

The logo for VONTIER, featuring the word "VONTIER" in a bold, teal, sans-serif font. The background of the entire page is a scenic landscape of rolling hills and a winding road, overlaid with a semi-transparent white geometric shape and various white line-art icons and patterns.

ENABLING THE WAY THE WORLD MOVES™

2023 Sustainability Report

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This report highlights Vontier’s approach to and performance on the sustainability topics that matter most to our business and stakeholders, including employees, customers, investors, regulators, and communities.



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Message from our CEO

Dear Fellow Stakeholders,

Since the publication of Vontier’s first annual sustainability report just one year ago, we’ve made meaningful progress as we lead the way to a connected, sustainable, multi-energy future. Our global teams continue to deliver technologies and solutions that power a better planet, and I’m pleased to share our work across the four touchstones of our sustainability philosophy in the pages that follow.

Since day one, we have centered our approach to sustainability around our people, building a better team to accelerate our progress. In addition to our continued commitment to a deeply inclusive culture and our employees’ health, wellbeing, and growth, we are realigning the way we operate to bring cutting-edge solutions to market with increased speed and agility, all accelerated by the power of the Vontier Business System (VBS). Throughout my career, I have seen the power of bringing the right teams together to accomplish astonishing things. I am continually inspired by our teams’ energy, passion, and capabilities, and I have tremendous confidence in our ability to shape the future of mobility.

As you will see in the coming pages, our **Better Team** is investing in the communities where we live and work. I am proud of our collective charitable giving and volunteering efforts to create a **Better Society**, and the Vontier Foundation continues to make a difference across our giving pillars and the Vontier Scholarship Program.

We are connecting a fractured mobility ecosystem with leading operating systems that drive productivity and sustainability through automation across EV charging networks, convenience stores, fleets, and car washes. We are solving high-value problems for our customers so they can adapt to new environmental, security and safety regulations, decarbonize their fleets, and address the increasing complexity of vehicle repair. Across Vontier, **Better Innovations** are leading the way to a multi-energy future and solving for the energy trilemma—the global need for energy that is secure, affordable, and sustainable. We are supporting the rapid growth of EVs, while also innovating around biofuels, compressed and renewable natural gas, and hydrogen. While we scale decarbonization with our alternative energy businesses, we are simultaneously improving the safety, sustainability, and security of the existing petrol infrastructure.

By supporting decarbonization, safety, and security across the many facets of the mobility ecosystem, we are creating a **Better Planet** and society for all. I couldn’t be more excited about what the future holds as Vontier leads the evolution of the mobility ecosystem. Join us as we mobilize the future to create a better world.



Mark Morelli
President and CEO



VONTIER

Q&A with Our Sustainability Leader

Katie Rowen SVP, Chief Legal & Sustainability Officer

Katie Rowen brings extensive experience in governance, social responsibility, and sustainability to Vontier. She champions Vontier’s Environmental, Social, and Governance (ESG) program in service of our guiding vision of Accelerating Smart Sustainable Solutions for the Road Ahead.



Q: What do you most want readers to take away from this report?

A: Vontier has a tremendous impact when it comes to making the mobility ecosystem more sustainable. We are decarbonizing at scale and enabling some of the best corporate sustainability stories across the globe as we serve our customers. For example, our EVolve business is enabling the adoption of electrification. From a quantity of ports standpoint, EVolve’s Driivz platform is one of the largest managers of charging networks globally with customers like Shell, Recharge, and Circle K leading the way in terms of global EV infrastructure progress. Driivz’s interoperable software provides the critical connective tissue for a rapidly growing and diverse number of global charge point operators. We are also the North American leader in compressed and renewable natural gas fueling systems—enabling hundreds of thousands of commercial vehicles that deliver packages and pick up garbage to drastically limit their emissions. When you see a UPS or waste removal vehicle truck, you might not think of Vontier, but we are enabling that journey.

Q: The Vontier businesses enable productivity across the mobility ecosystem. Is there a tie-in to sustainability there?

A: Absolutely. We have leading operating systems for fleets (Teletrac Navman), convenience stores (Invento by GVR), car washes (DRB), and EV charging networks (EVolve). These enable our customers to better meet environmental regulations, ensure payments are processed securely, conserve water, build out reliable EV infrastructure, and more.

Q: What is the energy trilemma and how is Vontier addressing it?

A: The energy trilemma refers to the global need for energy that is sustainable, secure, and affordable. In order to balance these three things and to decarbonize transportation, the world needs multi-energy solutions. Different modes of transportation, geographies, and personas require different technologies, and we are proud to play broadly across this multi-energy landscape. In addition to supporting electrification, our Gilbarco Veeder-Root (GVR) business makes the existing petrol infrastructure more secure and sustainable with technologies like vapor recovery and leak detection. ANGI continues to provide fueling systems for compressed and renewable natural gas, and has expanded into hydrogen as well. In fact, we are shipping our first hydrogen dispensers as this report goes to press.

Q: How is Vontier enabling sustainability in auto repair?

A: The energy transition has led to a diverse car parc that includes electric, hybrid, and internal combustion vehicles. This, along with the proliferation of sensors, has increased the complexity of repair. Matco is supplying the repair shop of the future by providing critical tools for electric vehicles, including tools that keep technicians safe in a high-voltage environment. It is estimated that 25% of passenger vehicles cause 90% of vehicle air pollution due to outdated or broken emission controls and exhaust equipment. Enabling auto repair is simply critical to reduce transportation emissions.






Q: What are some of the 2022 programmatic achievements that you would highlight for readers?

A: We reduced our Scope 1 and 2 emissions by 19% from our 2020 baseline. Our midterm 2030 Scope 1, 2 and 3 goals were validated by the Science Based Targets initiative (SBTi), which is the gold standard, and a reflection of the maturity of our program. We received a “B” score from Climate Disclosure Project (CDP) following our first submission, which already puts us in the top 30% of all submitting companies. Additionally, we received limited assurance of our 2022 Scope 1 and 2 greenhouse gas (GHG) emissions from an accredited third-party.

We reduced our Total Recordable Incident Rate (TRIR) by 30%. On the diversity front, we increased representation of racial or ethnic minorities at leadership levels in the US from 20 to 24%. We also increased our global women leaders from 28 to 29%.

In sum, as you will see on the following pages, Vontier is enabling the way the world moves—driving smart, secure, sustainable solutions for our customers, employees, shareholders, and the planet.

Goals & Progress

Current Goals		2022 Progress	
 Scope 1 & 2 GHG Emissions, Near-Term	↓45% reduction in absolute Scope 1 and 2 GHG emissions by 2030 from 2020 base year	↓19% reduction in absolute Scope 1 and 2 GHG emissions from 2020 base year	
 Scope 1, 2, & 3 GHG Emissions, Long-Term	Net Zero by 2050 in support of the Paris Climate Agreement	6 facilities powered by 100% renewable energy	4 manufacturing sites completed energy kaizens
 ISO Certifications	100% of manufacturing sites achieve ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety certifications by 2026	77% of manufacturing sites are ISO 14001 certified (from 69% in 2021)	54% of manufacturing sites are ISO 45001 certified (no change from 2021)
 Inclusion, Diversity, & Equity	At leadership levels by 2027: 35% representation of women globally 28% representation of ethnic or racial minorities in the US	29% representation of women globally (from 28% in 2021)	24% representation of ethnic or racial minorities in the US (from 20% in 2021)
 Workplace Safety	By end of 2026: 0.34 TRIR 0.28 DART	↓30% reduction in TRIR (0.82 in 2021 to 0.57 in 2022)	↓5% reduction in DART (0.42 in 2021 to 0.40 in 2022)

Other 2022 Achievements

AA Leader ESG rating from MSCI

Low Risk score and designation from Sustainalytics

B on first submission to CDP's Climate Change disclosure, scoring in the **top 30%** of all participants




Silver Ecovadis sustainability rating

100% on Human Rights Campaign Corporate Equality Index

32,000+ hours dedicated to community service

\$97K in scholarships awarded since 2020

Goals & Progress (Cont.)

New Goals		Progress
 Scope 3 GHG Emissions, Near-Term	↓ 25% reduction in absolute Scope 3 GHG emissions by 2030, from 2020 base year	This is a new goal for Vontier. Progress will be shared in future reporting.
 Water	100% implementation of water risk assessments and conservation plans at high-priority manufacturing sites ¹ by end of 2026 <small>¹As defined by a credible, third-party in global water stress identification.</small>	This is a new goal for Vontier. Progress will be shared in future reporting.
 Community Giving	90% employee participation rate for Day of Caring community service by 2026	50% employee participation rate (4,000 employees across 13 countries)
	100% of Vontier Foundation donations aligned to our giving pillars	100% of 2022 donations aligned to giving pillars



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Serving the mobility ecosystem

Vontier at a glance

Vontier (NYSE: VNT) is a global industrial technology company uniting critical multi-energy mobility technologies and smart sustainable solutions to solve next-gen transportation and mobility challenges. There are more than a billion vehicles on the road today, all part of a connected, growing, and **rapidly evolving mobility ecosystem** that keeps people, goods, data, and energy moving.

And Vontier is right at the center of it all.



Headquarters

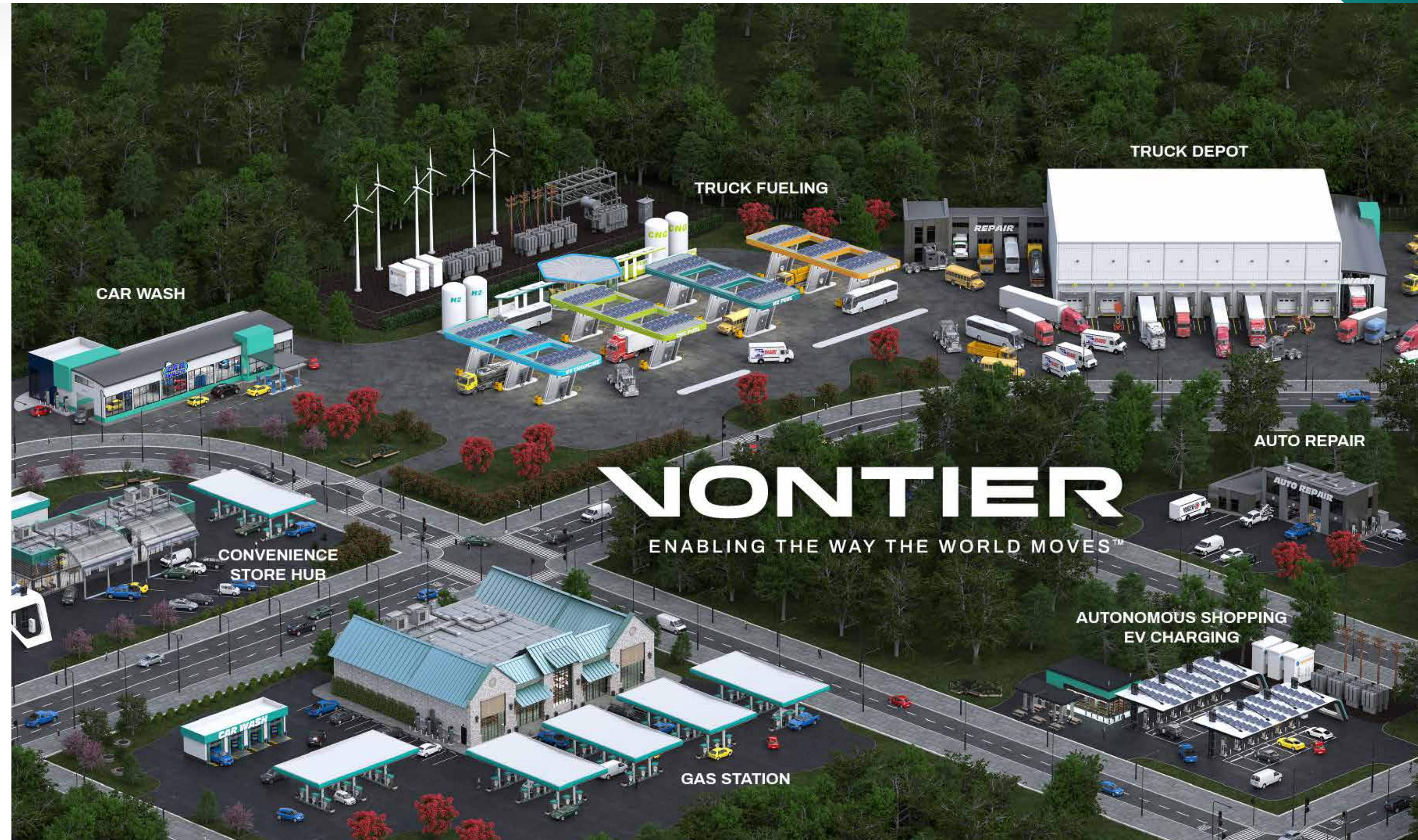
Raleigh, NC

Hubs

Akron, OH
Garden Grove, CA
Greensboro, NC

Janesville, WI
LaVergne, TN

Stow, OH
Tel Aviv, Israel



~\$3.2B
2022 Revenue

~8,100
Global Employees

500+
Combined Years
of Innovation

642
Patents Granted
Worldwide

150+
Global Locations

Mobilizing the future

Business segments & operations

Vontier’s north star vision is **Accelerating Smart Sustainable Solutions for the Road Ahead**. We have unparalleled portfolio breadth across the mobility ecosystem, with deep industry knowledge and the long-standing partnerships needed to drive the mobility revolution forward. Along with our customers, we’re building on our legacy of success to bring efficiency, connectivity, sustainability, and convenience to a fractured market.

In the first quarter of 2023, Vontier announced a new reporting structure that aligns with our strategy, provides greater transparency into our businesses, and will better serve our customers and employees into the future.

MOBILITY TECHNOLOGIES

Provides digitally enabled equipment and solutions to support efficient operations across the mobility ecosystem. Offerings include point-of-sale and payment systems, fleet management and telematics, workflow automation solutions, data analytics, operating software for electric vehicle charging networks, and integrated solutions for alternative fuel dispensing.



Powering forward-looking car washes with tech-enabled controls and consumer intelligence

#1
integrated technology provider to car wash industry in US



Leading the industry in payment software and systems for the convenience retail market

165,000
connected devices that use Invenco by GVR solutions

#2
in US convenience retail point-of-sales

Alternative Energy & Sustainable Fleets Businesses



Delivering alternative fuels with hydrogen (H₂) & compressed and renewable natural gas (CNG and RNG) technologies

#1
North American player in CNG and RNG, emerging leader in H2 fueling systems

ISO 9001
quality management certification



Serving global charging network operators with smart EV charging software and energy management solutions to accelerate the global energy transition through its Driivz and Sparkion brands

2x
Doubled ports under management in 2022

~1M+
EV drivers served across 28 countries



Connecting fleets with telematics and mobile asset management in a data-driven world

~500,000
commercial vehicles tracked and managed

30%
improvement of fuel efficiency for fleets using the telematics solution

REPAIR SOLUTIONS

Manufactures and distributes aftermarket vehicle repair tools, toolboxes, automotive diagnostic equipment and software through a robust network of mobile franchisees.



Keeping vehicles in motion with trusted automotive repair and diagnostic tools

#2
auto repair solutions distribution franchise

1,900+
franchisees

ENVIRONMENTAL & FUELING SOLUTIONS

Provides best-in-class environmental, fueling hardware and software, and aftermarket solutions for global fueling infrastructure and comprises the Gilbarco Veeder-Root business.



Fueling the future of transportation with advanced equipment and technology

#1
global provider of mobility infrastructure solutions

150+
years of innovation

260K
customer fueling sites as of 2022

In 2021, we announced our intention to sell Coats Company. We will continue to report on this business until divested.

Global team united by a shared purpose

Our purpose & values

Vontier’s purpose—Mobilizing the Future to Create a Better World—unites and inspires us. It keeps us focused on the opportunities ahead as global decarbonization, new technologies and regulatory requirements, socioeconomic change, and consumer and labor trends transform mobility faster than ever before.

