2026 SustainabilITTy Update



Shown: KONI dampers

Safe Harbor Statement

Some of the information included in this report includes forward-looking statements within the meaning of the Securities Act of 1933, and the Securities Exchange Act of 1934, as amended. We intend such forward-looking statements to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements are not historical facts, but rather represent only a belief regarding future events based on current expectations, estimates, assumptions and projections about our business, future financial results and the industry in which we operate, and other legal, regulatory and economic developments. These forward-looking statements include, but are not limited to, future strategic plans and other statements that describe the company's business strategy, outlook, objectives, plans, intentions or goals, and any discussion of future events and future operating or financial performance.

We use words such as "anticipate," "believe," "continue," "could," "estimate," "expect," "future," "guidance," "intend," "may," "plan," "potential," "project," "should," "target," "will," "would," and other similar expressions to identify such forward-looking statements. Forward-looking statements are uncertain and, by their nature, many are inherently unpredictable and outside of ITT's control, and involve known and unknown risks, uncertainties and other important factors that could cause actual results to differ materially from those expressed or implied in, or reasonably inferred from, such forward-looking statements.

Where in any forward-looking statement we express an expectation or belief as to future results or events, such expectation or belief is based on current plans and expectations of our management, expressed in good faith and believed to have a reasonable basis. However, we cannot provide any assurance that the expectation or belief will occur or that anticipated results will be achieved or accomplished.

Among the factors that could cause our results to differ materially from those indicated by forward-looking statements are risks and uncertainties inherent in our business including, without limitation:

- our ability to integrate the operations of SPX FLOW, Inc. in a successful manner and within the expected time period;
- the possibility that any of the anticipated benefits and projected synergies of the acquisition of SPX FLOW, Inc. will not be realized or will not be realized on the anticipated terms within the expected time period;
- uncertain global economic and capital markets conditions, which have been influenced by heightened geopolitical tensions, including conflicts in the Middle East involving Iran, inflation, changes in monetary policies, the threat of a possible regional or global economic recession, trade disputes between the U.S. and its trading partners, political and social unrest, and the availability and fluctuations in prices of energy and commodities, including steel, oil, copper and tin;
- the imposition of new or increased tariffs by the U.S. government, particularly those targeting imports from specific countries, and the potential for retaliatory trade measures by affected countries, which could disrupt global supply chains, increase costs and reduce customer demand;
- fluctuations in interest rates and the impact of such fluctuations on customer behavior and on our cost of debt;
- fluctuations in foreign currency exchange rates and the impact of such fluctuations on our revenues, customer demand for our products and on our hedging arrangements;
- volatility in raw material prices and our suppliers' ability to meet quality and delivery requirements;
- impacts and risk of liabilities from recent mergers, acquisitions, or venture investments, and past divestitures and spin-offs;
- our inability to hire or retain key personnel;
- failure to compete successfully and innovate in our markets;
- failure to manage the distribution of products and services effectively;
- failure to protect our intellectual property rights or violations of the intellectual property rights of others;
- the extent to which there are quality problems with respect to manufacturing processes or finished goods;
- the risk of cybersecurity breaches or failure of any information systems used by the company, including any flaws in the implementation of any enterprise resource planning systems;
- loss of or decrease in sales from our most significant customers;
- risks due to our operations and sales outside the U.S. and in emerging markets, including the imposition of tariffs and trade sanctions;
- fluctuations in demand or customers' levels of capital investment, maintenance expenditures, production, and market cyclicality;
- the risk of material business interruptions, particularly at our manufacturing facilities;
- risks related to government contracting, including changes in levels of government spending and regulatory and contractual requirements applicable to sales to the U.S. government;
- fluctuations in our effective tax rate, including as a result of changing tax laws and other possible tax reform legislation in the U.S. and other jurisdictions;
- changes in environmental laws or regulations, discovery of previously unknown or more extensive contamination, or the failure of a potentially responsible party to perform;
- failure to comply with the U.S. Foreign Corrupt Practices Act (or other applicable anticorruption legislation), export controls and trade sanctions; and
- risk of product liability claims and litigation.

More information on factors that could cause actual results or events to differ materially from those anticipated is included in our reports filed with the SEC, including our Annual Report on Form 10-K for the year ended December 31, 2025 (particularly under the caption "Risk Factors"), our Quarterly Reports on Form 10-Q and in other documents we file from time to time with the SEC.

The forward-looking statements included in this report speak only as of the date hereof. We undertake no obligation (and expressly disclaim any obligation) to update any forward-looking statements, whether written or oral or as a result of new information, future events or otherwise. The data in this report is unaudited, unless otherwise noted.

About this update

This report provides updates on our sustainability efforts and contains information, results and accomplishments for the one and four-year periods ended December 31, 2025.

In this report, we address sustainability issues that impact our business performance and that we believe are important based on extensive engagement with key stakeholders over the course of the year. The data presented in this report have been collected, reviewed and internally verified and represent what we believe to be the most complete and accurate picture available to ITT as of the date of publication.

Our Environmental, Social and Governance (ESG) structure, policies, processes and areas of focus are informed by standards set by the Sustainability Accounting Standards Board (SASB), the Task Force on Climate-related Financial Disclosures (TCFD), and proactive engagement with investors, customers and other stakeholders. We have a long history of engaging with stakeholders to better understand their views, including how ESG performance ties to company strategy, emerging reporting standards and expectations on sustainability disclosures. We use these opportunities to discuss our current sustainability progress, recent developments and their impact on the company's financial results.

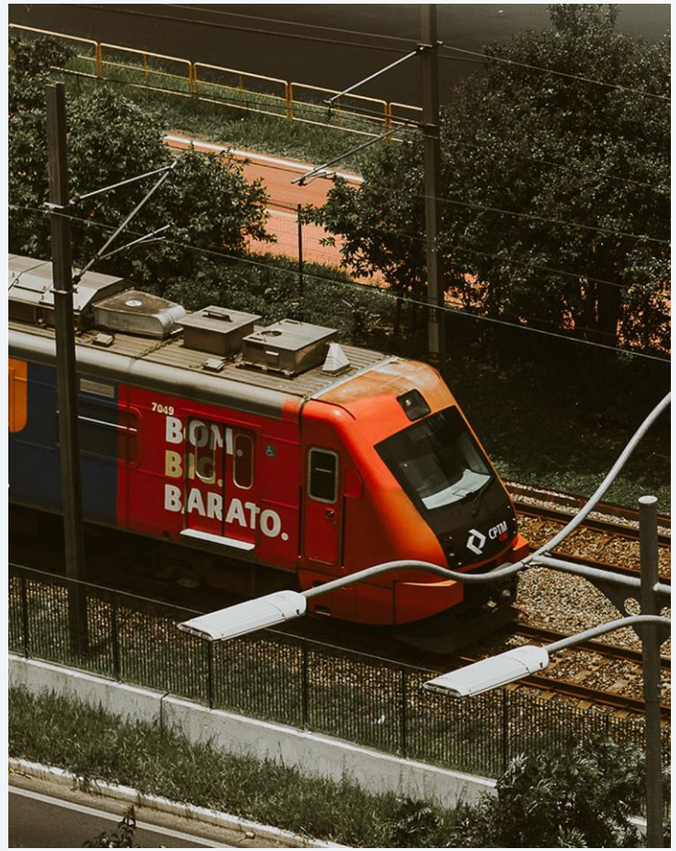
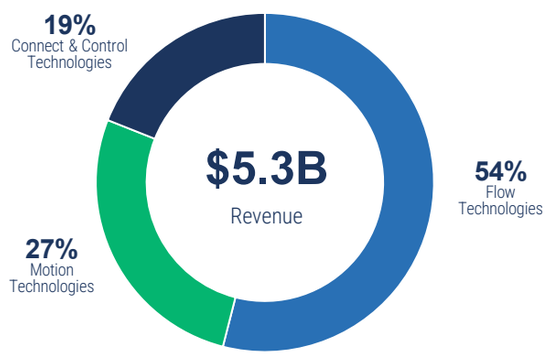


