

Sustainability ITT

2020 Supplement



Sustainability ITT

In April 2019, ITT published a **Sustainability Report** that provided an in-depth description of ITT's commitment to sustainability as demonstrated by our approaches to corporate governance, ethics and risk management, our environmental management and stewardship programs, and our inclusive and engaged culture. ITT's July 2019 Sustainability Report Supplement further documented the continued progress of our sustainability journey, and provided our 2016, 2017 and 2018 data for greenhouse gas emissions, energy and water consumption, waste disposal and recycling, and workplace diversity.

This 2020 Sustainability Report provides an update on those same key metrics that were published in our July 2019 Supplement, and also includes 2019 data from our recently acquired businesses: Axtone, Wolverine Advanced Materials (WAM), Rheinhütte Pumpen Group (RPG) and Matrix Composites. The integration of our new businesses and their operating metrics will further inform and develop the next phase of ITT's sustainability journey.



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Water Consumption



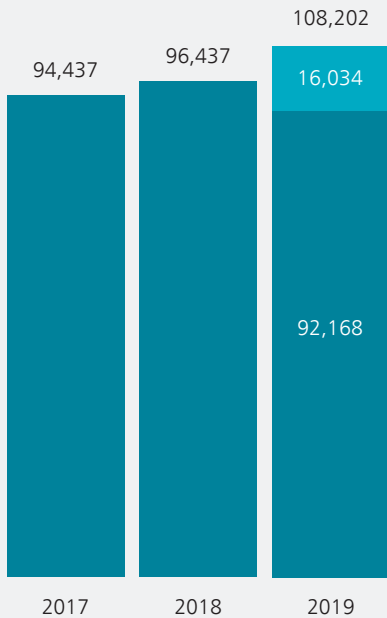
While ITT’s work does not generally require the use of large quantities of water, we continue to look for ways to reduce water consumption. We have realized significant reductions in water consumption by applying innovative water treatment technologies at our multiple pump test facilities, allowing for the extended reuse of water and reducing the frequency of draining and refilling pump test reservoirs.

Additionally, we have improved our consumptive efficiency by evaluating, repairing and upgrading water conveyance systems in our manufacturing facilities.

Water Consumed

Thousand gallons of water

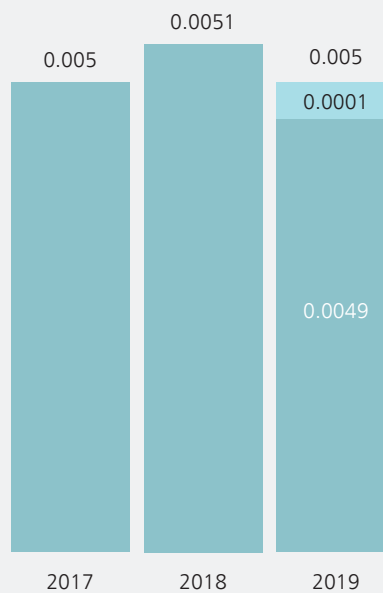
- Water
- Water with Axtone, WAM, RPG and Matrix



Indexed Water Consumed

Thousand gallons of water per hours worked

- Indexed Water
- Indexed Water with Axtone, WAM, RPG and Matrix



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Waste Disposal and Recycling

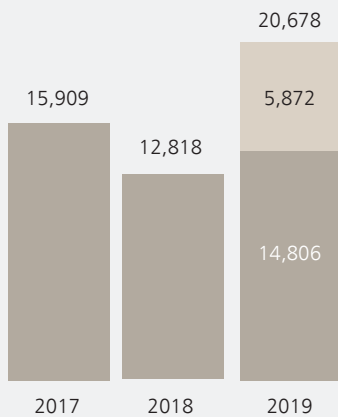
ITT continues to pursue opportunities in the growing recycling market, which also correlates to a decrease in our landfill disposal.



Waste to Landfill

Metric tons of landfilled waste

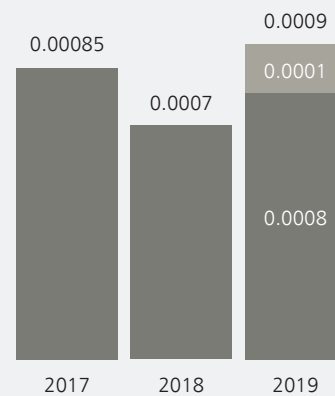
- Waste to landfill
- Waste to landfill with Axtone, WAM, RPG and Matrix