Our values are grounded in the Vontier Business System (VBS) and emphasize inclusion, integrity, continuous improvement, innovation, and performing to the best of our ability for our many stakeholders.



An example of living our values:

Reimagining Better at Gilbarco Veeder-Root

In line with our purpose and values, Gilbarco Veeder-Root set out to accomplish an important simplification and sustainability goal in late 2020: reduce paper usage with dispensers. By partnering with customer service, quality, engineering, IT, and supply chain and leveraging our VBS tools, the team reduced printed pages from 24 million to 8 million in 2021—67% savings! In 2022, they were able to reduce paper usage even further, from 8 million pages to 5 million, resulting in 79% savings overall. Feedback from customers has been resoundingly positive, and the team continues to work to reduce printed materials year-over-year. Overall impact of saving 19 million sheets of paper is equivalent to saving 2,280 trees.¹



¹Source: [Tree Usage Calculator](#)

Bringing Our Vision to Life

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People at the heart

Our sustainability philosophy

With people at the heart of our sustainability efforts, we focus on our employees' safety, well-being, sense of belonging, purpose, growth, and development to unleash our collective potential and make strides towards a better world together. By cultivating an environment where our **Better Team** can be their curious, creative, and authentic selves, we powerfully drive **Better Innovations**, a **Better Planet**, and a **Better Society**.

We convert our sustainability philosophy to action with three sustainability principles:



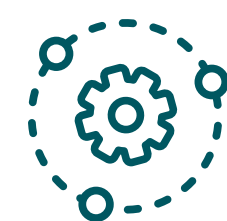
Employee-led

Putting our people at the heart of our sustainability efforts results in broader and deeper engagement, maximizing the impact we have on the world.



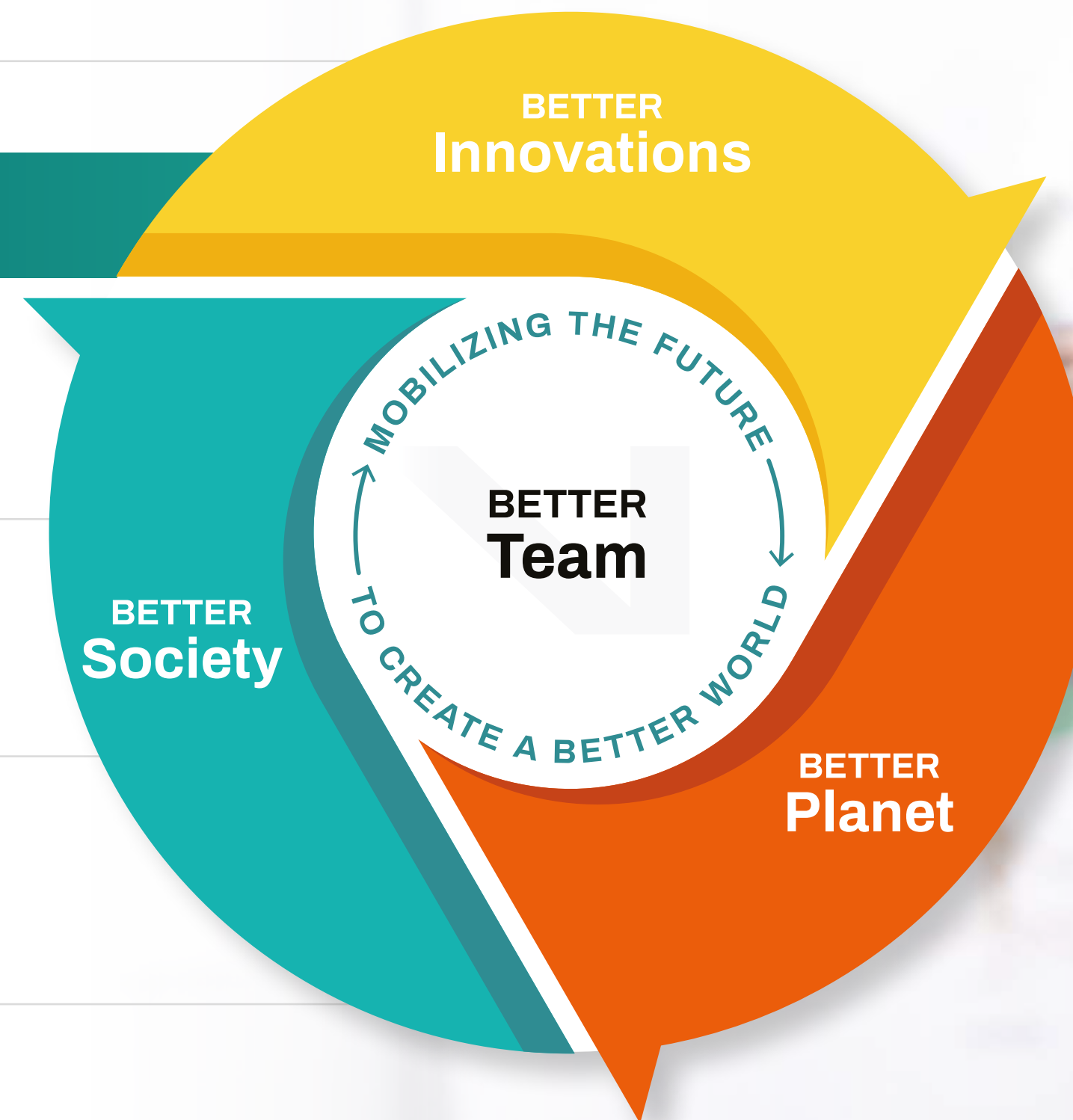
Transparent and accountable

We are committed to meaningful disclosures that increase over time. We hold ourselves accountable by embracing and sharing challenging, science-based targets.



VBS-driven

We harness the power of VBS to accelerate our impact and drive sustainability throughout our operations.



Team members from Vontier and DRB leading a daily share out during the CEO Kaizen.

Committed to building a better world together

Partnering for impact

As a pioneer in smart sustainable solutions for the mobility ecosystem, Vontier partners with leading global organizations like the United Nations Global Compact (UNGC) to amplify our advocacy, expertise, and impact. We are an agile, action-oriented, collaborative partner that is helping to solve some of the world’s biggest challenges. For information on other partnerships, visit the [ID&E](#) and [Human Rights](#) sections.

United Nations Global Compact

Our vision of accelerating smart sustainable solutions extends to and aligns with the UNGC, the world’s largest global corporate sustainability initiative. We are an active and committed participant, and engage in collaborative projects that advance the UN’s broader goals, particularly the five sustainable development goals (SDGs) we believe we can impact the most. Read more about our participation, commitment, and Communication on Progress in [Vontier’s UNGC Participation Report](#).



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.

At Vontier, we aim to foster a culture of innovation and accelerate smart sustainable mobility infrastructure around the world.

Read more about our actions in [Better Innovation](#).



Reduce inequality within and among countries.

At Vontier, we are nurturing an inclusive work environment that attracts, develops, and retains talent, and provides rewarding careers to diverse employees around the world.

Read more about our actions in [Better Team](#).



Make cities and human settlements inclusive, safe, resilient, and sustainable.

At Vontier, we anticipate, innovate, and deliver products that bring efficiency, connectivity, and sustainability to the mobility ecosystem.

Read more about our actions in [Better Society](#).



Take urgent action to combat climate change and its impacts.

Vontier is reducing its negative impact on the environment and helping our customers do the same. Through partnerships with organizations like the MIT Climate & Sustainability Consortium, Vontier is scaling climate solutions.

Read more about our actions in [Better Planet](#).



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.

Vontier is committed to upholding ethical business practices through our operations and partnerships. We also stand in support of peace and justice for all.

Read more about our actions in [Better Planet](#).



MIT Climate and Sustainability Consortium

In 2022, Vontier proudly joined the [MIT Climate and Sustainability Consortium](#) (MCSC), which convenes influential industry leaders to accelerate decarbonization and sustainable resource use. MCSC strives to innovate and scale sustainability solutions, hasten the retirement of carbon-intensive technologies, and expedite best practice sharing across industries. Vontier’s SVP, Chief Legal & Sustainability Officer and Senior Global Director of Sustainability & ESG serve on the MCSC Advisory Board. They, along with Vontier business leaders, provide valuable technical expertise, enabling MIT research to scale more rapidly with industry. In 2022, Vontier leaders participated in more than ten instrumental MCSC engagements, including study groups, seed award meetings, and outcome workshops with MIT researchers and other MCSC member companies.

Vontier’s contributions have furthered the MCSC’s progress.

Highlights include:

We facilitated a study group on electrification in long-haul trucking and seeded study group work in alternative fuels. Our insights about hydrogen refueling infrastructure have been key to MCSC members understanding the future potential of hydrogen as a long-haul trucking fuel source.

We participated in stakeholder interviews, led by MCSC Impact Fellows, along with 12 other member companies, on the social dimensions of sustainability—contributing significant insight into ESG, education programming, and corporate strategy.

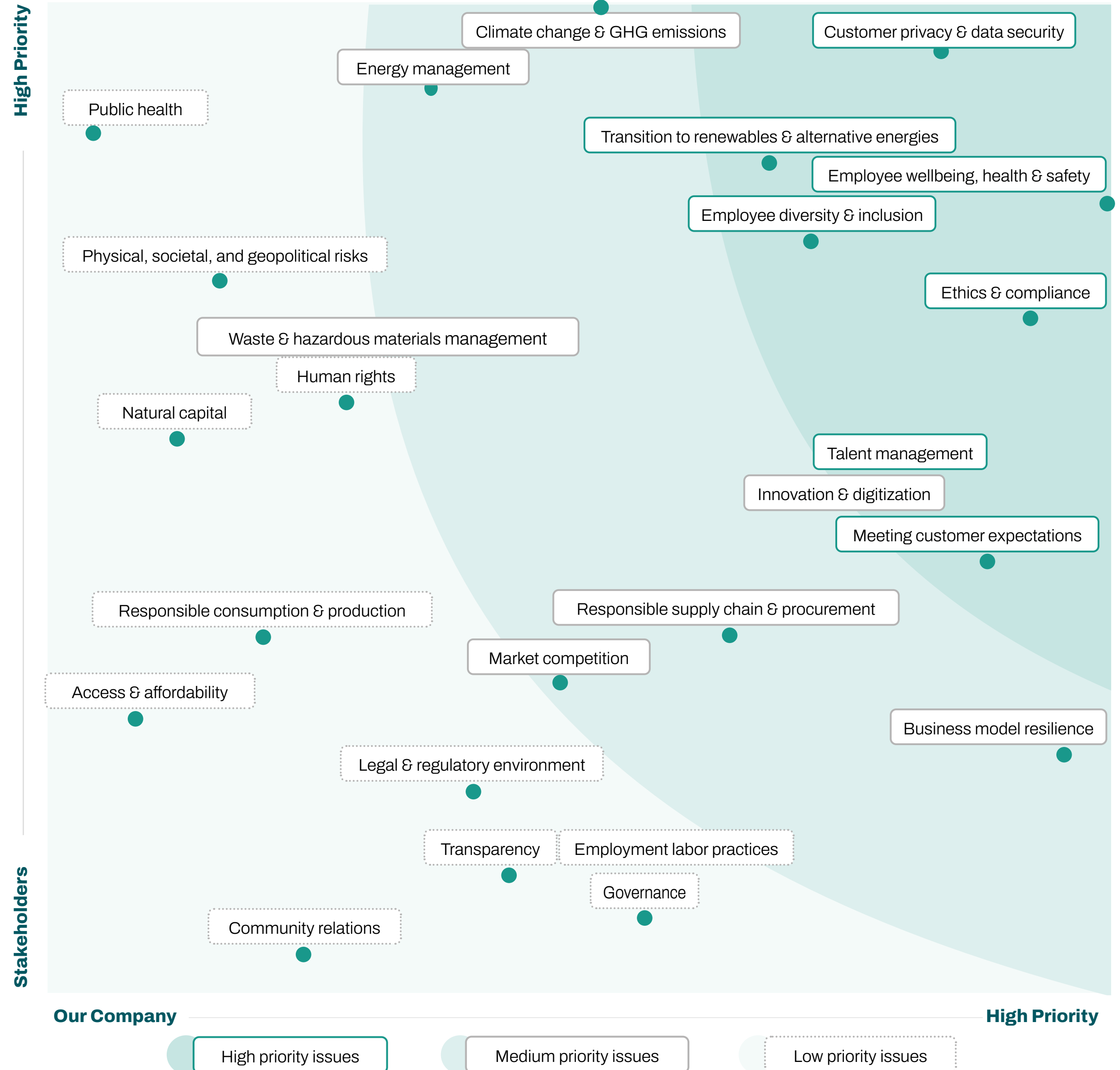
We raised key issues around material requirements for long-haul electrified and alternative fuel vehicles and infrastructure, which played an important role in the MCSC’s transportation decarbonization studies.

Harnessing technology to establish sustainability priorities

Materiality assessment

We use advanced technology and surveys to regularly identify and reassess our sustainability priorities. At least annually, we refresh our analysis of sustainability risks and opportunities from a variety of sources including corporate annual filings, regulations, voluntary policy initiatives, news, media, and our employee survey. The resulting materiality matrix helps us evaluate and balance specific sustainability issues and trends in the context of our evolving strategy and the business landscape. Our most recent materiality refresh, conducted in May 2023, showed innovation and digitalization has been added as a high-priority topic.









Materiality Matrix



Materiality assessment (Cont.)

High-priority sustainability issues

These eight high-priority sustainability issues (listed alphabetically) have been identified through the materiality matrix and incorporated into our business strategy, risk management, and sustainability reporting processes.

Issue	At Vontier
 Customer privacy & data security	We are reimagining solutions to better safeguard data, assets, and systems during a period of rapid change. We prioritize robust privacy and data protection programs and compliance with global regulations. Read more in Protecting our data & technology .
 Employee diversity & inclusion	We are committed to creating a fair, inclusive, high-performing global organization that truly values diversity across racial, gender, religious, socioeconomic, educational, and cultural identities. Read more in ID&E .
 Employee well-being, health & safety	We prioritize employees' physical and mental health, well-being, and safety and track key safety metrics including total recordable incident rate (TRIR) and days away restricted or transferred (DART). Read more in Employee well-being .
 Ethics & compliance	Our commitment to integrity and ethical behavior is part of our foundation and integral to our success. Every employee commits to the Vontier Code of Conduct and to acting fairly, honestly, and in compliance with applicable laws. Read more in Integrity & compliance .
 Innovation & digitization	We are creating what's next to make the way we do business more efficient. We are also committed to meeting our customers where they are, and bringing them into the future by developing, investing in, and leveraging the latest technology. Read more in Better Innovations , Environmental systems & strategy , and Protecting our data & technology .
 Meeting customer expectations	We focus on understanding our customers' needs deeply so we can identify creative ways to meet and exceed them. Customer success is our success. Read more in Better Innovations .
 Talent management	We are intentional about accelerating career development, offering learning opportunities, and building connections. Read more in Talent management .
 Transition to renewables & alternative energies	Our forward-thinking products and services are accelerating the global energy transition, and we are actively working on viable renewable energy strategies for our global production facilities. Read more in Better Planet .



Accelerating smart sustainable solutions

Our Connected Mobility Strategy

Vontier’s Connected Mobility Strategy centers on connecting, managing and scaling the mobility ecosystem to deliver productivity and automation solutions. We are advancing a multi-energy future and driving sustainable solutions.

Our strategy is focused on growth acceleration and operational excellence. It is supported by three pillars: optimizing the core, expanding the core, and leveraging our positions into adjacent markets—all designed to achieve our vision of accelerating smart sustainable solutions.

