



Xavier Gracia

Executive Vice President

Xavier Gracia is Executive Vice President, Automotive OEM of Illinois Tool Works Inc.

Mr. Gracia joined ITW in 2006 with the acquisition of Mikalor, where he had served since 1998. 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 and elected Executive Vice President of the Automotive OEM segment in 2023.

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.

About ITW:

ITW (NYSE: ITW) is a Fortune 300 global multi-industrial manufacturing leader with revenue of \$16 billion in 2025. The company's seven industry-leading segments leverage the unique ITW Business Model to drive solid growth with best-in-class margins and returns in markets where highly innovative, customer-focused solutions are required. ITW's approximately 43,000 dedicated colleagues around the world thrive in the company's decentralized and entrepreneurial culture. www.itw.com