Table of Contents

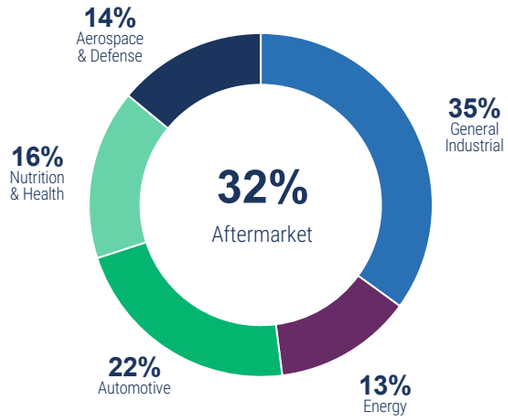
Safe Harbor Statement	02
About ITT	04
Sustainability at a Glance	05
Environmental	06
Spotlight | Acquisition of SPX FLOW	08
Spotlight | KONI	09
Employee Safety	10
Inclusive Meritocracy	12
Talent Development	13
Employee Engagement	15
Governance	17
Supplemental Data	19

About ITT

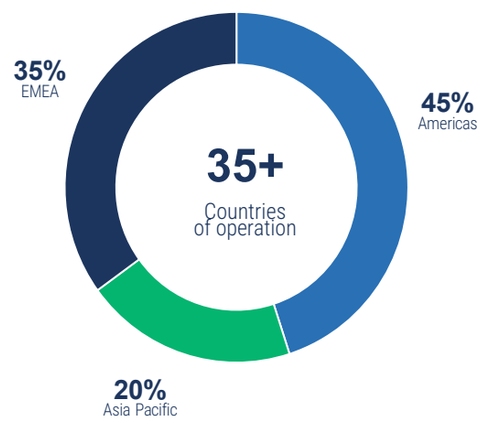
Businesses



End Markets



Geography



Diversified Leading Manufacturer of Highly Engineered Critical Components and Customized Technology Solutions for Harsh Environment Applications

The company operates through three value centers: Flow Technologies, Motion Technologies and Connect & Control Technologies. Building on its heritage of innovation, ITT partners with its customers to deliver enduring solutions to the key industries that underpin our modern way of life. ITT is headquartered in Stamford, Connecticut, with employees in more than 40 countries and sales in approximately 125 countries.

Note: All results unaudited. Businesses, end markets and geography charts represent pro forma revenue and composition of pro forma revenue for 2025 including the SPX FLOW acquisition.

Sustainability at a Glance

From CEO Luca Savi



Luca Savi
Chief Executive Officer and President

"In 2025, ITT made significant progress in building a more sustainable company for our shareholders, our customers and our employees. Safety is always our first priority, and our continuous improvement mindset is demonstrated by our best safety performance to date.

We delivered on our sustainability commitments by achieving our Scope 1 and 2 greenhouse gas (GHG) emissions target one year early, driven by greater efficiency across our operations and the increased use of renewable electricity. Whilst we are proud of the results we achieved in 2025, we are never satisfied, and we strive to continuously improve in everything we do.

On governance, we also strengthened our Board in 2026: Nazzic Keene succeeded Tim Powers as Non-Executive Chair in May, and Bertrand Loy and Kevin Wheeler joined the Board in August. "

KONI: 2025 Railsponsible Supplier Award Winner

Leadership in sustainable circularity solutions for the rail industry

KONI refurbishes railway dampers in-house to factory specifications, using original materials and equipment, rather than discarding them at end of life. Working with a European rail operator, the approach has delivered around four times longer product life and more than 60% lower emissions in recent case studies, addressing sustainability, performance and total cost of ownership simultaneously.

Named 2025 Railsponsible Supplier Award winner for cost saving innovation at the Railway Forum in Berlin, selected from a record number of submissions.

Acquisition of SPX FLOW

Completed March 2, 2026

SPX FLOW is a global leader in highly engineered process technologies with leading positions in mixing, blending, fluid handling, separation and thermal transfer. Combined with legacy Industrial Process to create the Flow Technologies value center, the acquisition added approximately 4,000 new ITTers and more than $1.3 billion in annual revenue.

SPX FLOW data is not included in this report, which covers 2025, unless otherwise noted.

Board Update



Nazzic S. Keene
Appointed Non-Executive Chair in May 2026
Director since 2023 and former CEO of SAIC.

Brings extensive public company experience and deep M&A and integration expertise



Bertrand Loy – August 2026
Former CEO and Executive Chair of Entegris, Inc.

Brings extensive global leadership experience and deep expertise in innovation and financial management



Kevin Wheeler – August 2026
Former CEO and Executive Chair of A. O. Smith Corporation

Track record of building high-performing teams and expanding global businesses

Focus on Safety

In 2025, ITT achieved its lowest injury frequency and severity rates to date. Total recordable injuries fell from 45 to 39. Flow Technologies led the improvement with a 48% year-over-year reduction in recordable injuries. This was driven by risk reduction efforts and task-specific safety programs. We continue to strengthen our safety culture across all operations.

Our Target: Zero incidents

IFR: Injury Frequency Rate
ISR: Injury Severity Rate

Significant improvement in safety metrics

IFR

-15%
2025 vs 2024

ISR

-40%
2025 vs 2024

Greenhouse Gas Emissions

Achieved our target, one year early.

2026 target: 10% reduction in Scope 1 and 2 GHG Emissions (measured in metric tons CO_2e)

Including the Svanehøj and kSARIA acquisitions, both of which closed in 2024, GHG emissions decreased -10% vs 2021 and -2% vs 2024

Total GHG Emissions

-13%
vs 2021

-6%
vs 2024

2024 reported safety metrics have been restated to reflect the acquisition of Svanehøj and kSARIA.

Wolverine Advanced Materials has been removed from 2021 data due to its divestiture in 2024.

Environmental

2026 target achieved, one year early

We published our 2026 Sustainability Targets in 2022, including a commitment to reduce our Scope 1 and Scope 2 greenhouse gas emissions by 10% against a 2021 baseline. We achieved that goal one year ahead of schedule. By the close of 2025, our Scope 1 and 2 emissions had declined 13% compared with 2021 on a comparable basis, reflecting only those businesses that were part of ITT throughout the period. Including Svanehøj and kSARIA, which were acquired in 2024, and incorporated into our emissions inventory in 2025 following their first full year as part of ITT, the reduction was 10%. We report both figures to ensure transparency and to illustrate the effect of portfolio changes on our progress against our sustainability targets.

When ITT established its 2026 Scope 1 and 2 GHG emissions reduction target, we also defined a Reduce-Avoid-Offset framework to guide our approach. Under Reduce, our businesses have continued to implement energy-efficiency initiatives across our operations, including compressed air optimization, LED lighting, process improvements and electrification projects. Under Avoid, we have expanded both on-site renewable electricity generation and renewable electricity procurement. For example, in Motion Technologies EMEA, we installed 10.9 MWp of solar PV capacity covering approximately 8% of the region's electricity needs, with additional projects underway. At the ITT level, renewable electricity represented approximately 40% of total purchased electricity in 2025. Together, these actions supported ITT in achieving the Scope 1 and 2 GHG emissions reduction target one year ahead of schedule, without relying on carbon offsets.