Operational Excellence

Optimize Core

Drive core growth and Operating Profit Margin Expansion (OMX)

- Strategic Pricing
- Platform Simplification
- Footprint Restructuring

Accelerate Growth

Expand Core

Leverage current positions to grow and diversify portfolio

- Integrated Point-of-Sale & Payments
- Internet of Things Automation
- Matco Store Expansion
- Fueling Aftermarket Business
- Environmental Products
- Fueling High Growth Markets

Adjacent Markets

Expand into near-in-high-growth adjacencies, diversify further

- Auto-Repair Shop Workflow Solutions
- CNG & H₂ Fueling Solutions
- Hardware & Software Solutions
- Data Analytics & AI
- EV Charging Software
- On-site Energy Management

Better Team

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Enabling employee success

Talent management

We're building a team of innovative leaders to shape the future of mobility. We invest in our employees, and create opportunities to accelerate learning and career growth through our performance enhancement process and a wide range of programs.

Strategic workforce planning

At Vontier, we think deeply about the organizational impact of each role, and the skills and attributes a candidate will need to be successful today and tomorrow. We use people analytics to track the effectiveness of our sourcing channels and staffing efforts, and to amplify candidate funnel building to improve time and cost of hiring the right candidate. To keep a continuous pulse on employee satisfaction, job fit, and growth opportunities, managers hold quarterly check-ins to support our annual performance management process. Appraisals are performed through methods such as progress against objectives assessments, 1:1 conversations, and in certain instances, 360 degree feedback.

Learning and development

We provide a range of learning resources and tools to help employees enhance their skills and relevant knowledge. Topics span from the technical—VBS, business agility, health and safety, mental wellness, compliance, information technology—to the interpersonal—collaboration, leadership, and self-awareness.

Our 2022 highlights include:



Learning Management System

Employees completed over 12,500 courses in our central Learning Management System (LMS). Within our LMS, employees completed an average of 6.5 hours of training, an increase of over 8% from 2021.

12,500+
Courses completed

6.5
Average hours of training

8%
Training hour increase



Psychological Safety

We increased diversity, inclusion, and employee well-being course offerings within our LMS, including our Psychological Safety course completed by over 3,000 employees.

3,000+
Employees completed
Psychological Safety
course



LinkedIn Learning

We launched LinkedIn Learning, with approximately 2,850 employees registered, 2,500 courses completed, and 65,000 video lessons taken.

~65,000
Video lessons taken

~2,850
Employees registered

~2,500
Courses taken

We continued to accelerate employee development through VBS. Our VBS programs are offered to employees across the globe in every business.

VBS Ignite is designed to deliver three years of business experience in three months and develops our company's future leaders. Participants work full-time outside their home businesses and receive intensive training, active mentoring from the VBS Office, a personalized development plan, executive career coaching, and the opportunity to take on big challenges that impact our critical few priorities.

VBS Champions are employees who strive to build their VBS capability and knowledge and are trained in VBS tools and processes such as lean, growth, VBS fundamentals, and leadership. The program is focused on the proven VBS methodology of delivering and sustaining results, and creates a ready network of trained resources to leverage across the company.

Supporting our workforce

Employee well-being

We take the health, safety, and well-being of our employees and their families seriously, and we are proud to offer a range of high-quality benefits to support them.

Remote and flexible work

In line with the global shift to alternative workplace models, remote and flexible work are offered as options globally for many of our jobs. This allows us to hire the right talent for every job, provides our teams the valuable opportunity to collaborate globally, and empowers our employees to balance their obligations at work and at home. Across our global workforce, 18% of our employees have fully remote work arrangements.

Health benefits and partnerships

Vontier offers guidance and financial support to address diverse family needs. Here is what we added in 2022:

- **Health Advocate:** To help our employees navigate the complex healthcare system, Vontier implemented a program that provides access to personalized healthcare consultants. Health Advocate connects employees with the best resources, explores insurance coverage, schedules appointments, and assists in handling a new diagnosis.
- **Family Planning:** Vontier ensured that US same-sex couples have equal access to our generous fertility benefits by removing an outdated pre-coverage requirement.
- **Medical Travel Benefit:** To allow employees to maintain access and continuity in care, Vontier expanded its travel support for health coverage for certain covered services not otherwise available within 100 miles of their primary residence.

Employee Assistance Program (EAP)

Vontier's EAP services include child, parent, and elder care support, college applications assistance, career counseling, mental health and chronic medical condition support, legal and financial support, and much more. Our EAP is available to all global employees and their families, whether or not they are enrolled in Vontier's health benefits.



To support and invest in the world's future leaders, the Vontier Scholarship Program provides scholarship awards to children of global employees who are pursuing a post-secondary education. Each year, the program awards \$3,000 to up to twelve students who are enrolled in an accredited two- or four-year college, university, or vocational-technical institution. Scholarships are based on academic performance, demonstrated leadership, and financial need. Through 2022, we have awarded 28 and renewed nine global scholarships, totaling \$97,000 in awards.

Through 2022:

28
Awarded

9
Global
scholarships
renewed

\$97,000
Total of
scholarship
awarded

An example of living our values:

Stronger Together at Teletrac Navman

Teletrac Navman kicked off its "Well-being First" initiative by providing a day off for each permanent Teletrac Navman employee to disconnect during September or October and focus on individual well-being.

Vontier scholarship recipient with his father, an Invenco by GVR team member, learning how our equipment works.



I belong here.

Inclusion, Diversity, & Equity (ID&E)

We are committed to sustaining an inclusive and diverse culture and team. This critical part of our strategy is supported at the highest levels of our organization, all the way up to Vontier’s Board of Directors. Within Vontier, our Chief People Officer drives our overall ID&E strategy and, together with our global teams, develops enterprise-wide plans and priorities, and establishes metrics to measure progress toward our goals.

ID&E pillars and 2022 progress



Inclusion Champions

Being intentionally inclusive of all so people feel they belong.

Goal: Build tools and resources so we can move from awareness to skills-building and accountability.

Actions: We have integrated ID&E into our learning courses, including adding an ID&E lens into our VBS tools and training. In 2022, we launched our Journey to Allyship program, which equips and empowers all employees to contribute to inclusive, equitable, and safe workplaces.

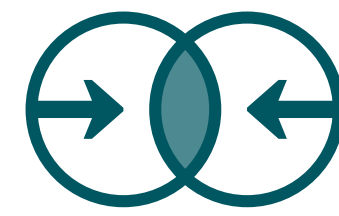


Diverse Teams

Recruit, retain, and develop people where they can do their best work.

Goals: At leadership levels, achieve 35% representation of women globally and 28% representation of ethnic or racial minorities in the US by 2027.

Action: Being an equal opportunity employer is not enough. We aim to be diverse by design and have integrated ID&E into our recruiting practices. We also engage third-parties to source diverse candidates for our open roles.



Equity for All

Ensuring fair treatment, access, and opportunity for all.

Goal: Drive accountability and transparency and enrich our workplace to create a welcoming environment for all.

Actions: We participate in hiring initiatives to provide equal access to groups including LGBTQ+, veterans, and employees with disabilities.

Each business has created an ID&E Action Plan that we measure against. We published our ID&E goals and data for the first time last year, and expect to begin regular pay equity audits next year.



Team members from Teletrac Navman and Gilbarco Veeder-Root celebrate pride month at the annual Monterrey Pride Parade.

Inclusion, Diversity, & Equity (Cont.)



Team members from Teletrac Navman and Matco celebrating during a team event.

Employee Resource Groups (ERGs)

Vontier’s eight ERGs continue to be powerful focal points for connection, community, and advocacy, with attendance at ERG events up 40% in 2022. Central to our ERGs is our Konnect & Educate Yourself Series (KEYS), which are webinars where participants discuss ID&E topics, learn, and meet new people. More than 20 KEYS events were held in 2022 with over 1,000 employees participating collectively.

In 2022, our ERGs joined together to launch Journey to Allyship, an initiative designed to educate, equip, and empower employees across the organization to be stronger allies, contributing to inclusive, equitable, and safe workplaces. By participating and completing certain actions through three stages—Aware, Active, and Advocate—employees earn badges culminating in the Ally badge. Throughout the program, participants are also encouraged to share their stories, experiences, and lessons learned via Brave Moments. About 650 individual actions were reported, 174 badges were earned, and every business participated with Gilbarco Veeder-Root leading the way with 42%.



Allies for Inclusion



Asian Pacific Islander Network Alliance



Vontier Black Network



La Vida!



myAbility



Vontier Pride



Vontier Veterans



Vontier Women's Guild

↑40%
in event attendance

20+
KEYS events in 2022

1,000+
Employees participating

Partnering for diversity

Vontier has joined or partnered with several incredible organizations to extend our impact and promote inclusion, diversity, and equity in our workplaces and communities.



Perfect score on HRC's 2022 Best Places to Work for LGBTQ+ Corporate Equality Index



Proud member of The Valuable 500



Proud signatory to the CEO Action for Diversity & Inclusion Pledge



Proud 2022 Military Friendly Employer, Military Spouse Friendly Employer, and Military Friendly Brand

Safe workplaces and communities

Health, safety, & security

We promote a culture of safety and value each employee’s physical and mental health. We continually invest in technology and training to prevent accidents and injury, build a culture in which safety is the foundation of the way we work, and establish Vontier as the industry leader.



Goal:

Reduce TRIR to 0.34 and DART to 0.28 by the end of 2026

2022 Progress:

Reduced TRIR by
30.4%
from 2021

Reduced DART by
4.7%
from 2021

**Top
Quartile**
TRIR and
DART rates¹




+17% Improved our Severity Rate (Lost Days) by 17% in 2022

Achieved ISO 45001 certification at 54% of our manufacturing sites. Each of our geographies have certified manufacturing sites.

54%



Proactive care

Prevention is the best medicine. In 2022, we refocused our efforts on musculoskeletal injury prevention and early symptom intervention, understanding that early signs of pain and discomfort may lead to future injury. We added programs and activities designed to support early reporting, identification, and mitigation of problem areas and pain points in employees’ jobs and bodies. Throughout our businesses, we:

- Encouraged employees to report discomfort and provided first aid such as hot or cold packs, massage, soft splints, exercise programs, and over the counter medications.
- Launched the Stretch and Flex program that promotes group or individual stretching and strengthening to improve work readiness of muscles, tendons, ligaments, and joints.
- Identified tasks that presented high ergonomic risk through injury data and employee concerns. Engineering solutions were investigated and athletic professionals coached employees on best practices and body mechanic techniques to prevent injury.

On stage at our annual leadership conference, Vontier’s Global EHS&S leader coaches the leadership team on the pre-shift stretching routine used by our manufacturing teams to prevent injuries.

¹According to the Bureau of Labor Statistics summary data for private industry

Health, safety & security (Cont.)



Ensuring a culture of health and safety

Vontier maintains robust policies and procedures to ensure that our employees work in a safe, clean, and healthy environment. We also practice “stop work authority,” which empowers all our employees to stop work, without fear of retribution, if they feel something is unsafe. Positive reinforcement helps our teams feel comfortable speaking up about both safe and unsafe behaviors so that potential hazards can be addressed immediately.

In 2022:

- We implemented the Actively Caring for People (AC4P)¹ behavior-based safety program designed to encourage and motivate safe behaviors through observational learning and peer-to-peer coaching. Employees are creating a culture where safe behaviors are reinforced using the COACH method: **C**are, **O**bserve, **A**nalyze, **C**ommunicate, and **H**elp.
- ANGI achieved International Organization for Standardization (ISO) 14001 Environmental Management.
- Gilbarco Veeder-Root Middle East and Africa achieved regional certification for both ISO 14001 and 45001 Occupational Health and Safety.

Two of our businesses achieved zero recordable incidents with over 1.5 million combined total hours worked.



- We continued to invest in technology that measures driver behavior, and provide coaching and defensive driving training for all applicable employees.

¹Scott Geller | www.gellerac4p.org

Measuring our progress

We measure the success of our health and safety program using both leading and lagging indicators. The TRIR per 200,000 hours worked and DART metrics are common lag indicators.

Among our leading indicators, the Vontier Risk Score Program allows businesses to measure their health and safety progress against a range of criteria through a semi-annual audit program. With these findings in mind, businesses develop action plans to reach improvement milestones before the next audit. To ensure we continually improve, scoring criteria are revisited every three years. In 2022, average improvement in risk scores was 11% across Vontier. Each business aims to deliver at least a 10% improvement in their Vontier risk scores each year.



Vontier Safety Week

In addition to celebrating World Safety Day, Vontier brings safety to the forefront for our global teams during Vontier Safety Week each October. Activities build awareness of safety best practices and engage all employees in a culture of safety. In 2022, our Vontier Safety Week theme was “Manual Handling Operations and Ergonomics,” in line with our efforts to prevent musculoskeletal injuries.

Better Innovations

[Products that protect the planet](#) 25

[Products that enhance society](#) 28

[Innovating our approach to work](#) 30

Technology for the future

Products that protect the planet

Vontier has the unique opportunity to deliver connected mobility solutions that help customers reduce their environmental footprint. We're investing in our teams and technologies, and realigning the way we operate to bring smart sustainable solutions to market with increased speed and agility.



Accelerating the growth of global EV infrastructure

EVolve™ combines Driivz EV charging network software with Sparkion AI-driven energy management, supporting EV charging providers and fleet operators in scaling their EV infrastructure. The EVolve solutions simplify and improve the consumer charging experience and ultimately facilitate EV adoption.

sparkion™ enables the repurposing of second life lithium-ion EV batteries for energy storage, supports electricity grid stabilization, and optimizes on-the-go charging capabilities—enabling a more sustainable, net-zero transportation future.

driivz™ provides the critical connective tissue across a rapidly growing and diverse number of global charge point operators. As EV charging infrastructure and usage continue to expand, consumers demand a more simplistic, reliable, and accessible charging experience. Driivz hardware-agnostic solutions enable a seamless, and more reliable, charging experience, and this is happening at scale. For example, the company is working with one of the world's largest energy suppliers, Shell, to help accelerate the growth of new charging locations around the world with the goal of 500,000+ charge points globally by 2025 and 2.5 million by 2030.

Driivz solutions have prevented 267,000 tons of CO₂e and delivered 345 GWh of total energy, supporting 1.8 billion kilometers driven on charged energy, equivalent to over 2,000 times to the moon and back.



Products that protect the planet (Cont.)



Play this video to hear more about the [Rozelle Interchange project](#).

Powering sustainability initiatives for large-scale construction

The Rozelle Interchange in Sydney is the largest infrastructure project in Australia and one of most complex underground roadway junctions in the world. The \$3.5 billion, five-year project involved digging and building three stories of underground tunnels while keeping traffic moving on the surface. The construction area is bordered by two of Sydney’s busiest roads, and the logistical challenges were enormous. Teletrac Navman was engaged to develop a solution to manage onsite traffic and minimize the impact on the local community and the main arterial roads.

Building the underground tunnels involves digging out and removing more than 11 million tons of waste material, or spoil. To ensure compliance with strict regulations, spoil is typically tracked manually with paper docketts and a central register. Teletrac Navman helped implement a fully automated real-time tracking system by installing a device on every truck moving spoil to capture the registration and driver, time and date, weight, disposal location, waste classification, truck location, and route in real time. In addition to saving an estimated 260,000 pages of paper, the system helped enforce proper routes and disposal locations, improved safety for workers, drivers, and area pedestrians, and reduced the overall carbon footprint by minimizing congestion and on-site wait times. Detailed origin and composition tracking also ensured that a significant portion of the spoil met rigorous criteria for spoil reuse and became backfill for a community park on top of the new tunnels.

This clever reuse of material excavated on-site diverted waste from area landfills, eliminated the need to mine new sand, and kept additional trucks off the road.



Setting new standards for traditional fueling

EV infrastructure is growing, but most vehicles on the road today still use petroleum-based fuel. For over 150 years, Gilbarco Veeder-Root has earned customer trust through reliable and safe fueling equipment. We have continued to improve our products with forward-looking innovations that incorporate cleaner retail fueling technologies.

- Gilbarco Veeder-Root has been the standard bearer for vapor recovery since it first introduced safe and reliable gasoline vapor collection systems in 1993. Now, the VaporTEK™ system, the most flexible stage II vapor collection solution on the market, is helping set new global standards for vapor recovery. Singapore Petroleum Company (SPC) recently partnered with Gilbarco Veeder-Root to voluntarily implement the VaporTEK system in all its stations nationwide, providing a safer and cleaner fueling environment for its customers and cleaner air for everyone.

