

 Watts Water Technologies, Inc.		Corporate Policy and Practice	
		SUBJECT: US Paid Parental Leave Policy	
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US Paid Parental Leave Policy

Expecting a new baby? Adopting a child? Congratulations! We know this is one of the most exciting times of your life. To support you and your family, Watts offers Paid Parental Leave (“PPL”) for you to bond with your child.

Watts will provide eligible employees with up to four (4) workweeks of PPL once per rolling twelve (12)-month period following the birth or adoption of a child. The purpose of PPL is to enable the employee to care for and bond with a newborn or a newly adopted child. It is not intended to cover leave for medical recovery or short-term disability benefits related to childbirth or other health conditions, which are covered by other Company policies.

This PPL Policy (the “Policy”) revision will be in effect for births or adoptions occurring on or after 1/1/2026.

Eligibility

To be eligible for PPL, an employee must satisfy the following requirements:

- Have been employed for at least 6 months as of the date of the child’s birth or adoption, and be a regular full-time, active employee working 30 or more hours per week. Part-time employees, employees working on a temporary basis, interns, and contractors are not eligible for PPL under this Policy.
- Have become a legal parent due to the birth of a child, including other means of the birth of a child (i.e., surrogacy); or have adopted a child (age 17 or younger). The adoption of an employee’s new spouse’s child or the placement of a foster child with an employee is excluded from this Policy. Employees are also not eligible for PPL under this Policy if they act as a surrogate or give birth to a child for another individual.

Employees may be eligible for additional leave and/or paid benefits in accordance with applicable federal and state law. If any leave and/or paid benefits are also covered by the Company’s policies or federal or state law, PPL will run concurrently with such leave and/or paid benefits, to the extent applicable.

Timing, Approval and Scheduling of Leave

Eligible employees will receive up to four (4) workweeks of PPL at their current rate of pay at the time of the leave. PPL must be taken within the first six (6) months following the birth or adoption of an employee’s child and must be taken as one continuous segment. PPL may not be taken on an intermittent or reduced schedule basis. Exceptions may be considered in unusual circumstances and/or as required by law. Specific arrangements must be approved in

advance with the employee's HR Business Partner and Manager. PPL may not be used or extended beyond this 6-month time frame.

Eligible employees will receive a maximum of four (4) workweeks of PPL in a rolling 12-month period, regardless of whether more than one birth or adoption occurs within that 12-month period. The fact that multiple births or adoptions occur (e.g., the birth of twins or adoption of siblings) does not increase the four (4) week total amount of PPL granted for that 12-month period.

Watts uses a third-party vendor, Matrix, as our leave of absence administrator, to support the leave of absence filing process. Matrix provides expertise in all federal and state leave rules and income protection programs that you may be eligible for (through Watts policies and under state-specific laws, if applicable).

An employee seeking PPL under this Policy must submit a request to the employee's HR Business Partner and Matrix no later than three (3) weeks before the proposed start date of the leave. Failure to do so may result in delays in the approval of the leave.

Employees must keep their HR Business Partner and Matrix updated on the anticipated dates of their leave and return to work. When possible, employees must contact both the HR Business Partner and Matrix two (2) weeks prior to the employee's scheduled return to work date to confirm their return to work.

This Policy does not provide employees with any leave entitlement, right to reinstatement or continued benefits, unless otherwise required by law. If an employee fails to return to work at the expiration of PPL under this Policy and has not been approved by the Company for an extension of leave, the employee may be terminated.

Compensation and Benefits

- PPL is paid at 100% of the employee's regular rate of pay. For non-exempt employees, the amount of pay for the 4-week period will be based on the number of hours the employee is regularly scheduled to work each week, not including overtime, up to a maximum of 40 hours of pay for each week. Exempt employees will be assumed to work 40 hours per week, unless their normal workweek is less than 40 hours, in which case the amount of pay will be based on that normal work week. PPL pay does not include any special forms of compensation, such as incentives, commissions, or bonuses.
- PPL pay will top-off any statutory paid benefits you may be eligible for under federal or state law or any other Company policy. Therefore, the combined weekly sum of PPL pay and any other paid benefits available under any Watts policy or federal or state law will not exceed 100% of your salary. Any additional leave, where taken for the purpose of bonding with your child, may be unpaid or paid at statutory rates depending on where you live.
- Watts will maintain all benefits for employees during the PPL period just as if they

were taking any other Company paid leave such as paid PTO or Flex PTO. Employees' regular benefit deductions will continue to be taken, and Watts will continue to make its usual contributions to the premium costs of such benefit plans.

- Employees will not accrue PTO and other benefits during PPL.
- Use of PPL will not result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Other Applicable State or Local Laws

Unless otherwise prohibited by applicable law, PPL under this Policy runs concurrently with any leave available for the purposes of bonding with a child after the child's birth or adoption under the FMLA, as well as applicable state and/or local leave laws. For further explanation regarding how PPL may coordinate with other leaves available in this regard, please contact Matrix and/or your HR Business Partner.

To the extent any provision of this Policy is inconsistent with applicable federal, state and/or local law, the Company will comply with all requirements and provisions of such federal, state and/or local law.

Notice

PPL is considered a voluntary benefit offered by the Company and may be discontinued or the Policy changed at any time at the Company's discretion. To the extent allowed under applicable law, PPL is inclusive of any parental leave or similar benefit provided for the purposes of bonding with a child by federal or state statutory leave entitlements, not in addition to such entitlements. In addition, as with all Company policies, procedures and programs, this Policy is not intended to be a contractual commitment by the Company.