

2025

SUSTAINABILITY REPORT

VONTIER

ENABLING THE WAY THE WORLD MOVES™

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This report highlights Vontier’s journey on the sustainability topics that matter most to our business and stakeholders, including employees, investors, regulators, and communities. This report covers Vontier’s progress from January 1, 2024, through December 31, 2024, with data as of December 31, 2024, unless otherwise noted.



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VONTIER

ENABLING THE WAY THE WORLD MOVES™

Executive Summary

We made substantial progress in 2024 and we're ready for the road ahead.

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Message from our CEO

DEAR VONTIER STAKEHOLDERS,

Across the globe, we're living in a time of rapid change with a great deal of uncertainty. What hasn't changed is Vontier's unwavering commitment to be a responsible company and create a better future for our customers, employees, communities and the planet.

I am pleased to present Vontier's 2025 Sustainability Report, which highlights this commitment in action.

We are driven by a meaningful purpose: Mobilizing the Future to Create a Better World. We are at the forefront of a multi-energy future, offering our customers a range of traditional and alternative energy solutions. Our technologies and solutions across petrol, biofuels, natural gas, hydrogen and electrification help ensure the global fueling infrastructure is safe, secure, affordable and sustainable.

Innovation and collaboration are at the heart of this. Every day, Vontier has the privilege of solving our customers' most challenging problems and guiding them on their digital and sustainability journeys. At the same time, we are continuously improving our own operations, our employee experience and the communities in which we live and work. In 2024, we achieved many sustainability milestones, which you can read about in the coming pages. I'm especially proud that you'll see examples from all our businesses contributing to these efforts, benefiting all of our stakeholders. Collectively, we are driving the right results and living our values of Stronger Together, Driven to Win, Reimagine Better and Create What's Next.

As we move forward, we will continue to set ambitious goals, report on our progress and hold ourselves accountable. Together, we will continue to innovate, inspire and lead the way towards a better, more sustainable future.

Thank you for your continued interest and support of our progress.



Mark Morelli

President and Chief Executive Officer



Mark Morelli | President and Chief Executive Officer

Q&A with Our Sustainability Leader



Katie Rowen | SVP, Chief Administrative Officer

Q: What is Vontier doing to improve the world we live in?

A: At Vontier, our commitment to improving the world isn't just part of our corporate purpose. It's core to who we are. Our products and solutions make transportation and fueling infrastructure safer, more efficient and more secure.

Looking back on 2024, we're thrilled to share that we've already achieved a 40% reduction in absolute Scope 1 and 2 greenhouse gas (GHG) emissions. We're well on our way to hitting our ambitious goal of a 45% reduction by 2030—a target we set back in 2020. Plus, we're proud to say that we reached our ISO 14001 Environmental Management Systems goal ahead of schedule, with 100% of our manufacturing sites certified before 2026.

For Vontier, sustainability is about more than just the environment; it's about uplifting our employees and communities. The most meaningful way we can care for our employees is to ensure our safety & wellness program is best-in-class. We're proud to report that we achieved our five year safety performance milestones ahead of schedule, with a 0.31 total recordable incident rate (TRIR) and a 0.23 days away restricted or transferred (DART) in 2024.

We are also passionate about supporting the communities in which we live and work. Since its inception four years ago, the Vontier Foundation has donated roughly three million dollars to do just that. 100% of these donations have been aligned with both our giving pillars and UN Sustainable Development Goals. And keeping things even closer to home, in 2024 we awarded \$178,000 in scholarships to the dependents of our employees and \$382,000 toward our employees' student loan debt.

In short, our teams continue to have impact accelerating smart, sustainable solutions and creating a better world.

Q: What is the multi-energy future and what role does Vontier play in it?

A: The multi-energy future is all about offering a variety of fueling options and technologies to meet the diverse needs of our customers. We are solving for the energy trilemma—ensuring energy is affordable, secure and sustainable. Our technologies and solutions cut across petrol, compressed and renewable natural gas, biofuels, hydrogen and electrification.

We are providing diverse renewable energy solutions, integrating sustainability into our

core operations, and prioritizing internal and external collaboration to serve our markets. As an example, last year we launched Konect, a turnkey electric vehicle charging solution specifically for our convenience retail customers. Konect brings together multiple solutions from our businesses and delivers to our customers everything from site selection to software to service.

Q: What new sustainability initiative were you most excited about last year?

A: In 2024, we launched the Vontier Sustainability Leadership Development Program, an initiative designed to provide sustainability skills development, opportunities on high-impact projects, and exposure to leadership. The program fosters a culture of innovation and growth and helps accelerate our ambitious sustainability goals. It also creates a feeder pipeline for future sustainability-related roles at Vontier. Our first cohort graduated in 2024 and we have a second cohort progressing through the program now. Each cohort completes a capstone project that further helps scale

our program, drive impact and enhance employee development.