Gilbarco Veeder-Root’s innovative dispensers reduce CO₂e by 100+ kg per dispenser, per year, supporting a greener, more sustainable future.



- Biofuels, such as ethanol or biodiesel, are a renewable, biodegradable alternative to fossil fuels that help lower the carbon intensity of internal combustion engines. Most biofuel consumption occurs as a blend with refined petroleum products such as gasoline or diesel. Veeder-Root’s groundbreaking Biofuel Blending System (BBS) is a safe, versatile, automated solution for managing biofuel blending at retail fueling sites. By enabling the production of precise, high-quality biofuel blends, BBS allows retailers to offer cleaner fuels while gaining greater fuel pricing flexibility and improving profitability.

BBS uses the same safe, precision technology that powers Veeder-Root’s Additive Injection System (AIS), which enables the on-site creation of premium diesel fuel. Top-quality diesel makes for cleaner engine injectors, which in turn lowers harmful emissions and reduces fuel consumption. AIS also eliminates the need for station employees to hand-measure chemicals and manually pour them into the tank through a funnel. These groundbreaking solutions are just two examples of how Veeder-Root’s engineers, innovators, and problem-solvers are making fueling cleaner, safer, and more sustainable.



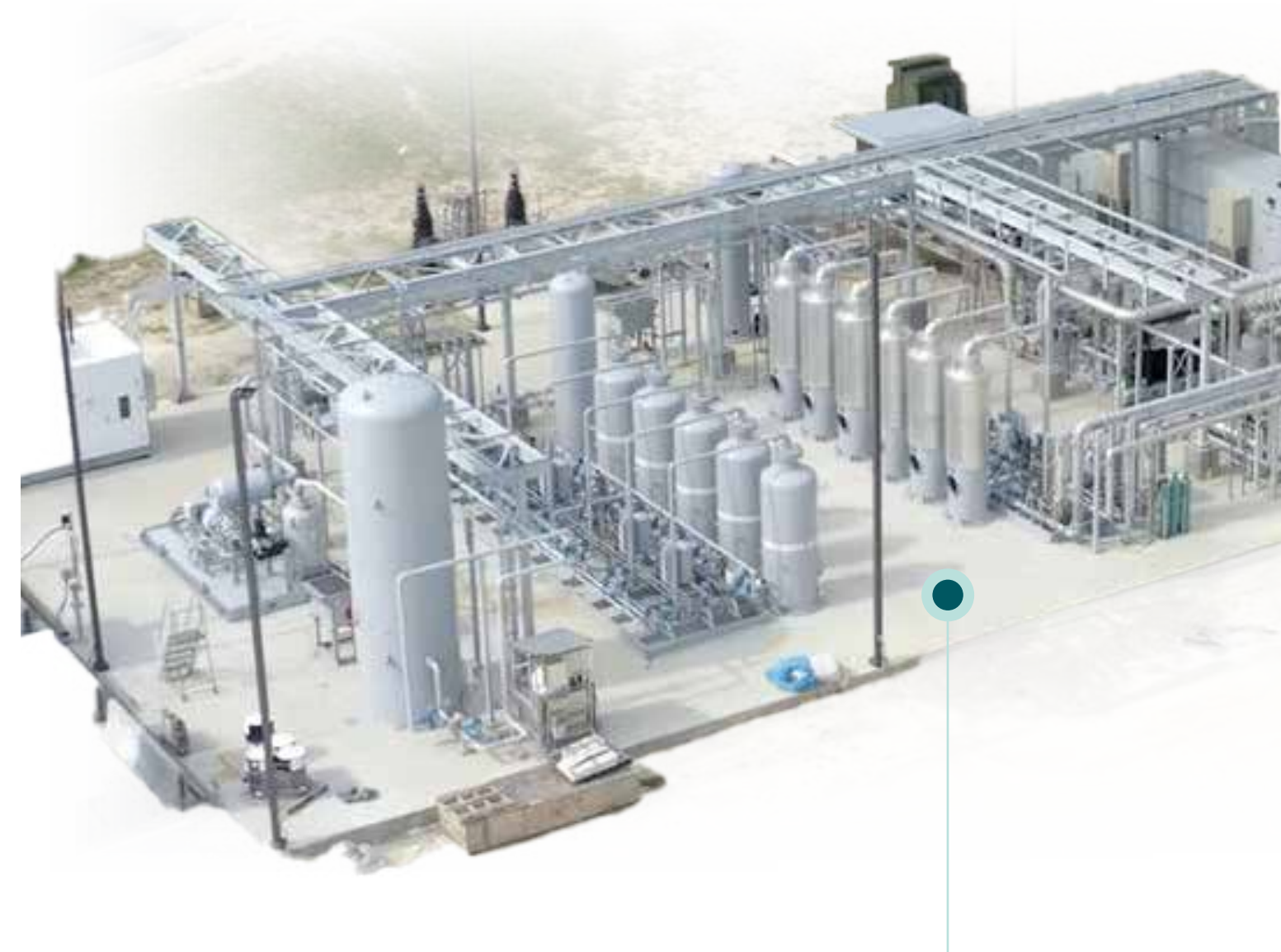
Products that protect the planet (Cont.)

Transforming waste gas into renewable energy

In addition to helping customers meet their sustainability goals, ANGI's innovations are helping to decarbonize emissions-intensive sectors such as industrial agriculture, food processors, and livestock operations. When produced according to best practices, RNG is carbon-negative. It can be used to generate on-site power, as compressed natural gas for vehicles, or it can be channeled into the energy grid via existing natural gas pipelines.

- Methane from waste streams is responsible for about 12% of global methane emissions. Left untreated, methane traps heat in the atmosphere and is a major contributor to climate change. But methane can also be harvested from organic waste streams, treated, and turned into pipeline quality RNG to refuel natural gas vehicles, power industry, and heat homes. ANGI's compression systems are used to convert waste to RNG at a variety of facilities—from landfills and wastewater treatment plants, to agricultural and food processing sites. Since 2017, ANGI has provided or is currently under contract to provide these systems for nearly 100 production facilities.

- Food processing generates a large amount of organic waste, which produces methane that would otherwise end up in the atmosphere. ANGI developed a product gas compression system that safely takes methane, treats it, and injects it back into the facility's energy pipeline in the form of RNG. In partnership with GreenGas USA, ANGI helped a large vegetable processing facility develop a system to capture, treat, and reuse their organic waste to produce RNG.



Making mining more sustainable

Mining operations are critical to electrification but take a heavy toll as they are currently responsible for 4-7% of the world's greenhouse gas emissions. Across Vontier, new innovations are helping mining companies better manage and control energy consumption across multiple energy sources including diesel, biofuels, EV, and hydrogen. ANGI and EVolve can help mining companies transition to alternative fuel-powered or electric fleets with efficient dispensing and charging systems. Gilbarco Veeder-Root's PRIME 360 solution helps fleet and asset managers maintain tight control over fuel consumption. Teletrac Navman's fleet management solution allows communication with crews and drivers, and provides real-time updates on vehicle utilization, performance, and health. With end-to-end coverage of the fuel supply chain, managers can monitor and report precise consumption levels against their company's sustainability goals.

Vontier supports the International Council on Mining and Metals in its commitment to minimizing the environmental impact of mining, with the goal of net zero direct and indirect carbon emissions by 2050.



Innovating for impact

Products that enhance society

Through innovative products and ground-breaking programs and services, Vontier is mobilizing the future to create a better world.



Play this video to hear directly from Diversity Franchise Award winner [Walter Hernandez](#).

Expanding business opportunities for diverse owners

Matco Tools expanded its “Building the Dream” franchise program in 2022 with the launch of a new Diversity Franchise Program. Each month, Matco awards an \$8,000 scholarship to assist a diverse applicant in realizing their dream of owning a Matco Tools Franchise by covering a portion of the start-up costs for qualified candidates. Ten Diversity Franchise Awards were presented in 2022, including to Maryland distributor Walter Hernandez for his strong service-oriented attitude, passion for Matco products, and dedication to his customers.



Pioneering sustainability and worker safety in the commercial car wash industry

It takes about 100 gallons of water to wash a car in your driveway, and that water is often mixed with chemical cleaners that flow into our rivers, lakes, and oceans by way of storm drains. In addition to powering state-of-the-art commercial car washes, which only require about 30 gallons of water per vehicle, DRB continues to make car washes safer and more sustainable with innovative tech-enabled solutions.

DRB’s TunnelWatch® helps reduce the use of chemicals in every wash by automatically cutting off treatments like tire shine when a sufficient amount has been applied.



Worker safety is another DRB priority. In-tunnel collisions are becoming more common due to the growing number of cars with automatic emergency braking (AEB) systems. DRB’s NoPileups™ technology helps car wash operators protect cars—and most critically, people—by automatically stopping the conveyer before an incident occurs. DRB is committed to helping their customers create safer working environments and improve efficiencies while meeting their sustainability goals.

Products that enhance society (Cont.)



Redefining convenience with integrated, secure retail solutions

Whether it's in-store or in the forecourt, consumers and retailers alike rely on dependable, secure, easy-to-use payment systems to carry out transactions with confidence. From consumer-facing self-checkout to behind-the-scenes retail management solutions—Inenco by GVR technologies can be found in nearly 165,000 connected devices across 50,000 convenience stores in more than 50 countries. Inenco by GVR is redefining the standard of excellence in delivering innovative, secure, and efficient payment solutions to the convenience store industry with integrated solutions like iNFX™. This retail microservices platform integrates seamlessly with existing dispensers, point-of-sale systems, and payment terminals, allowing retailers to remotely comply with regulations, manage sites, automate processes, and transform operations without investing in all-new hardware. It also improves the consumer experience with faster transactions and quicker time-to-market with new engagement features. Inenco by GVR is partnering with Shell to deploy their intuitive, intelligent Inenco iNFX payment solution across the Shell US network of nearly 13,000 locations by the end of 2024.

“We are delivering technology that disrupts the conventional software architecture used by convenience retailers with a microservices based operating system that significantly improves operational efficiency and enables rapid new feature launches, creating sustainable value for our customers.”

Karthik Ganapathi, President, Inenco by GVR

Supporting cleaner economic growth in developing markets

Global populations and economies are more connected than ever, increasing our dependence on trains and buses, long-distance trucking, ship transport, and planes. While the infrastructure supporting much of our global economy is shifting toward electrification, the pace and character of the global energy transition differs greatly by region. Due to limited access to capital, less mature infrastructure, and fewer environmental regulations, internal combustion engines and traditional fueling remain critical to powering the economy and supporting rural communities in developing markets. However, more and more countries in developing markets are pledging to take steps to be carbon neutral while protecting their population from air pollution and other environmental hazards.

For example, India—the world’s most populous country, with a population of 1.4 billion—faces significant air quality and pollution challenges due to rapid urbanization, industrialization, increased emissions, and uneven adoption of effective technologies. Gilbarco Veeder-Root shares its international insights with the Indian government’s Central Pollution Control Board (CPCB) to educate the region’s major oil and gas companies about best practices that promote better air quality.

An example of living our values:

Driven to Win at Gilbarco Veeder-Root

Gilbarco Veeder-Root’s multi-year engagement is already seeing greener returns for India. Through consultation with the CPCB, lawmakers have now mandated vapor recovery systems for all major cities. Given that 21 of the 30 most polluted cities on Earth are in India, capturing fuel vapor is a critical step forward—for the nation and the world.



Working smarter

Innovating our approach to work

Vontier is harnessing the power of connected workflows and analytics to solve problems on a global scale. We are paving the way to a cleaner planet with breakthrough technologies.

Fueling alternatives for commercial fleets

While electrification will power a significant portion of the future passenger car parc, a range of alternative fuels are likely to power commercial fleets. Vontier's Alternative Energy and Sustainable Fleets businesses, within our Mobility Technologies segment, brings together the best in electric vehicle charging, energy management, alternative fueling, and telematics to support the decarbonization of global fleets.

In 2022, ANGI applied its deep-rooted expertise in compressed gas to launch a suite of hydrogen refueling technologies. As 35 and 70 MPa fuel cell electric vehicles gain popularity, ANGI's all-in-one hydrogen refueling technologies offer the reliability, scalability, and performance needed for a seamless and safe transition.

CNG is another abundant, cleaner-burning alternative to diesel fuel and gasoline that has been used by cost and environmentally conscious fleet operators for decades. CNG produces 20-30% fewer GHGs and 95% fewer tailpipe emissions compared to petroleum products. ANGI's long-standing reputation as an innovator in natural gas compression and refueling has helped commercial fleets around the world meet their environmental and financial goals since 1983.

In early 2023, Vontier announced the formation of EVolve, which brings together the Driivz and Sparkion brands under one portfolio entity to spearhead the global transition to electric mobility with an interoperable electric vehicle and energy management platform. Combined, they are expected to enable EV charging providers and fleet operators to simplify and facilitate EV charging economically. EVolve's EV charging and energy management platform supports fleet operators in a seamless transition to electrified fleets. Circle K has migrated its network of more than 600 public charging stations in North America and Europe to the Driivz Smart EV Charging and Energy Management platform. The platform integrates with Circle K's mobility platform, energy distribution, and transmission systems, which enables Circle K to scale rapidly across its convenience store, fleet charging, and home charging operations.

Teletrac Navman is a pioneer in the rapidly evolving field of telematics with AI technologies that can improve fleet fuel efficiency by up to 30%. Real-time global positioning system (GPS) location tracking helps calculate the most efficient routes and optimize deliveries to minimize total miles driven. Automatic alerts address inefficient driver behaviors like excessive speed and idle times, and integrated sensors can immediately identify low tire pressures and recommended maintenance actions to ensure each vehicle is operating as efficiently as possible.



Innovating our approach to work (Cont.)



Incubating new businesses

Launch Pad uses VBS to build businesses and new ventures inside Vontier. Launch Pad is an opportunity for our businesses and employees to focus on solving customers' high-value problems with a startup mindset. Our recent Launch Pad venture, **Juxta**, is a turnkey, portable, automated micro-retail store that helps our customers bring convenience closer to consumers' daily lives. Juxta made its Vontier debut at our Gilbarco Veeder-Root site in Greensboro, North Carolina and landed at its first customer location in 2023.



Driving smarter solutions with data and analytics

HUB is our team that works to accelerate data and analytics capabilities and outcomes within our businesses. Through partnerships with large technology companies and deep data and analytics experience from multiple industries, the VDA Hub has launched our cloud data foundation and the analytics tools to drive growth. In 2022, projects included:

- **Matco Sales Analytics** brought together disparate data from across the company and leveraged AI to drive a deeper understanding of the sales and purchasing health of distributors.
- **Gilbarco Veeder-Root Supply Chain** created a single view of global insights for procurement teams to create efficiencies in purchasing materials and improve supply chain capabilities.
- **DRB Customer Analytics** scaled DRB's ability to perform industry-leading analyses for their customers, leveraging AI and a new cloud data lake.

Digital transformation for a more sustainable, secure IT infrastructure

As part of Vontier's digital transformation, which began in late 2021, we are focused on updating almost every way in which IT interfaces with our business operations—from hardware and software to our systems and processes. While much of this work creates a better user experience and IT service delivery for our employees, it also creates a more efficient and secure digital infrastructure for our businesses and customers.