Achievement of our target coincides with a significant strategic milestone for our company. Our acquisition of SPX FLOW meaningfully changes the scale and composition of our business, and we believe our future climate goals should reflect the company we have become. Following the full integration of SPX FLOW, we expect to develop a new set of Scope 1 and 2 emissions targets aligned with our expanded footprint and long-term sustainability strategy. As with our previous commitments, these targets will be grounded in rigorous analysis, supported by actionable initiatives, and designed to drive measurable progress.



Environmental

Inventory boundary and methodology

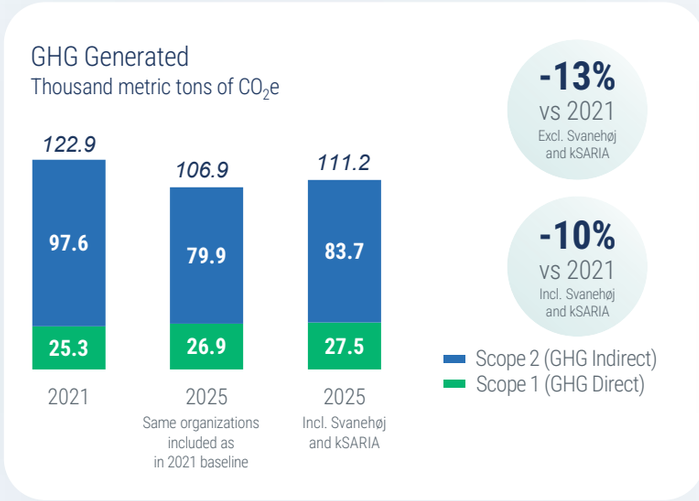
In 2025, we extended our GHG accounting methodology across ITT. Our inventory covers the calendar year ended December 31, 2025, and follows the operational control approach. It includes all legacy ITT entities and acquisitions that have completed their first full year with ITT, including Svanehøj and kSARIA. Businesses divested during the period have been excluded from all years presented. SPX FLOW, acquired in 2026, is not included. Scope 1 covers stationary and mobile combustion and fugitive emissions. Scope 2 covers all indirect emissions from imported energy consumption, which made up 75% of total Scope 1 and 2 emissions. Scope 2 is reported on both a location-based and a market-based basis. Our 2026 target is measured on a market-based basis.

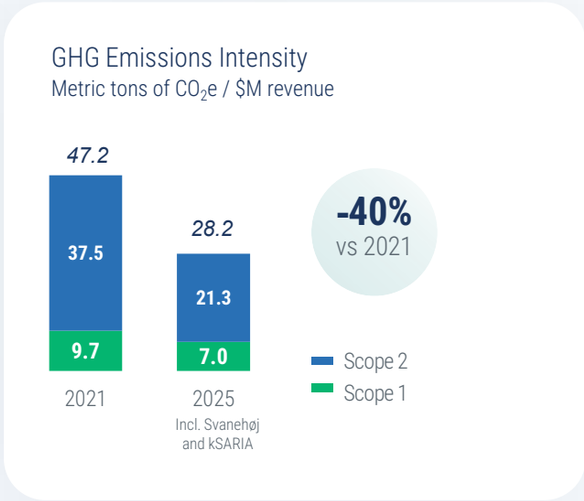
Sites provide primary activity data, and emission factors are applied centrally so that all Value Centers are treated consistently. Scope 1 factors are drawn from the UK Government GHG Conversion Factors for Company Reporting (DEFRA) and the U.S. EPA Emission Factors Hub. Scope 2 emissions were calculated using emission factors from the International Energy Agency (IEA) latest dataset and, where available and supported by appropriate documentation, supplier-specific emission intensities.

For energy purchased from a combined heat, cooling and power (CHCP) plant not owned by ITT, emission factors were calculated using plant-specific energy consumption and efficiency data, following an approach aligned with the GHG Protocol guidance titled "Allocation of GHG Emissions from a Combined Heat and Power (CHP) Plant." Where primary data was not available for a site, emissions were estimated using intensity factors derived from comparable ITT sites or from published benchmarks.

Scope 3 Update

We continue to refine our Scope 3 methodology and enhance the quality of the underlying data, building on the pilot program launched in our Friction brake pad business in Europe. During 2025, we completed the supplier sustainability survey we introduced as part of that initiative, providing deeper insight into the maturity of our supply chain and helping us identify priority areas for future engagement and improvement. This work strengthens the foundation for more comprehensive Scope 3 accounting and positions us to meet the expanded disclosure requirements we expect in the coming years under California SB 253 and the EU Corporate Sustainability Reporting Directive.





Wolverine Advanced Materials has been removed from 2021 data due to its divestiture in 2024.

Spotlight | Acquisition of SPX FLOW



On March 2, 2026, we completed our acquisition of SPX FLOW, welcoming almost 4,000 new ITTers and a business with more than $1.3 billion in annual revenue. SPX FLOW joins our newly renamed Flow Technologies Value Center, with leading positions in mixing, blending, fluid processing, separation and thermal transfer for the industrial, chemical, energy, nutrition and health and personal care markets.

The acquisition brings a partner with a mature approach to sustainability management. SPX FLOW has completed its own double materiality assessment, achieved emissions reduction targets, and built a Life Cycle Assessment (LCA) program working toward Environmental Product Declarations (EPD), alongside products designed around customer efficiency, such as systems that recover product otherwise lost during cleaning cycles.

Our task now is to consolidate the sustainability management systems of both companies and bring each to the next level. Work is already underway to merge both Double Materiality Assessments (DMA) into a single view of materiality for the larger company we are now. We are also aligning our GHG accounting practices so that the combined business measures and reports its emissions on a consistent basis, in line with the GHG Protocol.

Because the acquisition closed in 2026, SPX FLOW's sustainability data is not included in this report, which covers our 2025 data.

Spotlight | KONI

KONI: 2025 Railsponsible Supplier Award Winner

Instead of replacing railway dampers at end of life, KONI extends their service life through in-house refurbishment, using original KONI materials, equipment and expertise to return shock absorbers to factory specifications. Working in partnership with a European rail operator, this approach has achieved a product lifetime extension of approximately four times and a greenhouse gas emissions reduction of more than 60% in recent case studies, alongside significant cost and waste reduction.

For this, KONI was named the 2025 Railsponsible Supplier Award winner, with the award presented at the Railway Forum in Berlin, a leading European rail industry event. The jury selected KONI from a record number of applicants that year, citing its bold approach to product life extension.

~4x
longer product life

>60%
lower emissions, based on recent case studies

Replace

Traditional model

– Dampers discarded at end of life
– New components manufactured to replace them
– Full embedded emissions and material cost repeated each cycle
– Waste generated at every replacement

VS

Refurbish

KONI's model

+ Dampers refurbished to factory specifications
+ Original parts and equipment reused
+ ~4x longer product life
+ >60% lower emissions, based on recent case studies

Social | Employee Safety

Safety remains our most important value and is a cornerstone of our culture. Our commitment to preventing injuries is reflected in a proactive approach that emphasizes leadership engagement, employee involvement, hazard identification, and continuous improvement. Through focused risk reduction efforts and task-specific safety programs, we continue to strengthen our safety culture across all operations.

In 2025, we recorded our lowest injury frequency and severity rates to date. Total recordable injuries decreased 13% in 2025, contributing to a reduction in the company-wide Injury Frequency Rate (IFR) to 0.33. Most notably, the Injury Severity Rate (ISR) improved by approximately 40%, declining from 12.1 to 7.3, reflecting significant progress in reducing the impact and severity of workplace injuries. Flow Technologies was a significant contributor to this progress, improving its IFR by 50% and reducing its ISR by 39%, reflecting the positive impact of focused injury prevention efforts and operational risk reduction initiatives.

