map

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Empower Inclusive & Diverse Teams</p> <p>Our people are our greatest assets; they are at the heart of who we are, what we do, and how we work. Our inclusive growth culture drives the next decade of Fortive’s success.</p> <p>In 2022, we launched a Human Resources Transformation initiative to improve our strategy and market position for talent acquisition, retention and rewards (e.g., compensation and benefits).</p> <p>Fortive maintains a centralized internal policy hub, MyPolicies, which ensures company-wide policies are readily available to all employees. In many cases, operating companies develop a Tier II policy, and make those policies available to employees in a shared location (e.g., SharePoint) accessible by all employees.</p> <p>The Employee Experience Survey measures the effectiveness of our employee-related programs. A supervisor effectiveness score is generated from the Employee Experience Survey and every people leader receives a score. People leaders are expected to understand their scores and create action plans to improve their scores and respond to feedback.</p> <p>In 2021 and through 2022, we conducted quarterly pulse surveys with employees to gain a more regular understanding of employee sentiment. People leaders were provided with the data and discussed the results with their teams to understand what was going well, and where to improve.</p> <p>In 2022, the Employee Engagement score was 78% (+1% pts from 2021, +5% pts from 2019) and the Inclusion & Belonging score was 82% (+2% pts from 2021, +3% pts from 2019).</p>
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	This data is not available
GRI 401: Employment	401-3	Parental leave	Data Tables

GRI Standard	Disclosure	Description	Location or Direct Answer
Labor/Management Relations			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	Empower Inclusive & Diverse Teams Refer to GRI 401: 3-3
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.
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map – Employee Well-Being, Safety, and Health Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Environmental, Health and Safety (EHS)</p> <p>The Environmental, Health, and Safety Leadership Council (EHSLC), which includes senior EHS leaders from across the company, sets the EHS strategy for the company at the corporate level. The EHSLC determines which areas of focus are most important for the business and task the operating companies with implementation of any objectives.</p> <p>Our internal EHS management system is now managed using the Intelex 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. EHS significant sites are those with 50 or more employees that have any level of manufacturing or light assembly operations.</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 Sites¹ 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 employee 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>
	403-1	Occupational health and safety management system	<p>EHS Metrics and Certifications Data Table</p> <p>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.</p>
	403-2	Hazard identification, risk assessment, and incident investigation	<p>Employee Well-Being, Safety, and Health</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.

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	<p>All Fortive employees 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 in-house 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 employees 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	Employees are actively engaged in health and safety awareness through online and in-person training, internal/external program auditing, regular communications, and system performance. Employee 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 employees under management’s operational control at the site, which includes contractors operating on-site.
	403-5	Worker training on occupational health and safety	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.
	403-5	Worker training on occupational health and safety	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.

[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.

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Omission: prevention and mitigation of occupational health and safety impacts directly linked by business relationships is omitted. Reason for omission: information unavailable. Operating companies implement site-level contractor safety programs.
	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	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	Empowering Inclusive & Diverse Teams Through MyFortive, our online human capital management system, we continue to deploy resources, trainings, and educational programs for our employees in alignment with our Development for Growth (D4G) philosophy, i.e., focus on personal and professional growth and development. We use internal tracking to evaluate the success and impact of employee-related projects and programs, measuring both qualitative and quantitative metrics. For example: <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. 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.

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Inclusive & Diverse Teams
			Across Fortive, there are a career’s worth of opportunities available to employees. We have a strong commitment to developing talent within the organization and seek to support our employees who wish to develop their skillsets through varied industry, operating company, and/or business unit opportunity.
			To ensure all of our employees and people leaders are considering how to support, challenge and promote talent within, we offer a robust set of tools and frameworks to support the operating companies with leadership development.
			Through performance and development goals, employees are encouraged to, and have ready access to training resources through libraries including MyLearning and LinkedIn Learning.
			Our approach to employee 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.
			Our Performance for Growth (P4G) program enables employees 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.
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders’ views.
	3-2	List of material topics	Sustainability Materiality Map

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-3	Management of material topics	Empowering Inclusive & Diverse Teams To track our progress towards achieving our internal inclusion, diversity & equity (IDE) goals, we use a combination of governance practices, tracking infrastructure, and programmatic initiatives. Our Vice President of IDE works closely with our senior management, our IDE Council, and our Operating Company IDE practitioners. We also cascade annual Inclusion and Diversity goals into executive and senior leader performance measures. Additionally, our Board of Directors and our Compensation Committee oversee our IDE efforts as part of our People strategy and measurement actions. Our internal human resources infrastructure, MyFortive, allows us to track diversity and employment metrics in the U.S. and globally, as well as metrics on career progression, employee experience, and pay. The insight that this technology provides enables a better and more holistic view of our culture and the daily experience of our employees. The data and trends we see directly impact how we evolve our IDE programs and efforts.
	405-1	Diversity of governance bodies and employees	Data Tables [IDE] 2023 Proxy Statement p. 6-12
Non-Discrimination			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	Empowering Inclusive & Diverse Teams To track our progress towards achieving our internal IDE goals, we use a combination of governance practices, tracking infrastructure, and programmatic initiatives. Our internal human resources infrastructure, MyFortive, allows us to track diversity and employment metrics in the U.S. and globally, as well as metrics on career progression, employee experience, and pay. The insight that this technology provides enables a better and more holistic view of our culture and the daily experience of our employees. The data and trends we see directly impact how we evolve our IDE programs and efforts.