100%
data centers consolidated
in 3 cloud sites

1000
employees transitioned
to modern managed
personal computers



Better Planet

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Protecting our planet

Combating climate change

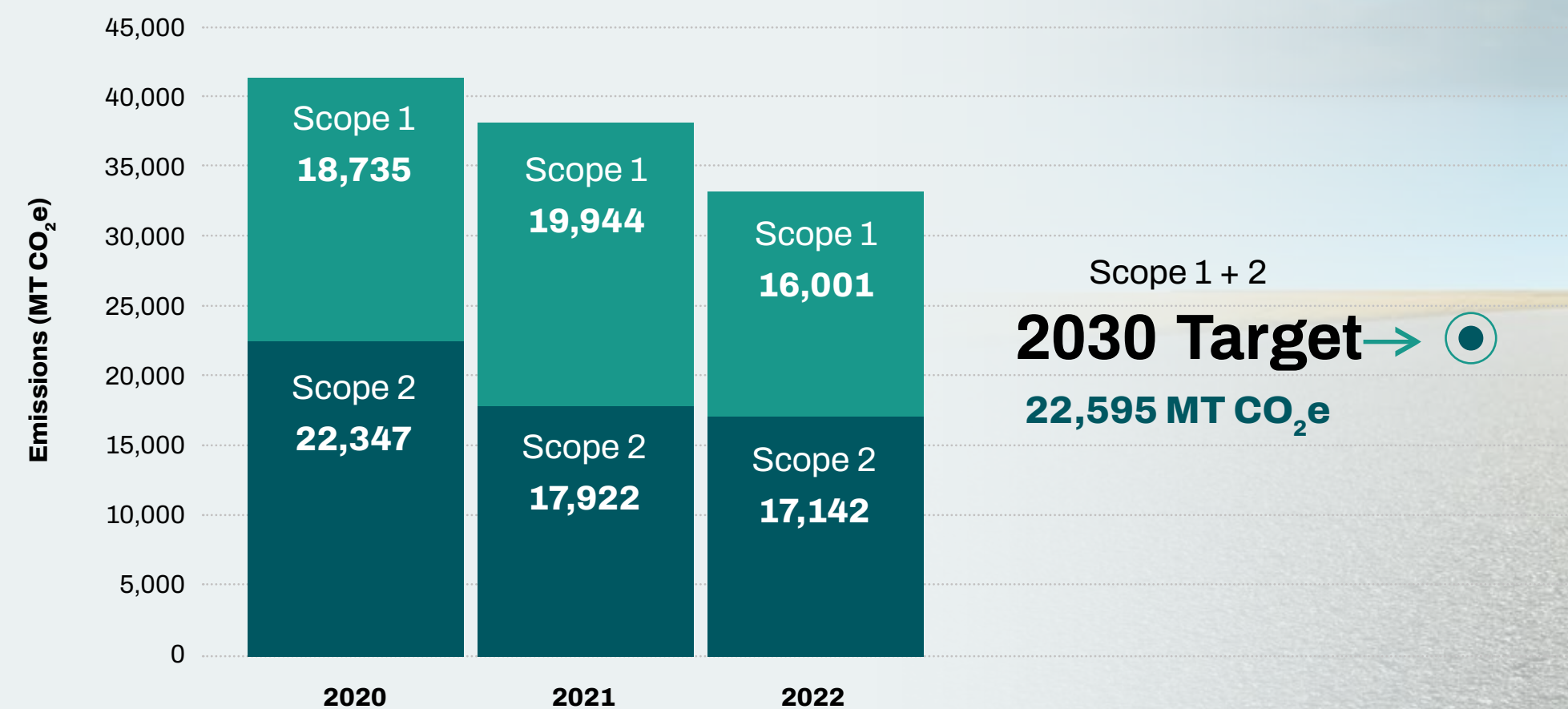
The call to act on climate change is increasingly urgent, and we are committed to leading through action by reducing our GHG emissions worldwide and partnering with local and global organizations to make a difference.

Setting science-based targets

In October 2022, we submitted documentation to SBTi to have our 2030 GHG reduction goals for Scopes 1, 2, and 3 validated. In May 2023, SBTi approved our targets to reduce absolute Scope 1 and 2 GHG emissions 45% by 2030 from a 2020 base year and reduce absolute Scope 3 GHG emissions 25% within the same timeframe. Specifically, SBTi's review committee validated that Vontier's commitments align with the Paris Agreement's goal of keeping global warming below 1.5°C.

Goal		2022 Progress	
	Scope 1 & 2 GHG Emissions, Near-Term	↓45% reduction in absolute Scope 1 and 2 GHG emissions by 2030, from 2020 base year	↓19% reduction in absolute Scope 1 and 2 GHG emissions from 2020 base year
	ISO Certifications	100% of manufacturing sites achieve ISO 14001 Environmental Management System by 2026	77% of manufacturing sites are ISO 14001 certified (from 69% in 2021)

GHG Emissions Actual vs. Target



Combating Climate Change (Cont.)

Reducing our absolute Scope 1 & 2 GHG emissions

In 2022, we used the following tools to reduce our Scope 1 and 2 GHG emissions:

- **Energy kaizens:** At Vontier, VBS powers everything. For sustainability, VBS takes the form of energy kaizens to reduce energy usage and emissions. In 2022, we conducted energy kaizens at two Vontier facilities in the US, identifying over 20 energy saving opportunities that are projected to save over 2,000 MT CO₂e annually, the equivalent of over 250 homes’ energy use each year. We plan to expand these events to international sites in the future, including at our largest manufacturing facility in India in 2023. We also expect to enhance our VBS sustainability tools to address water and waste consumption.
- **Renewable energy:** Vontier increased our purchase of renewable energy from our existing utility providers in 2022. Six of our facilities are powered by 100% renewable energy.
- **Renewable Energy Certificates (RECs):** Vontier purchased RECs for the first time. These RECs are generated from wind projects in North America and are Green-e® certified, meaning they meet the highest standards in North America. In addition, they are generated from new facilities that meet rigorous standards for environmental quality.
- **Third-party assurance:** We received limited assurance of our 2022 Scope 1 and 2 GHG emissions from an accredited third party according to the requirements found in ISO 14064-3:2019 “Greenhouse Gases–Part 3” and the GHG Protocol.



Team members complete a gemba walk during an energy kaizen to identify energy savings opportunities.

An example of living our values:

Creating What’s Next with energy kaizens

The Gilbarco Veeder-Root Greensboro facility completed an energy kaizen in May 2022 that has resulted in significant savings and reductions of GHG emissions. One project came from our paint department technician and engineer who used an alternate technology for humidity control in our powder coating operations, resulting in an estimated reduction of 280 MT CO₂e GHG emissions and savings of \$50,000 per year. Instead of using electricity to generate steam from water, the new technology atomizes the water with pressure, eliminating over 99% of the energy required for humidification control while improving quality control and safety. This is a great example of how we are creating what’s next at our facilities around the world by conducting energy kaizens and implementing reduction projects to lower emissions and drive savings.

Scope 3 GHG baseline

In 2022, we completed a baseline analysis of Vontier's Scope 3 GHG emissions. A cross-functional team identified critical indirect GHG activities upstream and downstream of our operations and found that our 2020 Scope 3 emissions were roughly 1.6 million MT CO₂e. This represents over 98% of Vontier’s total GHG emissions. We have begun the process of engaging with our key suppliers upstream, as well as our customers downstream, to identify joint GHG reduction opportunities that can benefit all companies in the value stream in our collective decarbonization journeys. We strongly believe that our work in fighting climate change extends beyond just our business and into our value chains where we can make a positive impact in aggressively decreasing global GHG emissions.

Water conservation

Protecting our planet doesn’t stop with reducing energy use. Vontier is committed to reducing the impact of our operations on all natural resources, including water, within our facilities. In early 2023, we outlined the goal below for reducing water use in our operations.

In addition, we plan to publish a Vontier Water Management Policy that outlines best water conservation and stewardship practices that should be followed at all Vontier facilities. VBS efforts will be augmented to include tools for assessing water risk, reducing water use, and increasing conservation measures.

100%

implementation of water risk assessments and conservation plans at high-priority manufacturing sites¹ by end of 2026



¹As defined by a credible, third-party in global water stress identification.

Informed decision-making

Environmental systems & strategy

Sustainability is a key enabler of Vontier’s growth strategy, requiring engagement at the highest levels of our organization, and stringent data collection and analysis to help us gauge our business risk and opportunity. Vontier has invested in our data, reporting, and risk-management processes, which are aligned with the GHG Protocol Corporate Accounting and Reporting Standard, a set of cross-industry emissions reporting requirements.



Sustainability data management and reporting

Transparency and accountability are among Vontier’s sustainability guiding principles. In early 2022, we migrated our data to a sustainability data management platform that offers powerful analytics for GHG inventory accounting, reporting, and monitoring. This allows us to track the performance, trends, and impacts of emissions reduction projects across our organization. We now collect sustainability data at least quarterly, and as frequently as monthly where possible, rather than annually. With more frequent reporting, we can quickly respond to changes in energy and fuel consumption and to forecast with greater confidence.

Vontier discloses progress in the annual sustainability report, in reference to the Sustainability Accounting Standards Board and Global Reporting Initiative standards. To report progress on our programs and commitments, Vontier completes the CDP Climate Change Questionnaire and S&P Global’s Corporate Sustainability Assessment for the Dow Jones Sustainability Indices annually.



For more details on Vontier’s sustainability program, visit the links below:

[Sustainability Accounting Standards Board](#)

[Global Reporting Initiative](#)

[CDP Climate Change Questionnaire](#)

Risk management

While risk is an inherent part of conducting global operations, we manage the risks relevant to our businesses through robust programs, including training, third-party expertise, Enterprise Risk Management (ERM), and our Risk Assessment Process (RAP).

Through the RAP, we identify and assess risks at a business unit level, evaluating the likelihood and potential impact of a risk universe encompassing finance, human capital, operations, information technology, legal and regulatory compliance, and strategy. Sustainability risks are embedded throughout the risk universe as part of the RAP. Risks are individually analyzed from both inherent and residual perspectives, considering existing controls and mitigation processes in place. Potential impacts for each risk are assessed from financial, operational, reputational, legal, and human perspectives. The businesses leverage the results from the assessment process to identify and implement efforts to further mitigate key risks. Progress on mitigation projects is monitored and regularly reported to leadership as part of the RAP.

There is strong engagement in risk management from company leadership, including the CEO, executives, and senior leaders. This ERM program is driven by Vontier’s Executive Risk Committee, which is led by the SVP, Chief Legal & Sustainability Officer and includes business and functional leaders. Our Audit Committee oversees the ERM program, and the Board of Directors have regular updates on topics that are identified through the RAP and overall risk management process.

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Creating a better world

Community impact

Vontier’s community involvement and philanthropic giving helps better our team as we better society. Our service is grounded in our shared purpose—**Mobilizing the Future to Create a Better World**—and ties to our prioritized SDGs.

Vontier Foundation

Giving back to the communities where we work is an integral part of our culture. The Vontier Foundation, a 501(c)(3) organization, prioritizes community investment through its giving pillars:

- Local Community Engagement
- Climate & Environment
- Social Justice, Reducing Inequality, Inclusion
- Education
- Disaster Relief

In 2022, through Vontier contributions and employee match opportunities, the Vontier Foundation and our businesses donated over \$770,000 with a focus on acute disaster relief, climate and environmental initiatives, education, social justice and inclusion, and local community engagement. This is an increase of over 50% from 2021, and we will continue to give as our company grows.



Vontier Day of Caring

In 2022, we participated in our 3rd Annual Vontier Day of Caring, a program that provides employees with one paid day off to volunteer, give back to the community, and advance social justice initiatives. All employees were able to choose from virtual, in-person, individual, or group community impact events. Over 4,000 Vontier employees participated in Day of Caring activities, totaling over 32,000 volunteer hours and doubling our participation from 2021. Here are a few of the ways we gave back to our communities:

- Delivering food to people in need
- Donating books, laptops, and printers to a primary school that flooded
- Donating blood to children with cancer
- Packing 1,000 bags of food to support hunger initiatives
- Collecting 900 pounds of trash to clean up a local river

“The Day of Caring means a lot because we help others, we help each other, and we work as a team. It really brings me joy to help the community, and I’m so glad that we’re doing this.”

Rosa Guerrero Encore Lead, Gilbarco Veeder-Root

4,000
Participants
from 13 countries

2x
Participation
compared
to 2021

\$958,400
Indirect donations¹
(volunteer hours)

Team members join forces with Engineering World Health for an impactful Day of Caring project building educational kits.

¹Each volunteer hour is estimated as \$29.95 with eight hours of participation for each employee per the [Do Good Institute](#).

Promoting fair practices and protecting dignity

Human rights

We are committed to universal human rights and the dignity of all people throughout our operations, supply chain, and communities around the world.

Human rights

Our [Human Rights Policy](#) and [Combating Trafficking in Persons Policy](#) outline how we define, approach, govern, and support universal human rights and the dignity of people throughout our operations, global supply chain, and communities. We advance human rights by promoting fair employment practices, pay, and working hours, and by prohibiting human rights abuses such as child labor, forced labor, modern slavery, and human trafficking.

We are committed to considering the effect of our operations on communities and respecting and promoting all internationally recognized human and labor rights. Our commitment applies to everyone involved in our operations including employees, contractors, agents, suppliers, vendors, and business partners.

Community partners

We have partnered with the American Red Cross and the Engineering World Health Organization to support humanitarian activities around the world, including financial support, in-kind donations, and volunteer time.

Promoting transparency and accountability

Governance structure

Sustainability goals and disclosures, which provide transparency to our stakeholders and accountability, require strong governance involving a number of internal stakeholders. Our structure includes our Board of Directors and Board committees, our CEO and senior leadership team, as well as other employees throughout the company.

Board level: The Vontier Board of Directors has oversight of our ESG program, including climate-related matters. The Nominating and Governance Committee oversees ESG disclosures, including reporting on climate related topics and data, and coordinates ESG oversight among the board committees.

Our ESG Executive Council, composed of our Chief Executive Officer, Chief Legal & Sustainability Officer, and other members of the Vontier leadership team, execute our sustainability strategy and drive progress towards our goals at the management level.

Our ESG Working Group consists of cross-functional and cross-business workstream owners in areas like cybersecurity, environmental, health, safety, security, employee benefits, and governance.

Our directors and officers have diverse skills, backgrounds, and experience, which contribute to effective oversight of the company. To read more about our Board of Directors and Executive Officers, refer to our [2023 Proxy Statement](#).

Board Composition



9

Total Board Members

1

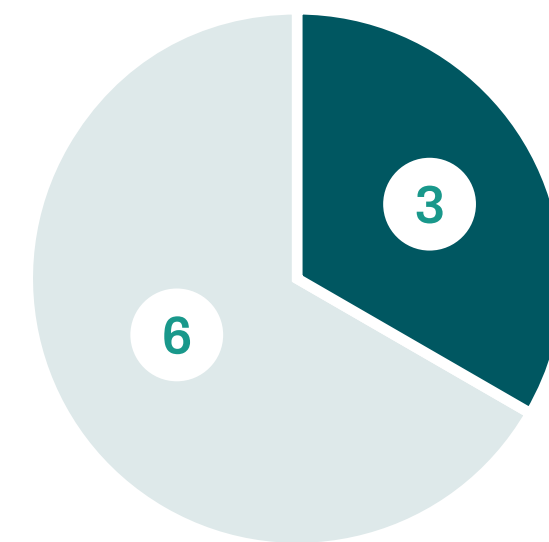
Executive Member

7

Independent Members

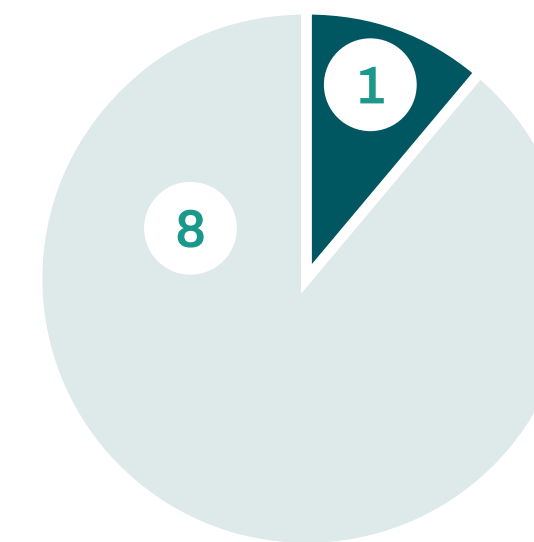
1

Other Non-Executive Member



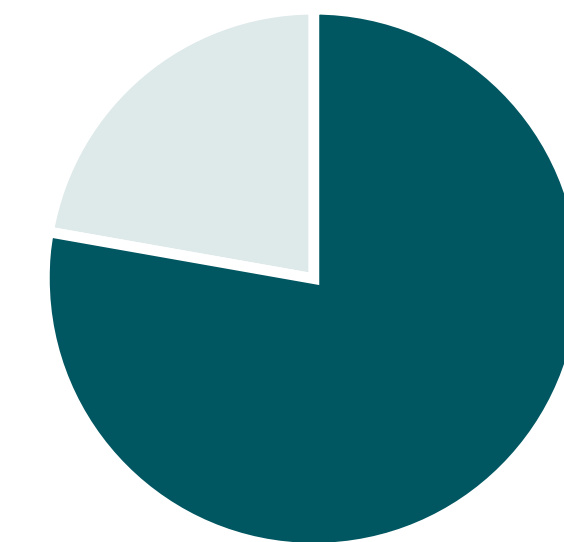
Gender

33%
Women



Ethnicity/Race

11%
Ethnically Diverse



Independence

78%
Independent

Average Board Tenure **1.75 years**

Vontier launched in October 2020

Political involvement

No funds or assets of Vontier Corporation or our operating companies were contributed to or for any political purposes, and Vontier has no intention of contributing funds or assets for political purposes in the future. We do contribute

to and support trade associations through our businesses such as hydrogen and alternative energy associations through ANGI, car wash associations through DRB, and convenience store associations through Invenco by GVR. See the Indices for a list of our [membership associations](#).