These improvements were driven by targeted actions resulting from Gemba-based reviews of critical injury risks and an increased focus on common manufacturing hazards, including forklift safety, machine guarding, housekeeping, and personal protective equipment (PPE). Particular emphasis was placed on ensuring controls were effective for the specific tasks performed within each work area. As leading indicators, near misses and unsafe observations declined from prior years, indicating the need to focus on identifying and addressing hazards.



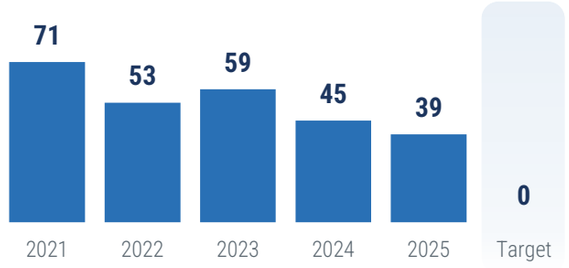
Social | Employee Safety

A key component of our 2025 safety strategy was the rollout of the Injury Prevention Scorecard and 5-Minute Safety Talks. These initiatives strengthened supervisor accountability and engagement by promoting regular discussions around task-specific hazards, safe work practices, and injury prevention opportunities within each department. By bringing safety conversations closer to the work being performed, supervisors and employees were better equipped to identify risks and take proactive action before incidents occurred.

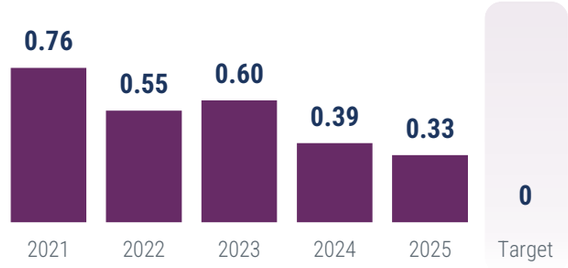
We continue to maintain a comprehensive safety management system that integrates regulatory compliance requirements, corrective action tracking, incident reporting, and root cause analysis. Employees are encouraged to report injuries, near misses, hazards, and unsafe conditions so corrective actions can be implemented before incidents occur. Safety performance metrics, including recordable incidents, lost-time cases, first aid injuries, near misses, and hazard observations, are reviewed regularly by ITT leadership and reported to the Board of Directors, reinforcing accountability and driving continuous improvement throughout the organization.

Our progress in 2025 reflects the collective commitment of ITTers worldwide. While we are encouraged by the improvements achieved, our goal remains unchanged: ensuring every employee returns home safely each day and advancing toward zero incidents across all ITT facilities.

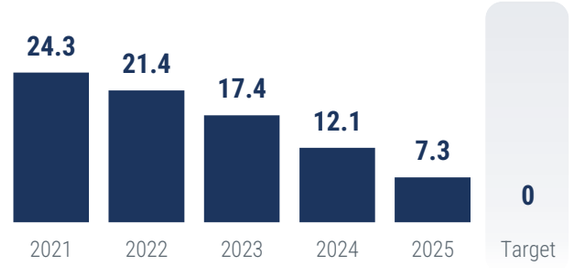
Number of Injuries



Injury Frequency Rate



Injury Severity Rate



2024 reported safety metrics have been restated to reflect the acquisition of Svanehøj and kSARIA.

Social | Inclusive Meritocracy

At ITT, inclusive meritocracy means giving everyone the opportunity to do their best work and realize their full potential. It is what drives our higher performance culture, serving as a catalyst for our innovation and success.

In practice, this rests on four commitments: helping our people grow professionally and personally, putting varied experiences and perspectives to work on innovation and customer solutions, creating a workplace where everyone feels supported and valued for their contributions and engaging with the communities where we live and work.

Our Employee Resource Groups (ERGs) are one of the ways we bring this culture to life. ERGs are voluntary, employee-led communities, open to all employees regardless of identity or background, that bring ITTers together around shared experiences and interests. They help strengthen connections, support professional development and reinforce an inclusive, higher performance culture.

The acquisition of SPX FLOW gave us the opportunity to combine the best of both organizations. Where our ERGs overlapped, we brought them together. Where SPX FLOW offered something new, we expanded it across ITT. The result is a unified portfolio of five ERGs: IWIN, our women's network; BOLD, empowering people of color; BELONG, focusing on LGBTQ+ employees and allies; BEGIN, for early-career employees and new hires; and our Veterans Resource Group. Throughout the year, our ERGs host workshops, panel discussions and recognition campaigns, from our International Women's Day career panel to career development workshops for early-career ITTers.

Our Guiding Principles

Outstanding performance is key to our success. As in a decathlon, winning is based on performance in 10 events. These 10 core practices help guide everything we do – how we think, how we act, and how we win.

Service Leadership
I put others first. I want to be better and help others do better. I am here to serve all stakeholders. It's who I am.

Work Ethic & Integrity
There is dignity in my job and in what I do. I am dedicated, and others count on me to get the job done and done right.

Granularity & Data-Based Decision Making
I go deep to understand our business and people. This is one way that I show that I care and that I am not superficial.

Passion For Renewal
I have the curiosity and drive to transform our business. My passion and energy inspire others to embrace change and renew for the better.

Speed & Simplicity
I always keep it simple. I analyze, discuss, and then act. I do not need to wait for the full picture; 80/20 will do. I will make mistakes, but I will learn from them.

Proud & Never Satisfied
I am on a journey of continuous improvement. Progress energizes me. I celebrate successes and focus even more on the opportunities ahead.

Honesty & Transparency
I tell the truth, am candid, and face reality. I acknowledge when things go wrong, share information openly and proactively, and find solutions.

Meritocracy
I support meritocracy openly. I reward behaviors and results based on consistently applied and transparent criteria. I am fair and inclusive.

Authenticity & Humility
I am genuine, sincere, and always learning. I advocate for my ideas, while listening to others, trying new things, and supporting the best solutions.

Accountability
I own it. Period. All the time, every day, and in all that I do, I live unprecedented ownership.

Social | Talent Development



Shown: ITT's 2026 Executive Leadership Development Program

Over the past year, we continued to invest in our greatest resource: our people. We believe in a culture of lifelong learning, where ITTers at every level can benefit from training, coaching or mentorship, and where leaders are given opportunities and resources to grow.

Executive Leadership Development Program. In 2025, we partnered with Vanderbilt University to launch our first Executive Leadership Development Program. Our first cohort of 20 senior leaders has now completed the program. Tailored to ITT's strategy and culture, it combined faculty-led sessions on strategy, culture and execution with case studies and business simulations in small groups. Leaders immersed themselves in faculty-led sessions, sharpening strategic thinking, culture, and execution skills, ending with a discussion with our CEO, Luca Savi, which grounded the program in ITT's vision for the future.

The response from participants was strong. Every participant was satisfied or extremely satisfied with the program, most expected to apply what they learned right away, and recommendation scores were concentrated at the very top of the scale.

"The only thing I'd recommend is to have more ITTers joining this great program."

"All of the concepts were extremely relevant & applicable."

Participants, Executive Leadership Development Program, Cohort 1

Social | Talent Development



Frontline Supervisor Training. Following its launch in Ostrava, Czech Republic, and Valencia, California, in 2025, we expanded our Frontline Supervisor Training to additional sites in Brazil, the Netherlands and other European locations, with rollout in China underway. 150 frontline leaders have now completed the program and our goal is to reach all of our approximately 400 frontline supervisors, strengthening team leadership and accountability on the shop floor.