Indexed Waste to Landfill

Metric tons of waste to landfill per hours worked

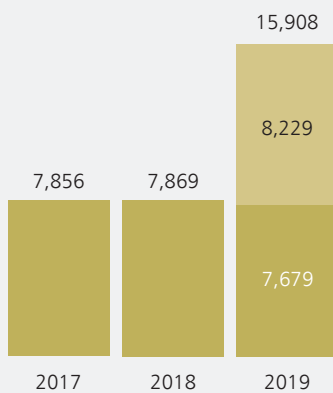
- Indexed Waste to Landfill
- Indexed Waste to landfill with Axtone, WAM, RPG and Matrix



Recycled Material

Metric tons of recycled material

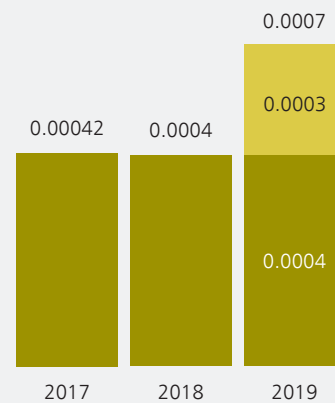
- Recycled Material
- Recycled Material with Axtone, WAM, RPG and Matrix



Indexed Recycled Material

Metric tons of recycled material per hours worked

- Indexed Recycled Material
- Indexed Recycled Material with Axtone, WAM, RPG and Matrix



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GHG Generation and Energy Consumption

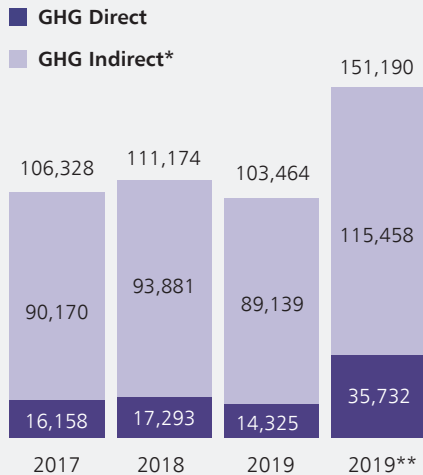


During the past three years, without including our recent acquisitions, our year-over-year direct and indirect greenhouse gas (GHG) emissions and energy consumption remained fairly steady and decreased in 2019.

We will continue to pursue ways to decrease energy use and emissions, including implementing energy-saving solutions such as more efficient lighting and HVAC components, and evaluating options for alternative sources of energy. We are also evaluating data from our new businesses to identify potential opportunities to improve energy efficiency.

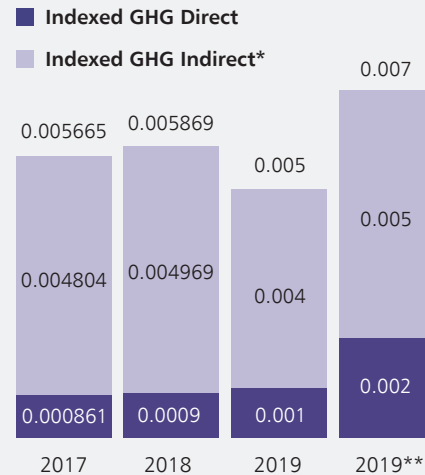
GHG Generated

Metric tons of GHG per year



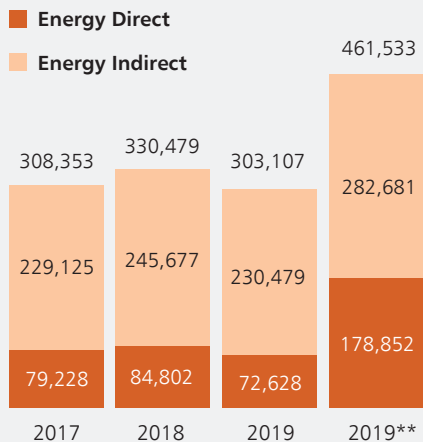
GHG Generated

Metric tons of GHG per hours worked



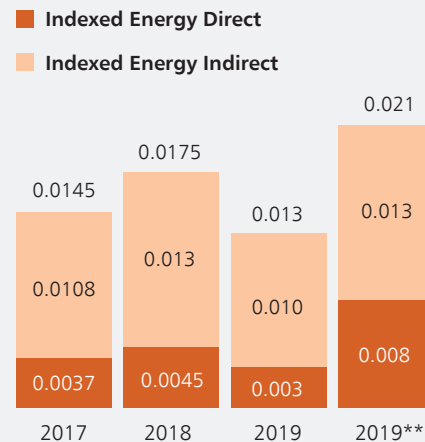
Energy Used

Megawatt-hours



Energy Used

Megawatt-hours per hours worked



* Primarily energy consumption

** with Axtone, WAM, RPG and Matrix

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Quality Standards

At ITT, we work to ensure our manufacturing facilities around the world are in compliance with the latest national and international quality standards for the many different industries we serve – including automotive, rail, aerospace, defense, medical and other sectors. As a multi-industry company, our sites pursue a wide range of externally audited standards that verify we have quality management systems in place to meet both customer and regulatory requirements and that demonstrate our commitment to continuous improvement of quality-related processes, procedures and policies.