Supporting an ethical culture in the workplace

Integrity & compliance

Our commitment to integrity and ethical behavior is part of our foundation and integral to our success. This commitment guides every product we make, every business decision, and every internal and external relationship and interaction.

Vontier's Global Compliance Program is centered around our leadership, our culture, and our purpose and values to:

PREVENT:

Using thoughtfully designed policies, procedures, training, and communications, we aim to prevent compliance concerns from arising.

DETECT:

We detect and investigate concerns in a timely way. We provide multiple avenues for employees to Speak Up!, and we monitor and audit our organization's risks and controls.

CORRECT:

We correct issues promptly by implementing countermeasures, strengthening our organization's internal controls, and taking appropriate and proportional disciplinary action against those who fail to adhere to Vontier's commitment to integrity.



Compliance training

Each employee plays a vital role in ensuring we do the right things the right way. We provide our global employees with the resources they need to act honestly and fairly, and training to ensure they understand how the law applies to their jobs. New employees are required to complete Code of Conduct training within the first 60 days of their employment. The Code of Conduct is core to Vontier's culture of ethics and integrity, so employees repeat training annually. In 2022, 98% of eligible employees completed this training.

The Integrity & Compliance team delivered 79 compliance-focused webinars and in-person training sessions to 2,225 employees last year.



Speak Up! program

Our Speak Up! program allows employees and third parties to report compliance-related concerns, make suggestions, ask questions, or obtain guidance. Speak Up! is available online or by phone 24 hours a day, 7 days a week, and is operated in 20 different languages by an independent third-party company. Those using the service may submit reports anonymously, unless local law prohibits. Vontier's Integrity & Compliance team responds to all inquiries with applicable guidance, and professionally and thoroughly investigates all reported concerns. Vontier prohibits retaliation against anyone who makes a report in good faith or participates in an investigation. In 2022, our investigation case closure time accelerated for a second consecutive year, decreasing from 44 to 38 days on average.

Integrity & compliance (Cont.)

Focusing on our performance

We take pride in our ethics, integrity, and compliance performance and always look for ways to improve and promote an ethical culture that is ingrained in the DNA of our employees. In 2022, we increased our focus on communication and performance by:

- Launching our “Integrity Matters” internal newsletter to communicate policy and best practice reminders and share news and success stories
- Spotlighting employees receiving Integrity Heroes Awards—awards given quarterly to employees who have taken initiative to ensure the company conducts business ethically
- Commencing quarterly employee integrity and compliance perception surveys to assess company culture; utilizing the data to spot trends, anticipate issues, and develop targeted actions to counteract any identified concerns

Anti-corruption/third-party management

Vontier, our subsidiaries, and our third-party representatives abide by the US Foreign Corrupt Practices Act, UK Bribery Act, and the anti-corruption and anti-bribery laws of every country in which we operate. The actions of our third-parties such as agents, distributors, and logistics partners—our channel partners—affect our reputation, so Vontier carefully chooses partners that we can trust to act with integrity on the company’s behalf. In 2022, we continued to execute on our third-party management program, which includes, legal due diligence, background investigations, anti-corruption training and contract provisions, compliance reviews, and certifications of ethical conduct. We also performed sanction screenings on all export transactions and conducted import/export audits of our largest manufacturing facility.

Key integrity & compliance policies

- [The Vontier Code](#)
- [Anti-Corruption Policy](#)
- [Antitrust Compliance Policy](#)
- [CCPA Privacy Notice](#)
- [Charitable Contributions Policy](#)
- [Combating Trafficking in Persons](#)
- Escalation Policy¹
- [GDPR Privacy Notice](#)
- [Gift & Entertainment Policy](#)
- [Global Trade Compliance Policy](#)
- [Human Rights Policy](#)
- [Insider Trading Policy](#)
- [Supplier Code of Conduct](#)

¹Internal document only








Safeguards for a connected world

Protecting our data & technology

Vontier safeguards our information assets, data, and infrastructure to maintain confidentiality, integrity, and availability. Our team aims to assess, mitigate risk, and defend our employees and stakeholders from an ever-growing threat landscape with the ultimate goal of protecting our people.

Our privacy and data protection programs are designed to safeguard data, assets, and systems and comply with global regulations. Our privacy program is based on five pillars:

Pillar	2022 Progress
 <p>Customers We develop privacy and data protection practices and materials that matter to our customers and their end-users.</p>	<p>Updated our contracts with vendors and customers to address changes in the legal regime around governance of personal data transfers.</p>
 <p>Risk We use a risk-based assessment approach to evaluate our personal data collection practices and identify the greatest threats to our systems.</p>	<p>Increased our number of Record of Processing Activity and IT asset assessments by 13% to help identify high-priority data processing risks.</p>
 <p>Continuous improvement We regularly assess, audit, and update our internal controls to stay in front of the evolving privacy, information, and cybersecurity landscape.</p>	<p>Reviewed and updated over 5,500 cross-border data transfer assessments and agreements. Implemented new data discovery and mapping tools within a business.</p>
 <p>Privacy by design Our data security and privacy programs are maturing as we integrate them into our innovation efforts.</p>	<p>Invested in a new privacy platform with additional capabilities. Increased cross-functional work to create additional privacy risk identifiers in intake processes.</p>
 <p>Employees We invest in our people and equip them with the knowledge and resources needed to properly handle data as well as identify and report threats to our systems.</p>	<p>Increased our training programs by offering targeted, function-specific trainings on data privacy and associated risks for HR, marketing, engineering, IT, legal, and data analytics functions.</p>

Protecting our data & technology (Cont.)



Cybersecurity

Vontier is committed to supporting our business objectives and customer needs by maintaining a secure environment for our products, data, and systems. We are cultivating a security-minded culture through education and programs that reflect industry best practices.

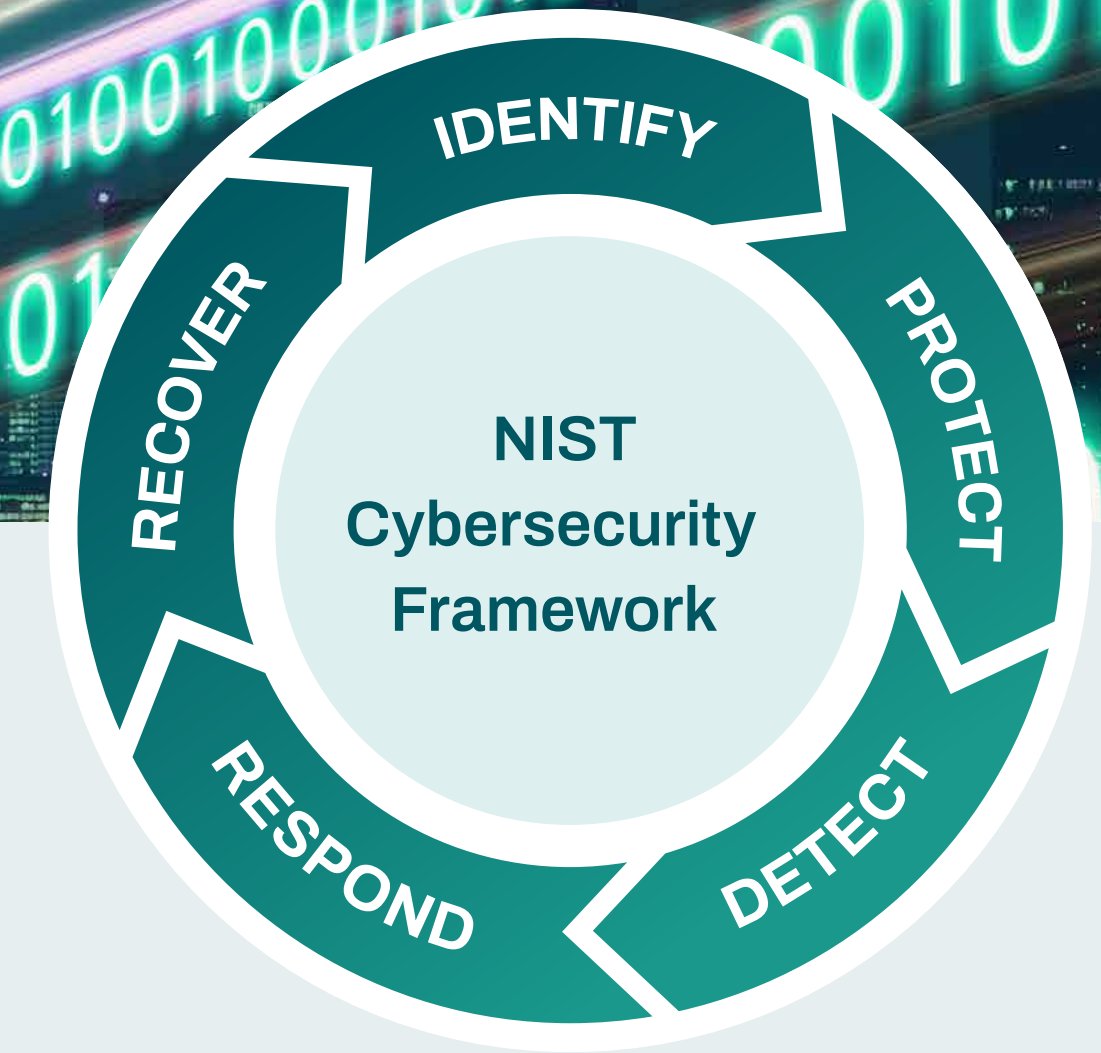
In 2022, we developed a comprehensive Information Security Policy that clearly articulates Vontier’s expectations and requirements with respect to acceptable use, risk management, security, incident management and reporting, identity and access management, third-party management, and vulnerability identification. We maintain a global incident response plan and conduct exercises to ensure effectiveness and preparedness. To ensure cybersecurity rigor with our teams, we regularly educate and share best practices to raise awareness of cyber threats.

Program and risk assessment

The cybersecurity program is led by the company’s Chief Information Security Officer who provides multiple updates each year to the Audit Committee regarding cyber risk management governance and the status of projects that strengthen cybersecurity. The Board regularly receives briefs from the Audit Committee and management on these matters and the effectiveness of the program.

The program is organized and managed based on an internationally recognized cybersecurity framework developed by the National Institute of Standards and Technology (NIST). We regularly improve and update our cybersecurity program, including independent program assessments, penetration testing, and scanning of our systems for vulnerabilities.

We regularly assess risk and perform security validation of our products following industry security standards such as ISO 27001, PCI-DSS, SOC 2 Type II, and the NIST Cybersecurity Framework.



- **Identify:** organizational understanding to manage cybersecurity risk to systems, people, assets, data, and capabilities
- **Protect:** cybersecurity safeguards to ensure delivery of critical services
- **Detect:** monitoring and surveillance activities to identify the occurrence of a cybersecurity event
- **Respond:** activities to take action regarding a detected cybersecurity incident
- **Recover:** activities to maintain plans for resilience and to restore any capabilities or services that were impaired due to a cybersecurity event

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Standards Board (SASB)** 50

Global Report Initiative (GRI) 51

Workforce & employee diversity

for the period ending December 31, 2022

Data tables

Our Workforce

8,194

Total number of employees

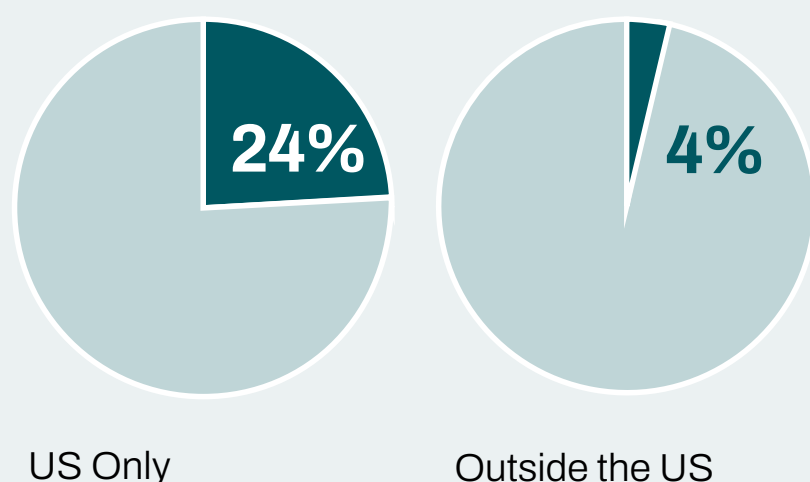
3,955

US employees

4,239

Employees outside the US

Unionized employees



Headcount	Total	United States	Other Americas ¹	Europe	AMEA ²
Female	2168	1178	169	282	539
Male	6026	2777	477	1152	1620
Gender not disclosed	—	—	—	—	—
All employee types	8194	3955	646	1434	2159
Permanent hourly	2399	1560	29	536	274
Temporary hourly	—	—	—	—	—
Full-time, salaried	5792	2395	617	898	1885
Part-time, salaried	—	—	—	—	—

¹Other Americas mean North and South America excluding the United States

²AMEA means Africa, Middle East, and Asia

Employee Demographics

Company-wide	2020	2021	2022
Women	26.0%	26.1%	26.5%
Men	74.0%	73.9%	73.5%
Representation of ethnic or racial minorities	36.6%	34.7%	35.1%
US Only ³	2020	2021	2022
American Indian/Alaska Native	0.2%	0.2%	0.3%
Asian	6%	5%	6%
Black or African American	21%	22%	21%
Latinx	6%	6%	7%
Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.1%
Two or more races	0.8%	0.6%	1.2%
White	62%	63%	65%
Not specified	3%	2%	0%

³Percentages don't total 100% due to rounding.

Workforce & employee diversity (Cont.)

Data tables

United States Diverse Talent¹

	US Pop	American Indian/ Alaska Native	Asian	Black or African American	Hispanic/ Latinx	Nat Hawaiian/ Pacific Islander	Two or more races	White	Not Specified
Organization Levels	#	%	%	%	%	%	%	%	%
Level 1 & 2—CEO and Executive	11	0%	27%	0%	0%	0%	0%	73%	0%
Level 3—Senior Leader	60	0%	12%	10%	5%	0%	0%	73%	0%
Level 4—Mid Level Manager	208	0%	8%	7%	4%	0%	2%	79%	0%
Level 5—First Level Manager	516	0.2%	12%	7%	5%	0.2%	1%	75%	0%
Level 6— Supervisors	690	0.3%	7%	8%	6%	0.3%	1%	78%	0%
Total	1,485	0.2%	9%	7%	5%	0.2%	1%	77%	0%

US Parental Leave ⁵	Male	Female	Total
Eligible (headcount)	2,822	1,247	4,069
Took parental leave (headcount)	25	18	43
Returned to work (headcount)	24	18	42
Retention after 12 months (headcount)	22	17	39
Return to work rate	96%	100%	98%
Retention rate	92%	94%	93%

US Generational Breakdown	
Traditionalists (born before 1946)	3
Baby boomers (born 1946-1964)	719
Generation X (born 1965-1981)	1601
Millennials (born 1982-1996)	1400
Generation Z (born after 1996)	232

¹Leadership included are salaried exempt only

²Departments determined as revenue-generating functions are Business Development, Marketing, and Sales

³Calculation methodology: percentage of new hires out of average number of employees from beginning to end of the year in specified demographic

⁴Leadership includes EEO-1 Job Categories "Executive or Senior-Level Officials and Managers" and "First or Mid-Level Officials and Managers." These are levels 1-5 in the organizational hierarchy.

