



A MESSAGE FROM MARK SHEAHAN

Dear Stakeholders,

Thank you for your interest in Graco's third environmental, social and governance (ESG) report. This comprehensive snapshot reflects our ongoing commitment to transparency, accountability and continuous progress in product innovation, operational practices, workplace culture and community impact.

At Graco, we manage our business responsibly in part by conserving natural resources, minimizing our carbon footprint and championing circular economy principles. Our industry-leading material handling solutions are engineered for durability and sustainability, reflecting our commitment to supporting the health and well-being of our teams and vitality of the communities we serve. Integrity is a cornerstone of our operations, upheld by our strong commitment to ethics, compliance and governance.

Highlights from our 2023 ESG journey include:

- Being recognized as one of Fortune magazine's Best Workplaces in Manufacturing & Production.
- Sales of our electric powered products make up 24% of our revenue with offerings that span precision sealant and adhesive applications to electric paint sprayers and direct current (DC)-powered pumps and intelligent motors.
- Finalized agreements to purchase renewable energy for two of our Minnesota facilities, advancing our commitment to sustainable energy use.
- Achieving our lowest total recordable incident rate of 2.17 in nearly two decades, a testament to our rigorous safety protocols and commitment to employee well-being.
- Contributing more than \$1.7 million to community nonprofits through the Graco Foundation and augmenting our employees' charitable efforts with more than \$300,000 in contributions and matching donations through our Dollars for Doers and Graco Gives programs.
- Investing in the next generation of science, technology, engineering and math (STEM) professionals with \$449,000 in scholarships to support students pursuing four-year colleges and technical schools.

Looking forward, we are actively preparing for compliance with the rapidly evolving ESG reporting landscape, ensuring we remain aligned with best practices and regulatory standards.

For nearly a century, Graco has been guided by enduring values that continue to drive our growth, our commitment to excellence and our role as a responsible corporate citizen. Thank you for your ongoing support as we continue to implement our ESG program.

Mark Sheahan

President and Chief Executive Officer