NextGen Engineering Program. Our 12-month rotational program for high-performing former interns and co-ops accelerates the development of future engineering leaders through hands-on experience, mentorship and structured learning. In its second year it is already delivering results. All participants who have completed the program have moved into permanent project and product design engineering roles.

Coaching and mentorship. In 2026, we introduced digital coaching through our partnership with EZRA, selecting 62 employees from across the enterprise for six months of one-on-one professional coaching, with each participant focusing on three development goals. Alongside coaching, our global mentorship program matched 174 mentees with ITT mentors in its latest cycle.

Continuous learning. To make learning accessible to every ITTer, we launched OpenSesame, an on-demand, democratized learning platform, in May 2026. Since launch, 622 employees have logged approximately 1,215 hours of training, with a 90% course completion rate. The most popular topics include project management, Lean Six Sigma, communication, change management and leadership development.

Together, these programs reflect our commitment to developing talent from within, sustaining a culture of high performance and inclusive meritocracy. We maximize talent by equipping every leader to act as a performance coach, helping our teams achieve their full potential and create lasting business impact.

Social | Employee Engagement

At ITT, we recognize our people for the value they create and give support both professionally and personally. We strive to be an employer of choice by providing a rewarding, engaging work environment that challenges our employees, recognizes their contributions and builds community.

We host our ITT Awards event annually at our global headquarters in Stamford, Connecticut. This recognition event celebrates exceptional value creation across the categories of Safety, Operational Excellence, Customer Centricity and Innovation. Every year more than 30 finalists from around the world travel to the event to present their projects to ITT's leadership team, showcasing the impact our teams deliver every day for our people, our customers and our shareholders. In 2026, our C'Treat business won the safety award for changing the site's culture around safety, making it the highest priority and empowering employees to make improvements on their own, and even stop work at a customer site when necessary. Some safety innovations at the site included ergonomic workstations and custom machine guards. In the Innovation category, Svanehøj won for the second year in a row for the NCM Engine Room Pump series that simplifies onboard liquid handling and improves operational efficiency. It has a more compact design, fewer components, easier installation and maintenance, and the highest efficiency rate in the market, helping meet growing demands for marine energy efficiency.

In January 2026, ITT brought together selected commercial leaders from 23 countries for S-WIN, a global sales conference focused on building the skills and connections needed to drive sustainable growth. The event connected ITT's strategy and market priorities with the practical work of selling. Participants heard directly from business leaders and customers, shared successful approaches across the value centers, and worked on active sales opportunities. The development sessions focused on customer intimacy, creating and quantifying value, negotiation, and competitive strategy. The conference recognized strong performance and the behaviors behind it. Bringing the commercial community together helped spread proven practices across businesses and regions, build stronger working relationships, and establish a more consistent approach to winning with customers.



Shown: Nominees at our Stamford, CT headquarters as part of the 2025 ITT Awards event.

Social | Employee Engagement



Each June, as part of International Women in Engineering Day, ITT's She Solves It campaign recognizes women whose ideas, expertise and leadership are driving innovation. In 2026, 16 ITTers from nine countries were nominated, and the campaign brought together colleagues from ITT and SPX FLOW for the first time. At the Innovation Expo, four nominees presented real projects that are solving customer challenges, driving change, delivering results and helping our businesses win. This included a cogeneration plant at our Axtone site in Kańczuga, Poland, that generates both electricity and heat, and an automated forecasting tool that helps a key aerospace customer ramp up production.

We support employee mental health through a combination of company-wide resources and locally tailored benefits. Offerings vary by country based on local healthcare systems, regulations, market practices, and employee needs. In the United States, where approximately one-quarter of our employees are based, eligible employees have access to coaching, therapy and substance abuse care through one provider. Employees in other countries receive mental health support through access to professionals who provide guidance to address individual and family wellbeing, burnout and stress, financial and legal worries, substance abuse and other challenges.

At ITT, our commitment to people extends to the communities where we live and work. In 2025, our philanthropic efforts supported education, veterans and military families, employees facing hardship, and organizations addressing health and essential community needs.

Through the ITT Strategic Philanthropy Fund, we continued our support for engineering education through the National Action Council for Minorities in Engineering (NACME). We also supported national and local organizations serving veterans, alongside charitable partners focused on cancer research and patient support, food security, housing and youth development.

Together, these efforts reflect our commitment to expanding opportunity, supporting people through challenging times and strengthening our communities.

Governance

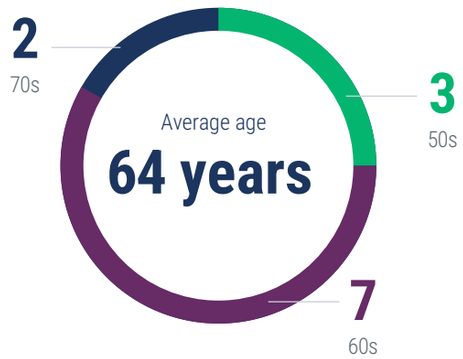
New Board Chair

Nazzic S. Keene became Non-Executive Board Chair following the May 2026 Annual Meeting of Shareholders. Ms. Keene has served as an ITT director since October 2023, including on the Nominating and Governance and Audit Committees. She brings extensive public company leadership experience as the former CEO of Science Applications International Corporation (SAIC), along with deep expertise in information technology, mergers and acquisitions, and integration. She currently serves on the boards of ADP and Caterpillar Inc. More information can be found in our 2026 Proxy Statement.

Balanced Tenure



Age



As of September 30, 2026.

Governance

Introducing our New Directors

Board refreshment at ITT is an ongoing process. Informed by its annual self-assessment, the Board regularly reviews its composition, identifying the skills needed to oversee ITT's strategy and to plan for upcoming vacancies. When recruiting, the Board looks for current or recent C-suite leaders with industrial, functional and global business experience relevant to our business model. In August 2026, this process led to the appointment of Bertrand Loy and Kevin Wheeler. From their executive leadership experience and varied professional backgrounds, all of our directors possess relevant experience, skills and qualifications that contribute to a well-functioning Board that effectively oversees the Company's strategy and management. They have global industrial and financial expertise, leadership and public company board experience, and sound business acumen. More information can be found in our June 29, 2026 Announcement.



Bertrand Loy
Former CEO and Executive Chair of Entegris, Inc.

Joined August 2026

Mr. Loy is the former Chief Executive Officer and Executive Chairman of Entegris, Inc. (Nasdaq: ENTG), a global supplier of advanced materials and process solutions for the semiconductor and other high-technology industries. Earlier in his tenure at Entegris, he held senior leadership roles, including Chief Operating Officer and Executive Vice President of Global Supply Chain and Manufacturing.

Mr. Loy also serves as an independent director of Ashland Inc. (NYSE: ASH), where he is a member of the Audit Committee, the Governance & Nominating Committee and the Capital Allocation Advisory Committee. He brings extensive global leadership experience and deep expertise in innovation and financial management.



Kevin Wheeler
Former CEO and Executive Chair of A. O. Smith Corporation

Joined August 2026

Mr. Wheeler is the former Chief Executive Officer and Executive Chairman of A. O. Smith Corporation (NYSE: AOS), a global water technologies manufacturer. During his more than 30-year career with A. O. Smith, Mr. Wheeler has held leadership roles spanning sales, international business development, global operations and manufacturing.

Mr. Wheeler also serves as an independent director of Graco Inc. (NYSE: GGG), where he is a member of the Management Organization and Compensation Committee and the Governance Committee.