Q: How do partnerships play a role in your success?

A: They play a big role! They extend our reach and knowledge and help us move faster on important initiatives we wouldn't be able to achieve on our own. For example, just last year, we worked with three different universities—Northwestern University, MIT and NC State—on diverse initiatives including decarbonizing trucking and reducing Vontier's Scope 3 emissions. These are win-win partnerships in which we are scaling solutions together.

Q: Reflecting on Vontier's sustainability journey since the company launched in 2020, how are you measuring success?

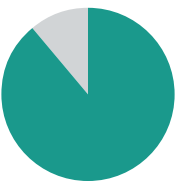
A: We have incredibly high expectations for ourselves and measure ourselves against a number of key performance indicators as outlined in this report. We are constantly asking ourselves a number of critical questions. Are we setting ambitious goals that create value for our stakeholders?

Are we achieving those goals on or ahead of schedule? Are we driving employee development and engagement through our program? Are we driving operational efficiency and top line results through the program? We expect to make a positive difference in the world and we expect to generate significant value across all of our stakeholder groups.

While progress against our goals is the most important indicator of success, the external recognition we continue to receive is certainly validating and excites our employees. Newsweek named us to America's Most Responsible Companies list for a second consecutive year, and we moved up more than two hundred spots on their list year-over year. We were recognized by TIME as one of the World's Most Sustainable Companies. And as this report is heading to print, we were just named one of America's Climate Leaders by USA Today.

Our Vontier team is proud of the progress we have made to advance our customers, communities, employees and industry and we are pleased to detail that progress for you in the following pages.

Goals and Progress

CATEGORY	CURRENT GOALS	PROGRESS	PROGRESS TO GOAL
 Scope 1 & 2 GHG Emissions—Near-Term	45% reduction in absolute Scope 1 and 2 GHG emissions by 2030 from 2020 base year	↓40% reduction in absolute Scope 1 and 2 GHG emissions from adjusted 2020 base year ²	
 Scope 1, 2, & 3 GHG Emissions—Long-Term	NET ZERO by 2050 in support of the Paris Climate Agreement	8 facilities powered by renewable energy, including five of our nine manufacturing sites	Multiple Initiatives Underway
 Scope 3 GHG Emissions—Near-Term	25% reduction in absolute Scope 3 GHG emissions by 2030, from 2020 base year	↓1% decrease in absolute Scope 3 GHG emissions from adjusted 2020 base year ³	
 Water Conservation	100% implementation of water risk assessments and conservation plans by end of 2026 at high-priority manufacturing sites ¹	 published Water Management Policy, completed water risk assessments for all manufacturing sites and identified four high-priority sites	
 Waste Diversion	90% aggregate diversion of manufacturing site waste from landfill by 2030, from 2023 base year	83% aggregate diversion of manufacturing site waste from landfill	

1. As defined by a credible, third-party in global water stress identification.
2. Adjusted GHG emissions from 2020 base year reflects the divestment of GTT and Coats businesses.
3. Scope 3 emissions for base year 2020 have been revised to incorporate updated emission factors and the divestments of the GTT and Coats businesses. Progress for 2024 is measured against the updated 2020 baseline.

OTHER ACHIEVEMENTS

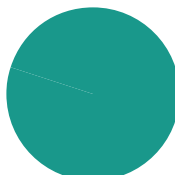
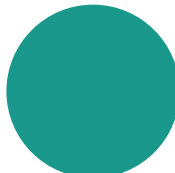
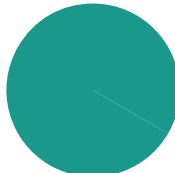
\$382,000
towards the repayment
of employee student
loan debt

100%
of donations aligned with our
**UN Sustainable Development
Goals** and our **giving pillars**

\$690,000+
in charitable donations

\$178,000
in scholarships awarded to 58
total recipients (since 2020)

Goals and Progress

CATEGORY	CURRENT GOALS	PROGRESS	PROGRESS TO GOAL
 Workplace Safety	0.34 TRIR by YE 2026, from 2022 base year	↓ 46% reduction in TRIR from 2022 base year	 Goal Achieved
	0.28 DART by YE 2026, from 2022 base year	↓ 43% reduction in DART from 2022 base year	 Goal Achieved
 ISO Certification	100% of manufacturing sites ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety certified by 2026	100% of manufacturing sites are ISO 14001 certified <i>(up from 83% in 2023)</i>	 Goal Achieved
		78% of manufacturing sites are ISO 45001 certified <i>(up from 58% in 2023)</i>	



Recognition and Achievements

Vontier’s performance across the sustainability spectrum brought well-deserved recognition in 2024.



