

A MESSAGE FROM MARK SHEAHAN

Dear Stakeholders,

Thank you for your continued interest in Graco's environmental, social and governance (ESG) program. This year's update highlights our progress to advance responsible growth, strengthen global alignment and enhance how we serve our customers, employees and communities.

In 2024, we introduced a new operating model to unify our global teams around a shared, customer-focused structure. Through improved collaboration and accelerated innovation, we can deliver the high-quality, reliable products our customers value, while helping them reduce material waste, improve efficiency and support cleaner technologies.

As we evolve, we are also investing in long-term capabilities and partnerships. Our 2024 acquisition of

Corob S.p.A., a global leader in tinting, mixing and dispensing systems, reflects our strategy to grow responsibly. Like Graco, Corob designs durable, efficient products that help customers reduce waste, making it a strong strategic fit.

We also opened two major facilities in 2024 that support our focus on innovation and sustainability. Our new Worldwide Distribution Center in Dayton, Minnesota, was designed with automation, safety and quality in mind, and features a 1.4-megawatt rooftop solar array made up of more than 3,100 panels. Our Gema powder finishing business opened a new headquarters and production site in Gossau, Switzerland, built to modern environmental standards and powered by geothermal and solar systems.

OTHER HIGHLIGHTS FROM 2024 INCLUDE:

- Launching a Global Safety Awareness Program and introducing "Start with Safety," a continuous improvement program that empowers employees to take proactive steps to enhance workplace safety.
 - Appointing a Global Environmental, Health & Safety Leader and introducing a new global safety policy to align expectations across regions.
 - Completing our first double materiality assessments, aligned with the European Union (EU)'s Corporate Sustainability Reporting Directive (CSRD).
 - Being recognized as a 2024 Community Partner by Achieve Twin Cities for our support of youth and community engagement.
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I am incredibly proud of what Graco accomplished together in 2024. The progress we have made, along with the efforts already in motion, positions us well for the future. We look forward to building on this momentum and remain focused on creating long-term value, while doing what is right for all of our stakeholders. Thank you for your continued support.

Mark Sheahan

President and Chief Executive Officer