Supplemental Data

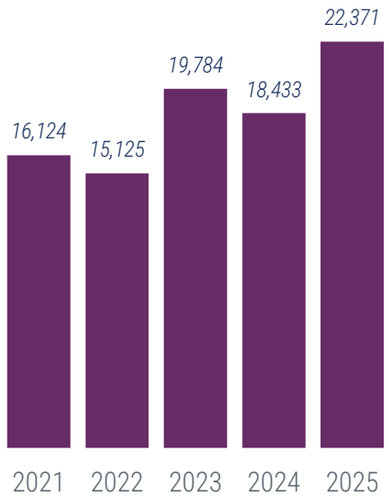
The first retrofits using Svanehøj CS Fuel Pumps for LNG are now in operation

In close collaboration with Kongsberg Maritime, Svanehøj has successfully replaced the fuel pumps on three passenger ships in the Havila Kystruten fleet in Norway. Widely regarded among the world's most environmentally friendly passenger ships, the vessels have resumed operation utilizing Svanehøj's submerged LNG pump design. A fourth shipset delivered in October 2026. The Havila Kystruten retrofit project serves as a key reference for Svanehøj's newly developed CS Fuel Pump. With its plug-in hybrid setup combining LNG engines and a large battery pack, the ship requires a stable and high-performance fuel gas system to ensure smooth, reliable transition between electric and gas-powered operation.

Supplemental Environmental Data

Waste to Landfill

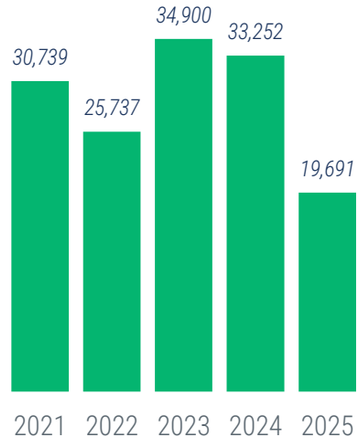
Metric tons of landfill waste



Recycled Material

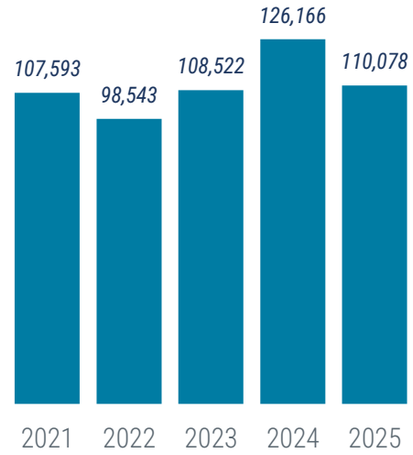
Metric tons of recycled material

47%
of all material disposed of



Water Consumed

Thousand gallons of water



Prior years have been restated to remove Wolverine Advanced Materials due to its divestiture in 2024. Our 2024 acquisitions of Svanehøj and kSARIA have been included starting in 2025.

SASB Index

We support the mission of the Sustainability Accounting Standards Board (SASB), which creates industry-specific sustainability accounting standards that help companies disclose financially material, decision-useful environmental, social and governance information to investors.

Given the composition of our businesses, we believe that reporting according to SASB's Industrial Machinery Standard and its Auto Parts Standard is most relevant for ITT. All metrics in those two standards that are applicable to our businesses and that we monitor are included. The company plans to include additional data as it becomes available.

TCFD Index

While our approach to environmental sustainability focuses on the operation of our business, we recognize that its impact is much broader. We are continuing our journey of identifying and addressing climate-related risks and opportunities in all facets of our operations. Our progress against the Task Force on Climate-related Financial Disclosures (TCFD) recommendations shares an overview of existing practices, what we have learned so far and our plans for the future.

The information shown in these indices is based on 2025 fiscal year-end information, except where otherwise noted.
The specific page references in the appendix link to pages in this report, our 2026 Proxy and the 2025 Sustainability Report.



Shown: EnviZion valves deployed in a biopharma application

SASB Index

Topic	Metric	Category	Unit of Measure	Code	ITT Response
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ)	RT-IG-130a.1 TR-AP-130a.1	1,072,649 GJ (297,958 MWh) p. 28
Waste Management	(1) Total amount of waste from manufacturing	Quantitative	Metric tons (t)	TR-AP-150a.1	42,062 t p. 20
	(2) percentage hazardous	Quantitative	Percentage (%)	TR-AP-150a.1	12% (not shown herein)
	(3) percentage recycled	Quantitative	Percentage (%)	TR-AP-150a.1	47% p. 20
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	Quantitative	Rate	RT-IG-320a.1	0.33 p. 11
	(2) fatality rate	Quantitative	Rate	RT-IG-320a.1	0 (not shown herein)
	(3) near miss frequency rate (NMFR)	Quantitative	Rate	RT-IG-320a.1	4.0 (not shown herein)

SASB Index (continued)

Topic	Metric	Category	Unit of Measure	Code	ITT Response
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	RT-IG-440a.1 TR-AP-440a.1	Critical Materials p. 16 of the 2025 Annual Report
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Quantitative	Presentation currency	RT-IG-440b.1	CCT commercial aftermarket repair & overhaul and IP PRO services made up approximately $156 million of 2025 sales.
Product Safety	Number of recalls issued, total units recalled	Quantitative	Number	TR-AP-250a.1	Recalled units in CCT in 2025 affected <0.005% of total units shipped.
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	Quantitative	Presentation currency	TR-AP-410a.1	~$525M Approximately 13% of 2025 revenue came from electric and emissions-reducing products.
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Presentation currency	TR-AP-520a.1	$0 in 2025
Activity Metric	Number of employees	Quantitative	Number	RT-IG-000.B	Approx. 11,400 as of December 31, 2025 p. 30

TCFD Index

Topic	Metric	ITT Response
Governance	a. Describe the Board's oversight of climate-related risks and opportunities.	The Board of Directors (Board) and its committees receive regular reports from management regarding matters related to environmental, social, and governance (ESG) topics, including Environmental, Safety, Health, and Security (ESH&S). The Board provides oversight of sustainability and other ESG initiatives, primarily through its committees. The committees with oversight of climate-related risks and opportunities include: • The Nominating and Governance Committee, which has overall oversight responsibility for sustainability, our other ESG initiatives, potential sustainability risks, and related engagement with key stakeholders. • The Audit Committee, in partnership with management and our independent auditors, reviews and discusses ESG audit and financial controls, reporting, quantitative disclosures, and the financial and audit implications of ESG data and processing, including environmental liabilities and assets. We design our governance policies and processes to provide appropriate Board-level oversight of significant ESG issues relevant to ITT. The Board and its committees receive regular reports on ESG-related topics, including an annual review of our environmental liabilities provided to our Audit Committee.
	b. Describe management's role in assessing and managing climate-related risks and opportunities.	ITT management works closely with the Board to identify relevant ESG risks and opportunities to enhance our bottom line and deliver long-term financial value to our shareholders. The ESH&S Council is an executive-level team led by our Chief Legal Officer, and includes, among others, our Director of Environmental Affairs and each of our three Value Center ESH&S leaders. The ESH&S Council meets monthly to establish and oversee corporate-wide ESH&S processes and strategies and provides regular reports to the Board and our committees, including an annual review of our environmental liabilities presented to the Audit Committee. Led by our Chief Financial Officer (CFO), our Environmental Task Force is comprised of leaders from our ESH&S Council, as well as finance, research and development, and supply chain management. The Environmental Task Force meets monthly to discuss green capex initiatives, establish corporate-wide environmental and sustainability goals, and identify sustainability-related opportunities across our Value Centers. The CFO also leads ITT's Enterprise Risk Management (ERM) program, which provides enterprise-wide insight into individual and overall risks that ITT faces — including, as applicable, climate-related risks. In addition, the ERM program considers natural catastrophe exposure data provided by our insurance broker, including earthquake, flood and windstorm zone classifications. The ERM program generates a dynamic risk register, which ITT utilizes to actively manage risks as part of standard operating procedure.