Newsweek’s Most Responsible Companies list recognition for the second consecutive year



TIME’s World’s Most Sustainable Companies



International Safety Awards Distinction Winner by the British Safety Council



ESG AA Leader designation from MSCI



Low Risk rating from Sustainalytics



Silver sustainability rating from EcoVadis



“B” rating on the Climate Change Questionnaire and “B-” on the Water Security Questionnaire from the Carbon Disclosure Project



93rd percentile of the S&P Global Corporate Sustainability Assessment



Triangle Business Journal’s Best Places to Work



Top Performer on Employee Wellness Topic from JUST Capital



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



Member of the Valuable 500



American Heart Association’s Health Work Culture Gold Award recipient

About Vontier

Enabling the way
the world moves.

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Our Company at a Glance

Accelerating smart sustainable solutions for the road ahead.

Vontier (NYSE: VNT) is a global industrial technology company uniting productivity, automation, and multi-energy technologies to meet the needs of a rapidly evolving, more connected mobility ecosystem.

Leveraging leading market positions, decades of domain expertise, and unparalleled portfolio breadth, Vontier enables the way the world moves — delivering smart, safe, and sustainable solutions to our customers and the planet. Vontier has a culture of continuous improvement and innovation built upon the foundation of the Vontier Business System and embraced by colleagues worldwide.

There are more than a billion vehicles on the road today, all part of a connected and expanding mobility ecosystem that is swiftly transitioning toward multi-energy fuel solutions. Vontier is at the forefront of this evolution.

Defining the Mobility Ecosystem:

The mobility ecosystem is the network seamlessly connecting the physical and digital infrastructure of our daily journeys. It powers vehicle fueling, charging, washing, and repairs, while providing travelers with essentials like food and beverages. It’s where consumers and business owners—convenience store operators, car wash managers, fleet leaders, and suppliers—work in harmony to keep private and commercial vehicles moving smoothly across the globe.

Why It Matters:

Our industry is undergoing an unprecedented transformation. Rapid changes, driven by customer demand and technological advances, are sweeping through all sectors of the mobility ecosystem.



DEEP DOMAIN
EXPERTISE

CONVENIENCE RETAIL

#1

Hardware and software solutions for fueling infrastructure

#1

Underground automated tank gauges and leak detection systems

#1

Car wash controls and analytics; used by 18 of 20 largest car wash chains

#2

Point-of-sale solutions; used by ~65K convenience stores

#2

EV charging software; over 110,000 EV ports under management

FLEET MOBILITY

#1

North American leader in compressed and renewable natural gas (CNG and RNG) for commercial and industrial vehicles; emerging leader in hydrogen (H₂)

#1

Fleet management solutions in Australia and New Zealand

REPAIR SOLUTIONS

#2

Auto repair and diagnostic tools; ~1,900 auto repair franchises

Our Businesses

Driving the future of mobility forward.

Vontier has unparalleled portfolio breadth 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.



We offer essential technologies and connected solutions across three primary markets: convenience retail, fleet management, and auto repair. These solutions form the vital infrastructure that people rely on daily for fueling, charging, washing, or servicing their vehicles, as well as for accessing food, beverages, and other necessities while traveling. Our brands in these markets include:

Convenience Retail



Gilbarco Veeder-Root fuels the future of transportation with advanced equipment and technology.



Invenco by GVR provides advanced convenience retail operating systems.



DRB provides car wash optimization solutions.



Driivz serves global charging network operators with smart EV charging software and energy management solutions to accelerate the global energy transition.

Fleet Mobility



ANGI delivers alternative fuels with H₂, CNG, and RNG technologies.



Teletrac Navman connects fleets with telematics and mobile asset management in a data-driven world.

Repair Solutions



Matco Tools keeps vehicles in motion with trusted automotive repair and diagnostic tools.

Where We Operate

Our team members work in over 150 global locations on six continents and speak dozens of languages. We're proud to bring different voices and perspectives together to learn from each other and solve our customers' high-value problems.



Separately we are good, but together—sharing ideas and best practices and solutions—we are great.

