



E. Scott Santi

Chairman & Chief Executive Officer

E. Scott Santi is Chairman & Chief Executive Officer of Illinois Tool Works Inc.

Mr. Santi joined ITW in 1983 and has spent his entire career with the company. He was elected Executive Vice President in 2004 and named Vice Chairman in 2008. He became the Company's Chief Executive Officer in 2012 and was elected Chairman of the Board of Directors in 2015.

Mr. Santi is a member of the Board of Directors of W.W. Grainger (NYSE: GWW).

Mr. Santi graduated with a bachelor's degree in accounting from the University of Illinois and received a Master's of Business Administration from the J.L. Kellogg School of Management at Northwestern University.

About ITW:

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Christopher A. O'Herlihy

Vice Chairman

Christopher A. O'Herlihy is Vice Chairman of Illinois Tool Works Inc.

Mr. O'Herlihy joined ITW in 1989. After various roles of increasing responsibility, including Group President within the Polymers & Fluids segment, Mr. O'Herlihy moved to the Food Equipment segment as Group President, International in 2009. In 2010, he was promoted to Group President, Food Equipment Segment Worldwide. He was elected Executive Vice President in 2010 with worldwide responsibility for ITW's Food Equipment segment. Mr. O'Herlihy was named Vice Chairman in 2015.

Mr. O'Herlihy is a member of the Board of Directors for Masco Corporation (NYSE: MAS).

Mr. O'Herlihy graduated with a bachelor's degree in science from the University College Cork, Ireland and received a master's degree in science from the University of Massachusetts.

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Axel R. J. Beck

Executive Vice President

Axel R. J. Beck is Executive Vice President, Food Equipment of Illinois Tool Works Inc.

Mr. Beck joined Hobart in Offenburg, Germany in 1989 as an Industrial Engineer in ITW's Food Equipment segment. He then managed Hobart UK's British manufacturing site for five years, before returning to southern Germany in 2002 as Business Unit Manager, Warewash Systems. In 2009, he was appointed General Manager of Hobart, and in 2011, Vice President & General Manager, Warewash International. In 2016, Mr. Beck assumed responsibility of Group President, Global Warewash. He was elected Executive Vice President of the Food Equipment segment in 2020.

Mr. Beck received a master's degree in mechanical engineering from the Offenburg University of Applied Sciences.

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T. Kenneth Escoe

Executive Vice President

T. Kenneth Escoe is Executive Vice President, Specialty Products of Illinois Tool Works Inc.

Mr. Escoe joined ITW in 2014 as Vice President & General Manager of ITW's Welding & Cutting Division. In 2016, he was named Vice President & General Manager of Hi-Cone. Mr. Escoe was appointed Group President of the packaging platform in 2019. He was elected Executive Vice President of the Specialty Products segment in 2020. Prior to joining ITW, Mr. Escoe spent seven years at Danaher Corp. He started his career at the Timken Company.

Mr. Escoe graduated with a bachelor's degree in mechanical engineering from North Carolina Agricultural and Technical State University, received a master's degree in mechanical engineering from the Georgia Institute of Technology, and a Master's of Business Administration from Harvard Business School.

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Xavier Gracia

Executive Vice President

Xavier Gracia is Executive Vice President, Construction Products of Illinois Tool Works Inc.

Mr. Gracia joined ITW as a Technical Manager for ITW Automotive – Spain in 2006. He progressed through a series of leadership positions within ITW’s Automotive segment in operations and general management, including being named Vice President & General Manager for EU Global Accounts division. In 2017, Mr. Gracia was named Vice President & General Manager of Continental Europe Construction in the Construction Products segment and then promoted to Group President for the Construction EU platform. Mr. Gracia was elected Executive Vice President of the Construction Products segment in 2022.

Mr. Gracia graduated with a bachelor’s degree in mechanical engineering from Universitat Politècnica de Catalunya and attended a management development program at IESE Business School.

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John R. Hartnett

Executive Vice President

John R. Hartnett is Executive Vice President, Welding of Illinois Tool Works Inc.

Mr. Hartnett joined ITW with the company's acquisition of Signode in 1986. He held a series of engineering, marketing, and management roles for numerous businesses in Industrial Packaging, including General Manager, Industrial Packaging Australasia. In 2001, he was promoted to Vice President & General Manager of Signode Engineered Products and became Group President of the Global Stretch Packaging businesses in 2007. Mr. Hartnett also served as Group President of the Automotive Aftermarket businesses. Most recently, he served as Executive Vice President of the Construction Products segment.

Mr. Hartnett is a member of the Board of Directors of HNI Corporation (NYSE: HNI).

Mr. Hartnett graduated with a bachelor's degree in mechanical engineering from Marquette University and received a master's degree in management from the J.L. Kellogg School of Management at Northwestern University.

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Patricia A. Hartzell

Executive Vice President

Patricia A. Hartzell is Executive Vice President, Test & Measurement and Electronics of Illinois Tool Works Inc.

Ms. Hartzell joined ITW with the acquisition of Instron in 2005. She started at Instron as a Software Engineer in 1998, advancing through positions in product management and marketing before eventually serving as General Manager of Instron EM Products. In 2018, she was promoted to Vice President & General Manager of Instron. Most recently, Ms. Hartzell served as Group President in the Test & Measurement and Electronics segment. She was elected Executive Vice President, Test & Measurement and Electronics in 2022.