TCFD Index

Topic	Metric	ITT Response
Strategy	a. Describe the climate-related risks and opportunities ITT has identified over the short, medium, and long term.	ITT may experience climate-related opportunities to reduce emissions through increasing renewable energy, investing in low-carbon and energy efficient products, and reducing long-term energy expense, while also increasing resiliency, strengthening circular economy practices, making production and distribution processes more efficient, accessing new markets, and building resilient supply chains. ITT may face climate risks related to supply chain and operational site disruptions due to exacerbated natural disasters, heat, wildfires, flooding, and related worker safety concerns; increased costs from reporting and regulations requirements, grid instability, and heightened demand for green raw materials; and increased stakeholder scrutiny. The risks and opportunities that we have identified collectively impact the business in the short-, medium-, and long-term. Our mitigation efforts are aligned with these timelines.
	b. Describe the impact of climate-related risks and opportunities on ITT's businesses, strategy, and financial planning.	We have the opportunity to reduce our Scope 3 emissions through our offered products and services, as well as our supply chain. In 2024, we developed a standardized sustainability survey covering all raw materials and began to source low-carbon steel for our Friction brake pad business. To further reduce raw material consumption, we will continue to offer repair and overhaul services. As demand for low-carbon and sustainable products increases, we will also continue to develop new products that will grow our portfolio and capitalize on demand. One example of this is the Geo-Pad product from our Friction business. The Geo-Pad is a greener brake pad that uses an inorganic binder, which provides superior performance and reduces environmental impact compared to traditional brake pads. The Geo-Pad, for example, does not need to be treated in an oven during production, which reduces energy costs and consumption. ITT is also moving towards copper-free brake pads to reduce particulate matter pollutants and align with tighter regulatory standards. Additionally, VIDAR is ITT's new industrial motor that helps customers reduce energy usage by approximately 50% in rotating industrial equipment by introducing variable speed intelligence and lowering their operating costs. ITT is working to increase our supply chain resiliency by increasing dual- and multi-sourcing, as well as localization, to reduce work stoppages arising from adverse weather conditions. Furthermore, ITT is conducting site hazard screenings to better understand which climate impacts affect each operational site. These findings will inform site-specific mitigations. Enhanced energy efficiency measures and on-site energy generation, such as solar, are being rolled out where feasible at ITT-owned facilities to mitigate energy price volatility and grid instability while reducing our Scope 2 emissions. Strategic sourcing and fixed price contracts are being used to maintain stable pricing of raw materials. ITT understands that transparency is important to our stakeholders. In 2025, we extended our Corporate Carbon Footprint accounting and aligned with ISO 14064 to include all of ITT. We also continue to work towards our carbon emissions targets, which are noted in the "Metrics and Target" section below.
	c. Describe the resilience of ITT's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	While formal scenario analysis has not yet been conducted, we monitor relevant regulations and industry practices, providing qualitative insights on potential impacts where possible. A roadmap for future scenario analysis is under consideration to maintain compliance with evolving standards. As we do so, we will continue to transparently report strategic updates and our progress towards climate goals in our annual sustainability disclosures.

TCFD Index (continued)

Topic	Metric	ITT Response
Risk Management	a. Describe ITT's processes for identifying and assessing climate-related risks.	In 2024, ITT conducted a double materiality assessment (DMA), aligned with the Corporate Sustainability Reporting Directive and the draft European Sustainability Reporting Standards. The assessment leveraged input parameters including internal stakeholder engagement, peer benchmarking, and primary and secondary research to identify, understand, and prioritize current and potential future material impacts, risks, and opportunities (IROs). ITT prioritized IROs using a scoring methodology that aligned with our ERM program and which considered the likelihood and magnitude of each risk, encompassing financial, reputation, operational, strategic, and legal and regulatory aspects. Ultimately, we determined that six topics were material from an impact materiality perspective and five topics were material from a financial materiality perspective. Of these identified material topics, three were climate related. Additionally, in 2025, ITT conducted a Climate Risk Assessment to further understand climate-related risks to ITT's business. Using the DMA as a starting point, ITT identified the potential qualitative impact and time horizon (short-, medium-, or long-term) that each risk may manifest.
	b. Describe ITT's processes for managing climate-related risks.	ITT actively manages identified risks through our ERM program's dynamic risk register, as part of standard operating procedure. Risk leaders are assigned to each enterprise risk and are responsible for monitoring the execution of mitigation strategies. The CFO oversees the ERM program. ITT's Nominating and Governance Committee receives a formal update on risk management from internal audit once per year. ITT plans to leverage the findings from the DMA and Climate Risk Assessment to refine associated risks in our ERM program, and we will reflect this work in future reporting.
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into ITT's overall risk management.	The 2024 DMA and 2025 Climate Risk Assessment, which were key processes for identifying, assessing, and managing climate-related risks, were both informed by ITT's ERM program, which provides enterprise-wide insight into our individual and overall risks. Particularly, as noted above, the DMA used a scoring methodology that aligned with our ERM program and which considered the likelihood and magnitude of each risk, encompassing financial, reputation, operational, strategic, and legal and regulatory aspects. As ITT continues to advance our understanding of climate risks, as well as associated potential and actual operations disruptions and financial effects, we plan to incorporate these findings as an input into our overall ERM program.

TCFD Index (continued)

Topic	Metric	ITT Response
Metrics and Targets	a. Disclose the metrics used by ITT to assess climate-related risks and opportunities in line with its strategy and risk management process.	ITT tracks the following metrics relevant to climate-related risks and opportunities: • Scope 1 GHG emissions; • Scope 2 location- and market-based GHG emissions; • GHG emissions intensity (Scope 1 and 2 combined emissions per unit of revenue); • Energy consumption, including fuel, heat or steam, and purchased or acquired electricity; • Total waste (non-hazardous and hazardous) and by disposal type (landfill, recycled and other); • Water consumption.
	b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Scope 1 and 2 market-based and location-based GHG emissions are disclosed in the ESG data table. In 2025, we extended our GHG accounting methodology across ITT. Originally developed in 2021 in line with the GHG Protocol, the methodology was first applied to ITT Italia srl and was independently verified in accordance with ISO 14064. We used this experience to validate our approach and extend the methodology across Motion Technologies. No third-party verification was conducted for subsequent reporting years. ITT continues to invest in infrastructure and supplier engagement programs to accurately measure Scope 3 emissions, with a particular focus on enhancing the consistency and comparability of our GHG reporting across our Value Centers. We are currently piloting these programs within MT and will continue to monitor their efficacy with regards to our ability to measure our climate impact and address related climate risks.
	c. Describe the targets used by ITT to manage climate-related risks and opportunities and performance against targets.	The company has the following active, climate-related goals: 1. Increase sourcing of renewable energy for electric power used at its facilities by 2026, measured by the increased number and percentage of facilities using solar power. 2. Reduce Scope 1 and 2 absolute GHG emissions by 10% versus 2021 by 2026. Following the 2026 target date, ITT may consider updating and extending its climate goals.