⁵Data is in reference to total amount of full-time employees (FTE) that worked throughout 2022. Data is for US only and does not include DRB due to unavailability of records. DRB only has US employees and accounts for 15% of Vontier's total US-based FTE headcount.

Leadership¹

Organization Levels	Total	Women %	Men %
Level 1 & 2—CEO and Executive	12	17%	83%
Level 3—Senior Leader	81	25%	75%
Level 4—Mid Level Manager	367	32%	68%
Level 5—First Level Manager	1,059	28%	72%
Level 6—Supervisors	1,491	25%	75%
Total	3,010	27%	73%
Managers in revenue-generating functions (e.g., sales) excluding support functions such as HR, IT, Legal, etc. ²	398	25%	75%

Global Employee Hiring Summary ³	New employee hires headcount	New employee hires rate
Total	1,936	23.9%
Region		
United States	1,078	27.8%
Other Americas	199	31.4%
Europe	205	14.3%
AMEA	454	21.4%
Gender		
Female	617	29.1%
Male	1,319	22.1%
Other/Gender not disclosed	—	0%
Position – Global		
Leadership ^{1,4}	310	20.5%
Non-leadership	1,626	24.7%

Employee benefits

Data tables

Core Benefits

Benefit	US Non-Union ^{1,2}
Life insurance	Yes
Health care	Yes
Disability and invalidity coverage	Yes
Parental leave	Yes
Retirement provision	Yes
Stock ownership	Available based on role or through retirement savings plan
Others	Dental, vision, health savings account, flexible spending account, dependent care flexible spending account, identification theft, legal services, financial well-being, critical illness, hospital indemnity, employee assistance program, backup/emergency childcare and eldercare, accident insurance, spouse life insurance, child life insurance

¹Union benefits within and outside of the US are based upon bargaining unit contracts.

²Our employee benefits outside of the US are aligned with local requirements. Common benefits available to employees worldwide include life insurance, health care, and disability coverage.

Support Programs

Along with core benefits, Vontier offers support programs through insurers, assistance hotlines, websites, and presentations to further promote health and wellness. Services include vaccinations, personal weight management coaching, chronic condition management, mental health counseling and financial wellness coaching and tools. We also offer benefits for families such as adoption and fertility treatment assistance, accommodations for breastfeeding mothers, resources through the Maven Clinic for maternity, newborn, and pediatric care, and pet insurance.



Read more about 2022 benefit enhancements in [Employee well-being](#).

Energy use & emissions

Data tables

Energy Use

Metric	Unit of Measure	2020	2021	2022	2020-2022 (% change)
Natural gas	MMBtu	142,166	173,519	154,900	-9%
No. 2 fuel oil	liters	459,164	518,206	19,815	-96%
Propane	liters	94,300	151,593	80,346	-15%
Mobile gasoline	liters	1,351,356	1,424,833	1,630,557	21% ¹
Mobile diesel	liters	2,200,203	1,998,776	1,908,246	-13%
Mobile compressed natural gas	liters	479	7,917	5,147	>100% ²
Electricity	liters	53,810,264	52,987,967	49,035,457	-9%
Refrigerant	kg	0	0	8	—
Renewable sources energy consumption	MWh	0	3,818	14,805	—
Non-renewable sources energy consumption	MWh	137,795	141,959	117,424	-15%
Total energy consumption	MWh	137,795	145,777	132,229	-4%

¹Increase attributed to identification of additional fleet vehicles in Europe for 2022.

²Increase caused by the addition of one facility's consumption in 2021.

Emissions³

Metric	Unit of Measure	2020	2021	2022 ⁵	2020-2022 (% change)
Scope 1	MT CO ₂ e	18,735	19,944	16,001	-15%
Scope 2 ⁴	MT CO ₂ e	22,347	17,922	17,142	-23%
Scope 1 + 2⁴	MT CO₂e	41,082	37,865	33,143	-19%

³The emissions data reported is the most current as of July 2023, and reflects updates to emissions factors, data corrections, and site portfolio. The 2022 emissions were third-party verified with limited assurance in accordance with ISO 14064-3:2019 and the GHG Protocol.

⁴Scope 2 emissions are market-based, which includes reductions from Renewable Energy Certificates (RECs).

⁵We received limited assurance of our 2022 Scope 1 and 2 emissions from an accredited third-party according to the requirements found in ISO 14064-3:2019 "Greenhouse Gases-Part 3" and the GHG Protocol.



See more details in our [response to the 2023 CDP Climate Change Questionnaire](#).

Membership associations

ACC – Association of Corporate Counsel

ACCI – Athens Chamber of Commerce and Industry

ADAMEF – Asociatia Distribuitorilor de Aparate de Marcat Electronice Fiscale (Association of Distributors of Fiscal Electronic Devices)

AOMA – Arkansas Oil Marketers Association

APEA - Association for Petroleum & Explosives Administration

Arizona Petroleum Marketers Association

Australasian Convenience and Petroleum Marketers Association

Automotive Aftermarket Suppliers Association

Beijing Association Measurement

California Certified Unified Program Agency

Canadian Safety Standards Committee

Carwash Operators of New Jersey

CECOD – Committee of European Manufacturers of Petroleum Measuring and Distributing Equipment

CEO Action for Diversity & Inclusion

CHBC – California Hydrogen Business Council

CHIETA – Chemical Industries Education & Training Authority

China Society for Electrical Engineering Committee of Electromagnetic Measurement

Conexxus

Connecticut Car Wash Association

Dansk Industri (Danish Industry)

DIN – Deutsches Institut für Normung (German Institute for Standardization)

EnergIIIZE

Equipment and Tool Institute

FCHEA – Fuel Cell & Hydrogen Energy Association

Florence Industrial Association

FPMA – Florida Petroleum Marketers Association

GACS – Georgia Association of Convenience Stores

GOA – Georgia Oilmen’s Association

Gulf Coast Food & Fuel

H2 Matchmaker

Hamburg Chamber of Commerce

HRC – Human Rights Campaign

International Car Wash Association

IODSA – Institute of Directors South Africa

LOMA – Louisiana Oil Marketers Association

Maine Energy Marketers

MAPI – Manufacturers Alliance for Productivity & Innovation

Midwest Car Wash Association

Military Friendly

MIT Climate & Sustainability Consortium

MPMCSA – Mississippi Petroleum Marketers & Convenience Stores Association

MSC – Manufacturers and Services Council

NACS – National Association of Convenience Stores

National Business Aviation Association

NATSO – National Association of Truck Stop Operators

NECSEMA – New England Convenience Store & Energy Marketers Association

New England Car Wash Association

New York State Car Wash Association

NFPA 2 Hydrogen Committee (National Fire Protection Association)

NGVi – Natural Gas Vehicles institute

Norsk Industri (Norwegian Industry)

North Carolina Petroleum & Convenience Marketers Management Institute

NTBA – North Texas Business Alliance

Oregon Fuels Association

P&CMA – Petroleum and Convenience Marketers of Alabama

PEIMF – Petroleum Equipment Installers & Manufacturers Federation

PEI – Petroleum Equipment Institute

PRA – Petrol Retailers Association

SAE Fuel Cell Standards Committee (Society of Automotive Engineers)

SAUEO – South African United Employers Organisation

SIGMA

Southeastern Car Wash Association

Southwest Car Wash Association

Spanish Hydrogen Association

Specialty Equipment Market Association

Swedish Gas Association

Swedish Hydrogen Association

TFCA – Tennessee Fuel & Convenience Store Association

Transit Solutions: The Manufacturing, Engineering and Related Services Sector Education and Training Authority

UNGC – United Nations Global Compact

Valuable 500

VPCMA – Virginia Petroleum and Convenience Marketers Association

Washington Oil Marketers Association

We Mean Business

Western Car Wash Association

Western Petroleum Marketers Association

Sustainability Accounting Standards Board (SASB)

The SASB is an independent standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. In this SASB Index, Vontier is reporting for the period ending December 31, 2022, with reference to the most recent SASB standards (version 2023-06), for the Technology and Communications: Hardware industry.

SASB Topic	Code	Metric	Location, Direct Answer, or Omission
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Protecting our data & technology
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Workforce & employee diversity data table
Product Lifecycle Management	TC-HW-410a.1 to TC-HW-410a.4	Percentage of products by revenue that: (1) Contain IEC 62474 declarable substances (2) Meet the requirements for EPEAT registration or equivalent (3) Are certified to an energy efficiency certification Weight of end-of-life products and e-waste recovered, percentage recycled	We do not currently track this information; however, we anticipate gathering this data for future reporting.
Supply Chain Management	TC-HW-430a.1 to TC-HW-430a.2	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	We do not currently track this information; however, we anticipate gathering this data for future reporting.
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supplier Code of Conduct Conflict Minerals Policy Statement
Activity Metric	TC-HW-000.A	Number of units produced by product category	Not currently disclosed. Vontier creates a wide variety of products and services so this is not an applicable metric for our business.
	TC-HW-000.B	Area of manufacturing facilities	Approximately 224,956 square meters
	TC-HW-000.C	Percentage of production from owned facilities	Not currently disclosed. Vontier creates a wide variety of products and services so this is not an applicable metric for our business.

Global Reporting Initiative (GRI)

Statement of use

Vontier Corporation has reported the information cited in this GRI content index with reference to the most recent GRI Standards (GRI 1: Foundation 2021), for the period ending December 31, 2022.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>Vontier Corporation 5438 Wade Park Boulevard Suite 600 Raleigh, NC 27607 United States</p> <p>Vontier Corporation is a Delaware corporation established in 2019. On October 9, 2020, Vontier separated from Fortive Corporation to become an independent, publicly-traded company, listed on the New York Stock Exchange under VNT.</p> <p>Countries of Operation: 2023 CDP Climate Change Response, section C0.3</p>
	2-2 Entities included in the organization’s sustainability reporting	DRB, Inveno by GVR, ANGI, EVolve, Teletrac Navman, Matco Tools, Gilbarco Veeder-Root, Coats Company (formerly Hennessy Industries), Global Traffic Technologies (divested April 2023), Vontier Corporation
	2-3 Reporting period, frequency and contact point	This report covers Vontier’s progress from January 1, 2022, through December 31, 2022, with data as of December 31, 2022, unless otherwise noted. Reporting is completed annually. Contact Sustainability-ESG@vontier.com for any questions.
	2-4 Restatements of information	There were no restatements or corrections made for information related to the GRI from previous reporting periods.
	2-5 External assurance	We received limited assurance for our 2022 Scope 1 and 2 GHG emissions from an accredited third-party according to the requirements found in ISO 14064-3:2019 “Greenhouse Gases–Part 3” and the GHG Protocol. Additional information on sustainability reporting and oversight is included in the Governance structure and 2023 Proxy Statement , p. 25.
	2-6 Activities, value chain and other business relationships	<p>Business segments & operations</p> <p>Partnering for impact</p> <p>Our Connected Mobility Strategy</p> <p>Better Innovations</p> <p>Scope 3 GHG baseline</p> <p>2022 Form 10-K, p. 3-8</p>
	2-7 Employees	<p>Workforce & employee diversity data table</p> <p>2022 Form 10-K, p. 6-7</p>
	2-8 Workers who are not employees	Consistent with the decentralized nature of Vontier’s businesses, each business and/or site is responsible for managing contracts and contractual requirements with workers who are not employees. Each business has responsibility for tracking and/or reporting workers who are not employees, consistent with applicable local, regional, and/or national requirements.

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021 (continued)	2-9 Governance structure and composition	Governance structure 2023 Proxy Statement , p. 18-25 2023 CDP Climate Change Response , section C1
	2-10 Nomination and selection of the highest governance body	Governance structure 2023 Proxy Statement , p. 10 2023 CDP Climate Change Response , section C1
	2-11 Chair of the highest governance body	2023 Proxy Statement , p. 18
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance structure 2023 Proxy Statement , p. 18-25
	2-13 Delegation of responsibility for managing impacts	Governance structure 2023 Proxy Statement , p. 18-25
	2-14 Role of the highest governance body in sustainability reporting	Governance structure 2023 Proxy Statement , p. 22-23, 25
	2-15 Conflicts of interest	2023 Proxy Statement , p. 28, 34-43 2023 CDP Climate Change Response , section C1.3
	2-16 Communication of critical concerns	Integrity & compliance The Vontier Code , p. 11 2023 Proxy Statement , p. 21
	2-17 Collective knowledge of the highest governance body	2023 Proxy Statement , p. 22-23 2023 CDP Climate Change Response , section C1.1d
	2-18 Evaluation of the performance of the highest governance body	2023 Proxy Statement , p. 22-27
	2-19 Remuneration policies	2023 Proxy Statement , p. 29-30, 34-52 2023 CDP Climate Change Response , C1.3
	2-20 Process to determine remuneration	2023 Proxy Statement , p. 34-43
	2-21 Annual total compensation ratio	2023 Proxy Statement , p. 51
	2-22 Statement on sustainable development strategy	From Our CEO Q&A with Our Sustainability Leader Bringing Our Vision to Life
2-23 Policy commitments	Vontier Reports & Policies Integrity & compliance	

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021 (continued)	2-24 Embedding policy commitments	Policies that promote responsible business conduct in Vontier’s activities and business relationships are embedded in our new employee onboarding, training, and internal communications. The Vontier Code and additional key policies are publicized on our website , and additional information is included in Integrity & compliance .
	2-25 Processes to remediate negative impacts	Integrity & compliance The Vontier Code , p. 11 The Audit Committee of Vontier’s Board of Directors plays an important role in remediating negative impacts as detailed on page 21 of our 2023 Proxy Statement .
	2-26 Mechanisms for seeking advice and raising concerns	Integrity & compliance The Vontier Code , p. 11
	2-27 Compliance with laws and regulations	Vontier and our Board of Directors are committed to robust corporate governance as detailed in Governance structure . Wherever we operate, we comply with all applicable laws, rules and regulations. Material legal proceedings (all types) and associated litigation and other contingencies are discussed on pages 75-76 of our 2022 Form 10-K . We have not paid any significant fines (> USD \$10,000) related to environmental or ecological issues in the past four fiscal years.
	2-28 Membership associations	Membership associations
	2-29 Approach to stakeholder engagement	Materiality assessment 2023 CDP Climate Change Response , section C12 2023 Proxy Statement , p. 24-26
	2-30 Collective bargaining agreements	Workforce & employee diversity data table
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Vontier has conducted two full materiality assessments, with our most recent completed in May 2023. Aided by the Datamaran tool and guided by leading global standards, we use a data-driven approach to track topics that are material to our businesses and stakeholders, as detailed in the Materiality assessment . Our eight prioritized material issues were cross-referenced with GRI to create this GRI Content Index.
	3-2 List of material topics	List of material topics per GRI: Economic Performance (201), Anti-Corruption (205), Anti-Competitive Behavior (206), Tax (207), Energy (302), Emissions (305), Employment (401), Labor/Management Relations (402), Occupational Health and Safety (403), Training and Education (404), Diversity and Equal Opportunity (405), Non-discrimination (406), Freedom of Association and Collective Bargaining (407), Child Labor (408), Forced Compulsory Labor (409), Security Practices (410), Local Communities (413), Public Policy (415), Customer Health and Safety (416), Customer Privacy (418)
	3-3 Management of material topics	This GRI content index includes by topic Vontier’s impacts on the economy, environment, and people with relevant actions taken, policies, and commitments.