Ms. Hartzell graduated with a Bachelor of Science in physics and mathematics from Grove City College. She later received a Master's of Business Administration from the D'Amore-McKim School of Business at Northeastern University.

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Michael M. Larsen

Senior Vice President & Chief Financial Officer

Michael M. Larsen is Senior Vice President & Chief Financial Officer of Illinois Tool Works Inc.

Mr. Larsen joined ITW in 2013, having previously served as President, Chief Executive Officer, and a Director of Gardner Denver, Inc. He also served as Vice President and Chief Financial Officer of Gardner Denver, Inc. from 2010 to 2013. Prior to that, Mr. Larsen was Chief Financial Officer at General Electric (GE) Water & Process Technologies. His previous experience includes more than 15 years with GE, where he held several global finance leadership roles with increasing responsibility.

Mr. Larsen is a member of the Board of Directors of A.O. Smith Corporation (NYSE: AOS).

Mr. Larsen graduated with a bachelor's degree in international economics from the American University of Paris and received a Master's of Business Administration from Columbia University and London Business School.

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Mary K. (“Katie”) Lawler

Senior Vice President, Chief Human Resources Officer

Katie Lawler is Senior Vice President, Chief Human Resources Officer of Illinois Tool Works Inc.

Ms. Lawler joined ITW in October 2014 and previously served as Executive Vice President, Human Resources for GATX Corporation. Prior to joining GATX, she held a wide range of positions in operations, human resources, and law with Tribune Media (formerly Tribune Company). Ms. Lawler began her professional career as an attorney in private practice.

Ms. Lawler graduated with a bachelor’s degree in history from the College of the Holy Cross and received a Juris Doctor from the University of Notre Dame.

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Lei Zhang Schlitz

Executive Vice President

Dr. Lei Zhang Schlitz is Executive Vice President, Automotive OEM of Illinois Tool Works Inc.

Dr. Schlitz joined ITW in 2008 as Vice President, Research & Development of the ITW Technology Center. In 2011, she was appointed to Group President within the Food Equipment segment, managing the Global Warewash and Refrigeration platforms. She was appointed Executive Vice President of the Food Equipment segment in 2015 and currently serves as Executive Vice President of the Automotive OEM segment. Prior to joining ITW, Dr. Schlitz spent seven years at Siemens Energy and Automation. Prior to joining Siemens, she spent four years at General Electric (GE) Global Research and GE Industrial Systems. She started her career at the Innovation Center for Eaton Corporation.

Dr. Schlitz currently serves on the Board of Directors for Archer Daniels Midland Company (NYSE: ADM).

Dr. Schlitz graduated with a bachelor's degree in engineering mechanics from Tsinghua University and received a PhD in mechanical engineering from the University of Wisconsin-Milwaukee.

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Jennifer Kaplan Schott

Senior Vice President, General Counsel & Secretary

Jennifer Kaplan Schott is Senior Vice President, General Counsel & Secretary of Illinois Tool Works Inc.

Ms. Schott joined ITW in 2021 and previously served as Deputy General Counsel & Assistant Corporate Secretary of Caterpillar Inc. Prior to Caterpillar, Ms. Schott spent 16 years at Discover Financial Services holding legal positions of increasing responsibility culminating in the role of Vice President, Assistant General Counsel & Assistant Corporate Secretary. Prior to her corporate legal career, Ms. Schott practiced law at two large international law firms.

Ms. Schott graduated with a bachelor's degree in psychology from the University of Illinois and received a Juris Doctor from the Chicago-Kent College of Law.

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Sharon A. Szafranski

Executive Vice President

Sharon A. Szafranski is Executive Vice President, Welding of Illinois Tool Works Inc.

Ms. Szafranski began her career with ITW's Food Equipment segment in 1994 as a Sales Trainee. She progressed through positions of increasing responsibility within the organization including Territory Sales Manager, National Account Manager, Product Line Director, Regional Sales Director, General Manager of Hobart's Weigh/Wrap business, and Vice President & General Manager of the segment's North American Refrigeration Division. In 2016, Ms. Szafranski was named Vice President & General Manager of Brooks Instrument, in the Test & Measurement segment. In 2019, Ms. Szafranski was named Group President in the Test & Measurement segment. In 2020,

she was elected Executive Vice President of the Construction Products segment and currently leads the Welding segment.

Ms. Szafranski graduated with a bachelor's degree in accounting from Miami University, Oxford, Ohio.

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Michael R. Zimmerman

Executive Vice President

Michael R. Zimmerman is Executive Vice President, Polymers & Fluids of Illinois Tool Works Inc.

Mr. Zimmerman joined ITW with the company's acquisition of Permatex in 2005. Mr. Zimmerman has progressed through positions of increasing responsibility within ITW, including serving as Group President for the Welding Oil & Gas platform and as a Group President in the Polymers & Fluids segment. Mr. Zimmerman was appointed Executive Vice President of the Construction Products segment in 2015 and elected Executive Vice President of the Polymers & Fluids segment in 2018.

Mr. Zimmerman graduated with a bachelor's degree in history and economics from Brandeis University and received a Master's of Business Administration from Columbia University.

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