Here is a summary of the industrial quality standards and certifications currently in place at our global sites:

	ISO 9001	AS 9100	IATF 16949	ISO/TS 22163	NADCAP	ATEX 2014	ISO 13485	TOTAL
Industrial Process	16	0	0	0	0	0	0	16
Motion Technologies	20	0	12	8	0	0	0	40
Connect & Control Technology	5	7	0	1	4	1	1	19
ITT	41	7	12	9	4	1	1	75

ISO 9001: International standard for generic quality management system

AS 9100: International standard for quality management system in the aerospace industry

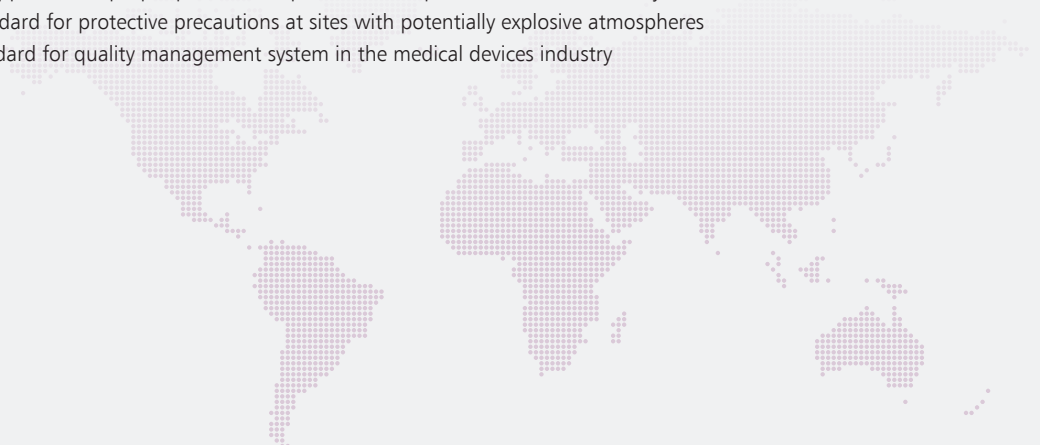
IATF 16949: International standard for quality management system in the automotive industry

ISO/TS 22163: International standard for quality management system in the railway industry

NADCAP: U.S. standard for suppliers with proper processes in place for aerospace and defense industry

ATEX 2014: International standard for protective precautions at sites with potentially explosive atmospheres

ISO 13485: International standard for quality management system in the medical devices industry



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Workplace Diversity

At ITT we aspire to be a company recognized for valuing and leveraging the differences that make each of us unique, and we are focused on demonstrating our commitment to Diversity, Equity & Inclusion through our actions. We want an environment where all ITTers are able to fully engage and achieve their potential, and freely share ideas to guide us toward more innovative thinking and better business decisions and solutions.

Diversity, Equity & Inclusion are critical business priorities for ITT, and our June 2020 metrics are provided below.



Global Diversity

(As of June 30, 2020)	Total Global	Number of Women	Percentage of Women	U.S. Total	Number of Minorities (U.S.)	Percentage of Minorities (U.S.)
Board of Directors	11	3	27.3%	10	2	20.0%
Executive Leadership	10	2	20.0%	7	1	14.3%
Executives	98	17	17.3%	62	7	11.3%
Managers	980	185	18.9%	401	50	12.5%
All Other Employees	8,835	2,734	30.9%	2,343	653	27.9%
All Employees	9,923	2,938	29.6%	2,813	711	25.3%

Global Employment by Age

(As of June 30, 2020)	Number Under 30	Percentage of Under 30	Number 30-49	Percentage of 30-49	Number 50 and Over	Percentage 50 and Over
Board of Directors	0	0.0%	0	0.0%	11	100.0%
Executive Leadership	0	0.0%	6	60.0%	4	40.0%
Executives	0	0.0%	44	49.9%	54	51.1%
Managers	17	1.7%	600	61.2%	363	37.0%
All Other Employees	1,444	16.3%	4,699	53.2%	2,692	30.5%
All Employees	1,461	14.7%	5,349	53.9%	3,113	31.4%

We are an engineering company.

Our expert engineers, innovators and problem solvers convert unique ideas into solutions that solve our customers' most critical challenges — and do it in a sustainable way. We are building a culture where ITTers work to solve the issues that matter most to our customers, to our people and to the future of our planet. ITT is committed to taking the next step in our sustainability journey by identifying opportunities to develop specific sustainability goals and targets for consumptive resource reductions. These goals and targets will be presented in our 2021 Sustainability Report.



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