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	See financial statements beginning on page 43 of our 2022 Form 10-K .
	201-2 Financial implications and other risks and opportunities due to climate change	2023 CDP Climate Change Response , section C2
	201-3 Defined benefit plan obligations and other retirement plans	2022 Form 10-K , p. 53, 63, 68
	201-4 Financial assistance received from government	2022 Form 10-K , p. 7
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All business units are subject to corruption risk analysis. Risks related to corruption are reported on page 14 of our 2022 Form 10-K .
	205-2 Communication and training about anti-corruption policies and procedures	Integrity & compliance All applicable employees are required to complete training on The Vontier Code , which includes content on anti-corruption and our Anti-Corruption Policy .
	205-3 Confirmed incidents of corruption and actions taken	We currently do not disclose this information. All incidents reported through Speak Up! are managed by third-party compliance experts and follow a standard procedure in which a case is opened, investigator is assigned, information is gathered, witnesses are interviewed, and documents are reviewed. Issues are promptly addressed by implementing countermeasures and strengthening our organization's internal controls. For more information, see Integrity & compliance .
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wherever we operate, we comply with all applicable laws, rules, and regulations. Material legal proceedings (all types) and associated litigation and other contingencies are discussed on pages 75-76 of our 2022 Form 10-K .
GRI 207: Tax 2019	207-1 Approach to tax	Taxes are discussed throughout the 2022 Form 10-K , however core pages are p. 29, 36, 52-53, 71-74. Wherever we operate, we comply with applicable tax laws, rules, and regulations. Internal and external auditors verify the quality and integrity of our financial statements. The Audit Committee of the Board of Directors oversees audits and risks related to financial controls, including tax matters. The Audit Committee typically meets in executive session, without the presence of management, at each regularly scheduled meeting, and reports to the Board on its actions and recommendations at Board meetings. In 2022, the Audit Committee met eight times.
	207-2 Tax governance, control, and risk management	See 207-1 and 205-3 above for the description of our tax governance, control and assurance framework, and our mechanism for reporting compliance concerns.
	207-3 Stakeholder engagement and management of concerns related to tax	Vontier Tax Strategy
	207-4 Country-by-country reporting	2022 Form 10-K , p.72

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy use & emissions data table 2023 CDP Climate Change Response , section C8.2a
	302-2 Energy consumption outside of the organization	Energy consumption outside of the organization has been quantified based on spend data (refer to 305-3 below) but is not available in energy-specific metrics (i.e., MWh).
	302-3 Energy intensity	0.0000415 MWh per revenue sales (MWh/\$USD) Energy intensity calculation is based on total energy consumption (from renewables and non-renewables) and annual revenue.
	302-4 Reduction of energy consumption	Energy use & emissions data table 2023 CDP Climate Change Response , section 4.1a
	302-5 Reductions in energy requirements of products and services	Products that protect the planet
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy use & emissions data table Combating climate change 2023 CDP Climate Change Response , section C5.2, C6.1, C7.1-7.3a
	305-2 Energy indirect (Scope 2) GHG emissions	Energy use & emissions data table Combating climate change 2023 CDP Climate Change Response , section C5.2, C6.2-6.3, C7.5-7.6a
	305-3 Other indirect (Scope 3) GHG emissions	Energy use & emissions data table 2023 CDP Climate Change Response , section C5.2, C6.5
	305-4 GHG emissions intensity	2023 CDP Climate Change Response , section C6.10
	305-5 Reduction of GHG emissions	Energy use & emissions data table Combating climate change 2023 CDP Climate Change Response , section 4.1a
	305-6 Emissions of ozone-depleting substances (ODS)	2023 CDP Climate Change Response , section C7.1a
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Vontier does not have operations that produce significant amounts of these emissions.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce & employee diversity data table
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits data table Employee well-being
	401-3 Parental leave	Employee benefits data table Employee well-being Workforce & employee diversity data table

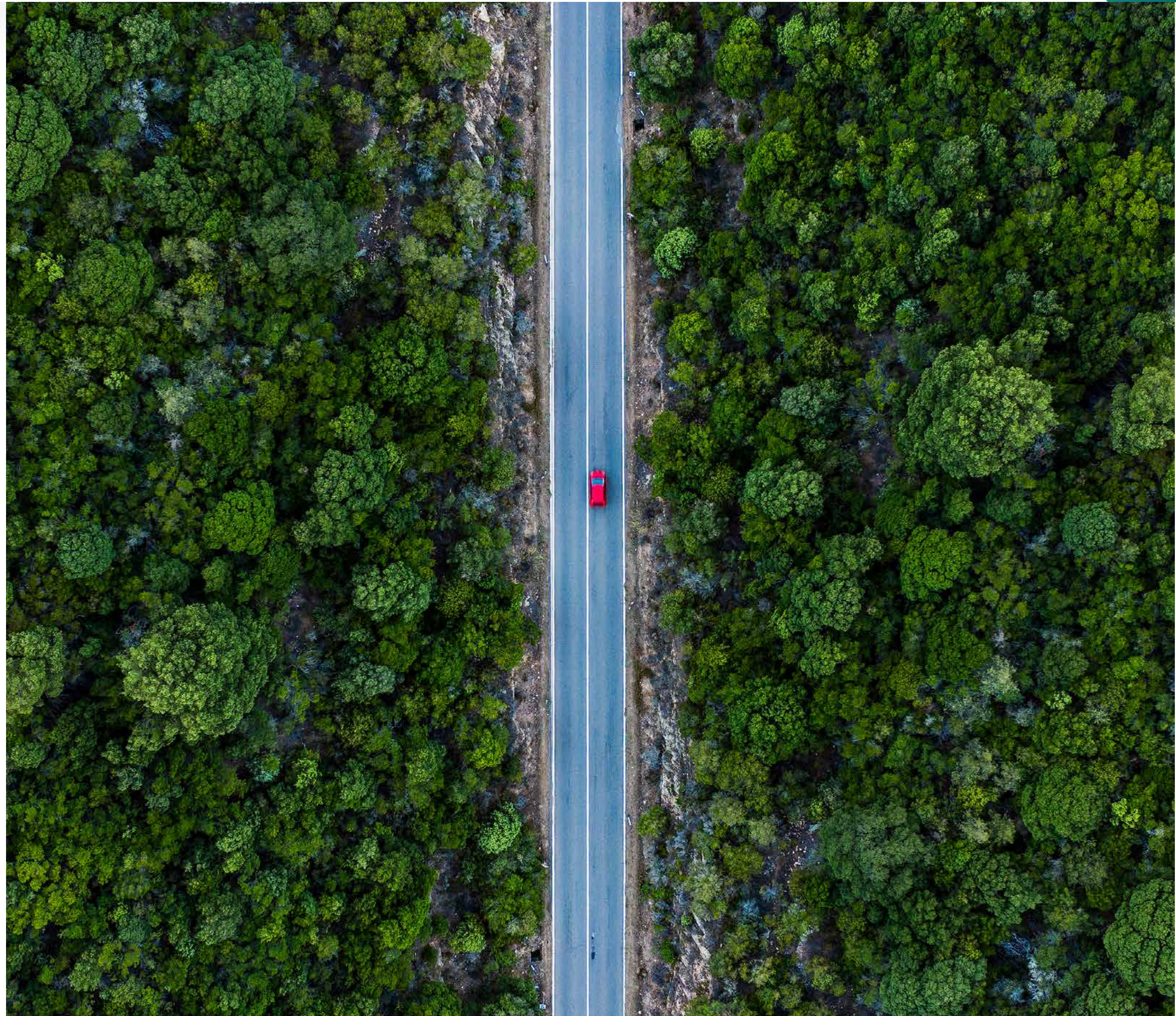
GRI Standard	Disclosure	Location
<p>GRI 402: Labor/ Management Relations 2016</p>	<p>402-1 Minimum notice periods regarding operational changes</p>	<p>We comply with applicable laws and collective bargaining agreements regarding minimum notice periods.</p>
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system</p>	<p>Our health and safety management practices are described in Health, safety, & security and on page 27 of our 2023 Proxy Statement. All businesses, facilities, and workers, including contractors working on Vontier property or whose work is controlled by the organization, are expected to abide by Vontier and facility-level health and safety policies and procedures such as the EHS&S Policy and The Vontier Code.</p>
	<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>Our EHS&S Policy requires periodic, formal evaluation of our compliance and page 16 of The Vontier Code encourages employees to report potentially hazardous conditions or unsafe practices. Health, safety, & security details our “stop work authority” practice. All employees and business partners are empowered to report concerns through physical concern boxes or the Speak Up! reporting system.</p> <p>Risk assessments are conducted at minimum annually to identify and prioritize risks. All sites are audited every two to three years by insurance companies depending on risk, set-up and complexity, and size. Facilities and EHS leadership routinely conduct inspections to identify work-related hazards and risks.</p> <p>Work-related incidents are recorded and investigated, and corrective actions are taken. Findings and improvement opportunities from inspections, audits, and incident investigations are recorded and used to continually improve safety processes, practices, and management systems.</p>
	<p>403-3 Occupational health services</p>	<p>All Vontier employees have access to internal and/or external occupational health services applicable to the risks and exposures they may face at work. Services are subject to internal and external inspection and auditing to ensure quality and verify access to workers.</p> <p>Results of occupational health exposure monitoring are available only to the respective worker and required EHS and occupational health staff. In any case of exposure above acceptable levels, supervisors may need to be involved to help resolve an exposure issue but are not provided health records. Any use of information from occupational health records for inappropriate treatment of an employee constitutes a violation of The Vontier Code.</p> <p>Additional employee benefits and health services are detailed in Employee well-being and the Employee benefits data table.</p>
	<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>Vontier’s EHS Leadership Council consists of EHS leaders from across Vontier and our businesses and meets regularly to develop, implement, and evaluate the occupational health and safety management systems for Vontier. The EHS Leadership Council works closely with each business to ensure awareness and adherence to policies and procedures. Employees are actively engaged through health and safety meetings, presentations, and trainings.</p> <p>EHS committees or safety teams review health and safety programs, and advise on matters of worker safety and accident prevention. They are proactively engaged at each facility. Committees typically consist of both employee and management representation to ensure all activities and recommendations are supported by the organization. The committees meet at minimum quarterly, and conduct EHS reviews and consult with site management. The scope covers all employees under management’s operational control at the site, including contractors operating on-site or whose work is controlled by the organization.</p>

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018 (continued)	403-5 Worker training on occupational health and safety	<p>Businesses conduct employee training as guided by industry best practice, and as required by federal and local regulations. Initial training is provided for all new employees. Recurring training, including licensing (e.g., for forklift drivers), is assigned and tailored to site-specific or job-specific hazards, operations, and local needs. Trainings are regularly updated to comply with changing regulations and workplace risks.</p> <p>Training and other safety communications are conducted monthly, and in some cases weekly or daily, via EHS stand-ups in various formats (e.g., in-person, virtual, or independent study) depending on the business and team.</p> <p>Contractor experience and competency are reviewed prior to hire. Vontier and site-specific training or orientations are provided as needed.</p>
	403-6 Promotion of worker health	<p>Employees are provided with benefits such as medical, dental, vision, life, disability, retirement, and parental leave as applicable as described in Employee well-being and the Employee benefits data table.</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>The Vontier Code, p.11</p> <p>Vontier holds quarterly business review meetings in which key business partners and customers can voice concerns, including those related to health and safety. Additionally, communities can submit concerns through the publicly available Speak Up! reporting system. All concerns are investigated.</p>
	403-8 Workers covered by an occupational health and safety management system	<p>All employees and contractors who work on-site or whose work is controlled by the organization are subject to their business' health and safety policies and procedures. Vontier has facilities that have obtained management system certifications such as ISO 45001 as detailed in Health, safety, & security.</p>
	403-9 Work-related injuries	<p>There were no work-related fatalities in 2022. Work-related injury and illness data, including TRIR and DART metrics are included in Health, safety, & security.</p>
	403-10 Work-related ill health	<p>There were no work-related fatalities in 2022. Work-related injury and illness data, including TRIR and DART metrics are included in Health, safety, & security.</p>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>Talent management</p>
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Talent management</p>
	404-3 Percentage of employees receiving regular performance and career development reviews	<p>In 2022, over 99% of employees received regular performance and career development reviews.</p>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>Workforce & employee diversity data table Governance structure</p>
	405-2 Ratio of basic salary and remuneration of women to men	<p>We anticipate gathering this data for future reporting. We expect to begin regular pay equity audits next year.</p>

GRI Standard	Disclosure	Location
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	We currently do not disclose this information. However, company policy requires management action upon allegations of discriminatory behavior. Expectations on anti-harassment and non-discrimination are described on pages 11-15 of The Vontier Code . They are also outlined in the Employee Handbook, which employees must routinely acknowledge and sign.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Wherever we operate, we comply with all applicable laws, rules, and regulations. Freedom of association and collective bargaining are addressed in our Supplier Code of Conduct and Human Rights Policy .
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Wherever we operate, we comply with all applicable laws, rules, and regulations. Child labor is addressed in our Supplier Code of Conduct and Human Rights Policy .
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Wherever we operate, we comply with all applicable laws, rules, and regulations. Forced or compulsory labor is addressed in our Supplier Code of Conduct and Human Rights Policy .
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	All eligible employees are required to complete annual training on The Vontier Code , which includes content on human rights on pages 48-49.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Better Society
	413-2 Operations with significant actual and potential negative impacts on local communities	Environmental and social impact studies are conducted for major new facilities as part of regulatory approval processes.
GRI 415: Public Policy 2016	415-1 Political contributions	Governance structure
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	We anticipate gathering this data for future reporting.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Wherever we operate, we comply with applicable laws, rules, and regulations. We expect to report on the health and safety compliance of our products and services in the future.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	We currently do not disclose this information. However, general information on Vontier's data privacy and cybersecurity practices can be found in Protecting our data & technology and on pages 27-30 of The Vontier Code .

Additional information about this report

- Certain statements included or incorporated by reference in this report are “forward-looking statements” within the meaning of the United States federal securities laws. All statements other than historical factual information are forward-looking statements. Forward-looking statements are based on assumptions and assessments made by our management in light of their experience and perceptions of historical trends, current conditions, expected future developments, and other factors. Forward-looking statements are not guarantees of future performance, and actual results may differ materially from the results, developments, and business decisions contemplated by our forward-looking statements. Accordingly, do not place undue reliance on any such forward-looking statements. Important factors that in some cases have affected us in the past and that in the future could cause actual results to differ materially from those envisaged in our forward-looking statements are described in Vontier’s filings with the US Securities and Exchange Commission (SEC). The forward-looking statements included in this report speak only as of the date of this report. Except to the extent required by applicable law, we do not assume any obligation to update or revise forward-looking statements, whether as a result of new information, future events and developments, or otherwise.
- The inclusion of information in this report does not indicate that such information is necessarily material as defined under the US federal securities laws and the applicable regulations thereunder.
- Any trademarks, product names, or brand images appearing herein are the property of their respective owners.
- Uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Vontier. The data included in this report (other than audited financial data) are good faith estimates. Although uncertainties exist, data collection and GHG emissions calculation efforts were done in conjunction with an established third-party organization that has completed similar assurance projects, to ensure conformance with the GHG Protocol Corporate Accounting and Reporting Standard. Additionally, 2022 Scope 1 and 2 emissions data have received limited assurance by an accredited third-party.
- This report contains disclosures that address applicable elements of the United Nations SDGs, SASB, and GRI. While this report is not intended to meet all the requirements of these standards, we have referenced each of their relevant sections to which we believe full or partial responsive information has been provided.



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The logo for Vontier, featuring the word "VONTIER" in a bold, teal, sans-serif font. The background of the entire image is a scenic landscape of rolling hills and a winding road, overlaid with a semi-transparent white geometric shape and various white digital-style graphics like lines and dots.

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