GRI Standard	Disclosure	Description	Location or Direct Answer
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.
Forced of Compulsory Labor			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders’ views.
	3-2	List of material topics	Sustainability Materiality Map
	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 and the Board semi-annually.
GRI 409: Forced of Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We continued our supplier audit cycle in 2022, leveraging the changes implemented during the last cycle to continue our focus on the environmental, health, and safety aspects as well as fighting the risk of forced labor in our supply base. 106 direct material suppliers were identified in 2022, based on our risk matrix, which is not limited to “significant risk.” None of these suppliers qualify as “significant risk.” Responsible sourcing audits were completed with all significant risk suppliers. No findings required escalation or further investigation (i.e., suppliers receive at least a ‘satisfactory’ rating) and areas for improvement were limited to policy/process improvements.

GRI Standard	Disclosure	Description	Location or Direct Answer
Local Communities			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map – Community Engagement and Support Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders’ views related to the material issues and goals.
	3-2	List of material topics	Sustainability Materiality Map
	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-employee 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 non-profit 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 2022, our teams collectively dedicated more than 25,000 hours to support partner organizations in over 150 communities across 16 countries.
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map – Responsible Supply Chain and Procurement, Human Rights Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders’ views.

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-2	List of material topics	Sustainability Materiality Map
	3-3	Management of material topics	The Fortive Supplier Code Sourcing Responsibly Fortive Conflict Minerals Statement To fully integrate responsible sourcing as a focus topic in our leadership, we hired a Senior Manager to lead our Supplier Diversity program. We further strengthened this program by drafting robust governing policies, setting ambitious goals, and working closely with leaders at our operating companies to fully understand, articulate, and measure its value. 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.
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	100% of our suppliers in the Responsible Sourcing Audit Program were screened using social criteria.
Customer Privacy			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Sustainability Materiality Map Refer to GRI 3-1 for a description of the process, including identification and inclusion of stakeholders' views.
	3-2	List of material topics	Sustainability Materiality Map

GRI Standard	Disclosure	Description	Location or Direct Answer
GRI 3: Material Topics 2021	3-3	Management of material topics	<p>Operate with Principle</p> <p>Our Chief Information Security Officer (CISO) examines Fortive’s security program, the effectiveness of our security efforts, defines an appropriate policy baseline, and works with the operating companies to implement technical controls to implement those policies.</p> <p>Some operating companies have their own Chief Security Officers, and there is a clear delineation of roles and responsibilities between the corporation and the operating companies. Additionally, we consider this to be an area of great importance when considering the attributes and experience of those individuals sitting on the Board of Directors. 2023 Proxy Statement, p. 5.</p> <p>Our digital security program includes a combination of procedural elements, policy aspects, and technical controls. We have a vulnerabilities management program and regularly invest in industry leading technical controls, such as network perimeter security controls and antivirus-like capabilities. As a decentralized model, resources exist within the operating companies to address digital privacy and security issues. The CISO defines the roles and responsibilities of all the core cybersecurity functions for Fortive at the corporate level, including defining policies focused on governance, risk, and compliance.</p> <p>Risk management processes are in place to capture, manage, and document security risks and manage exceptions to the policy. Our incident response is a combination of directly managed resources, matrix resources across the operating companies, matrix resources into the corporate IT infrastructure teams to manage their technical controls, and a dedicated managed securities provider. We recently completed our centralized cookies management system and continue to maintain the systems so that users around the world are presented with a cookie banner and consent mechanism that delivers correct and compliant cookies for their web session based on the laws and regulations of the jurisdiction from which they are visiting our web pages.</p> <p>We regularly assess our cybersecurity processes both from an internal and external perspective. We use our own tool, the Fortive Risk Score, to provide monthly metrics at the operating company level. These are shared with both operating company leaders in IT and segment leaders. A macro level view of these data are presented at the executive and board levels. We monitor risks and associated strategy on a quarterly basis with the audit committee, presented by the Chief Information Officer. Externally, a third-party consultant performs an annual assessment of our cybersecurity process. We also use a service for external assessment with BitSight to identify issues at the operating company level. This number is reported to the audit committee.</p>
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



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