ESG Data Table

Description	2021	2022	2023	2024	2025	YoY change
Scope 2 GHG Emissions market based (metric tons CO_2e)	97,600	83,307	93,953	94,364	83,699	↓
Scope 1 GHG Emissions market based (metric tons CO_2e)	25,340	23,125	21,574	19,052	27,480	↑
Total Scope 1 & 2 GHG emissions market based (metric tons CO_2e)	122,941	106,432	115,527	113,416	111,179	↓
Scope 2 GHG Emissions location based (metric tons CO_2e)	-	-	-	-	123,853	
Total Scope 1 & 2 GHG emissions location based (metric tons CO_2e)	-	-	-	-	151,333	
GHG intensity, metric tons CO_2e per $M revenue	47.2	37.8	37.0	34.2	28.2	↓
Energy Used (Gigawatt-hours) Indirect (Scope 2)	264.8	268.9	270.3	242.3	211.6	↓
Energy Used (Gigawatt-hours) Direct (Scope 1)	110.3	104.4	93.4	80.1	86.4	↑
Waste to Landfill (Metric tons of landfill waste)	16,124	15,125	19,784	18,433	22,371	↑
Recycled Material (Metric tons of recycled material)	30,739	25,737	34,900	33,252	19,691	↓
Water Consumed (thousand gallons of water)	107,593	98,543	108,521	126,166	110,078	↓
Number of Injuries	71	53	59	45	39	↓
Injury Frequency Rate	0.76	0.55	0.60	0.39	0.33	↓
Injury Severity Rate	24.3	21.4	17.4	12.1	7.3	↓

Emissions Collection at ITT

At ITT, we are committed to monitoring and managing our environmental impact. A key aspect of this is collecting and analyzing emissions data from our facilities to improve operational efficiencies, meet regulatory standards and minimize our environmental impact. Environmental data is collected at each of our sites and is reviewed by local EHS leaders for accuracy before it is consolidated at the segment level. After the data is verified at the segment level, it is consolidated further to provide emissions data for total ITT. The data collected is processed in accordance with relevant data protection laws and is used solely for regulatory compliance, environmental management and the continuous improvement of our processes. We have not used an independent third party to verify our GHG emissions data.

2024 reported safety metrics have been restated to reflect the acquisitions of Svanehøj and kSARIA.
Environmental metrics have been adjusted to exclude data from Wolverine Advanced Materials from prior periods. Svanehøj and kSARIA data are included in 2025, their first full year as part of ITT.

Emissions Intensity

In this report, we are providing both an absolute and a normalized view using millions of revenue dollars as a proxy for production activity. Considering the disparate nature of our value centers (and the businesses they are involved in), we believe revenue is an appropriate proxy for the level of activity of our business. Directionally, our total emissions and emissions intensity data follow similar trends.

	2021			2022			2023			2024			2025			Performance	
Emissions Intensity (metric tons CO_2e per $ million revenue)	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	% change from 2021	% change from 2024
Flow Technologies	8.1	10.9	19.0	7.4	10.0	17.5	5.2	8.4	13.6	4.3	6.9	11.2	6.6	8.2	14.7	-22%	31%
Motion Technologies	13.2	65.0	78.2	11.0	53.9	64.9	10.2	58.6	68.8	9.1	57.2	66.3	10.7	39.2	50.0	-36%	-25%
Connect & Control Technologies	4.8	18.1	22.8	4.1	13.7	17.7	3.6	11.9	15.4	1.9	10.8	12.7	2.3	15.2	17.5	-23%	38%
ITT Total	**9.7**	**37.5**	**47.2**	**8.2**	**29.6**	**37.8**	**6.9**	**30.1**	**37.0**	**5.7**	**28.4**	**34.2**	**7.0**	**21.3**	**28.2**	**-40%**	**-17%**

Emissions Generation by Value Center

	2021			2022			2023			2024			2025			Performance	
Emissions Generation (thousand metric tons CO_2e)	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	% change from 2021	% change from 2024
Flow Technologies	6.8	9.2	16.0	7.2	9.7	17.0	5.8	9.5	15.3	5.2	8.4	13.5	9.8	12.2	22.0	38%	63%
Motion Technologies	15.9	78.4	94.3	13.3	64.8	78.1	13.2	76.1	89.4	12.4	77.7	90.1	15.3	56.0	71.4	-24%	-21%
Connect & Control Technologies	2.6	10.0	12.6	2.6	8.8	11.4	2.5	8.3	10.7	1.4	8.1	9.6	2.3	15.4	17.8	41%	85%
ITT Total	**25.3**	**97.6**	**122.9**	**23.1**	**83.3**	**106.4**	**21.6**	**94.0**	**115.5**	**19.1**	**94.4**	**113.4**	**27.5**	**83.7**	**111.2**	**-10%**	**-2%**

Note: The totals may not sum due to rounding and the exclusion of corporate emissions. The difference from data shown in prior years is due to the removal of Wolverine Advanced Materials from all periods following our divestiture in 2024. Our 2024 acquisitions of Svanehøj and kSARIA are included from 2025, their first full year as part of ITT.

ITT Global Demographics

Global Workforce Composition (as of December 2025)

	Total Global	Number of Women	Percentage of Women	U.S. Total	Number of Minorities (U.S.)	Percentage of Minorities (U.S.)
Board of Directors*	12	5	41.7%	10	1	10.0%
Executive Officers*	7	2	28.6%	6	1	16.7%
Executives	115	23	20.0%	75	16	21.3%
Managers	1,098	202	18.4%	352	81	23.0%
All Other Employees	10,023	3,206	32.0%	2,826	1,342	47.5%
All Employees	11,243	3,433	30.5%	3,259	1,440	44.2%

Workforce by Career Stage (as of December 2025)

	Number Under 30	Percentage Under 30	Number 30-49	Percentage 30-49	Number 50 and Over	Percentage 50 and Over
Board of Directors*	0	0.0%	0	0.0%	12	100.0%
Executive Officers*	0	0.0%	1	14.3%	6	85.7%
Executives	0	0.0%	44	38.3%	71	61.7%
Managers	18	1.6%	649	59.1%	431	39.3%
All Other Employees	1,499	15.0%	5,214	52.0%	3,310	33.0%
All Employees	1,517	13.5%	5,908	52.5%	3,818	34.0%

*ITT CEO is included in both the Board of Directors and Executive Officer categories. Director data is as of September 2026.

Note: Does not include Habonim Israel or Netherlands (approx. 200 people) or the 2026 acquisition of SPX FLOW.

Safety, Quality and Environmental Management Standards

ITT's commitment to operational excellence demands we maintain strict quality management programs to meet both our customers' requirements and regulatory requirements. Around the world, our manufacturing facilities comply with a wide range of externally audited standards, demonstrated in the table below.

	ISO 9001	ISO 14001	ISO 45001	IATF 16949	AS 9100	ISO/TS 22163	ATEX 2014	NADCAP	ISO 50001	ISO 13485	Total
Flow Technologies	40	11	9	-	-	-	21	-	-	-	81
Motion Technologies	15	9	6	8	-	5	-	-	4	-	47
Connect & Control Technologies	16	9	1	1	8	1	4	5	2	1	48
ITT	71	29	16	9	8	6	25	5	6	1	176
% of eligible ITT sites	*89%*	*36%*	*20%*	*100%*	*89%*	*100%*	*71%*	*38%*	*8%*	*100%*	

ISO 9001: International standard for generic quality management system; **ISO 14001:** International standard for environmental management; **IATF 16949:** International standard for quality management system in the automotive industry; **ISO 45001:** International standard for occupational health and safety management; **AS9100:** International standard for quality management system in the aerospace industry; **ISO/TS 22163:** International standard for quality management system in the railway industry; **ATEX 2014:** International standard for protective precautions at sites with potentially explosive atmospheres; **NADCAP:** U.S. standard for suppliers with proper processes in place for aerospace and defense industry; **ISO 50001:** International Standard to improve energy use, through the development of an energy management system (EnMS); **ISO 13485:** International standard for quality management system in the medical devices industry.

Note: the table above includes the Svanehøj and kSARIA acquisitions and does not include SPX FLOW.


ITT