Earl Angell
OEM Key Account Manager
Teletrac Navman UK

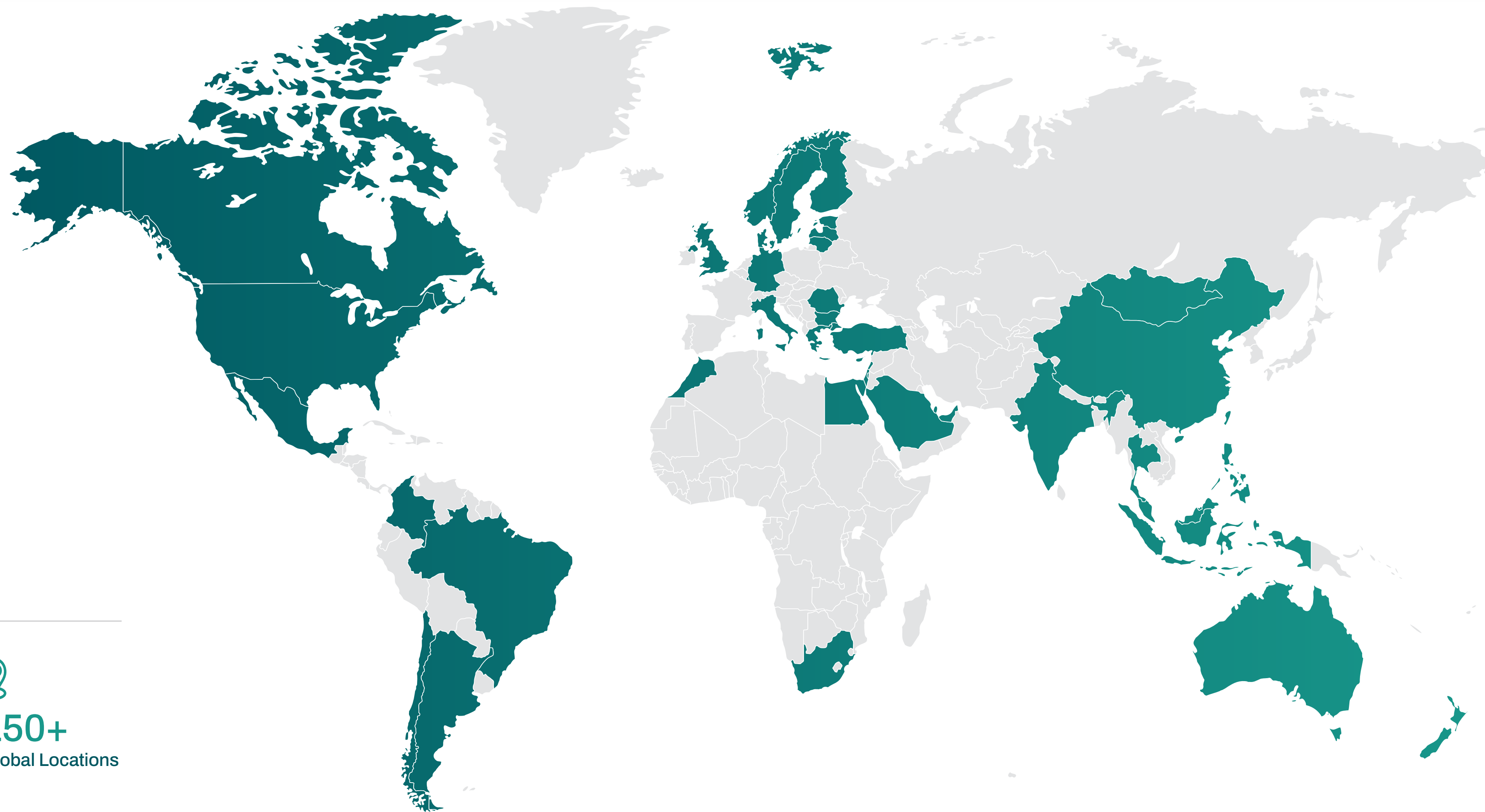
HEADQUARTERS
Raleigh, NC



>8,000
Global Team Members



150+
Global Locations



GLOBAL REACH

250K Convenience Stores

17K Car Washes

110K EV Charging Ports

750K Fleet Vehicles

1,900+ Tool Franchisees

500+ Combined Years of Innovation

~\$3B Revenue

642 Patents Granted Worldwide

9 Employee Resource Groups

Our Purpose and Values

We're mobilizing the future to create a better world.

Vontier's purpose—Mobilizing the Future to Create a Better World—unites and inspires us on our journey towards a more sustainable and connected mobility ecosystem. It keeps us focused on the opportunities ahead as global decarbonization, new technologies, regulatory requirements, socioeconomic change, and consumer and labor trends transform the transportation and mobility industry faster than ever before.



Our Values Power our Purpose

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.

Stronger Together

We work as one team—acting with agility, integrity, inclusion, and trust.

Driven to Win

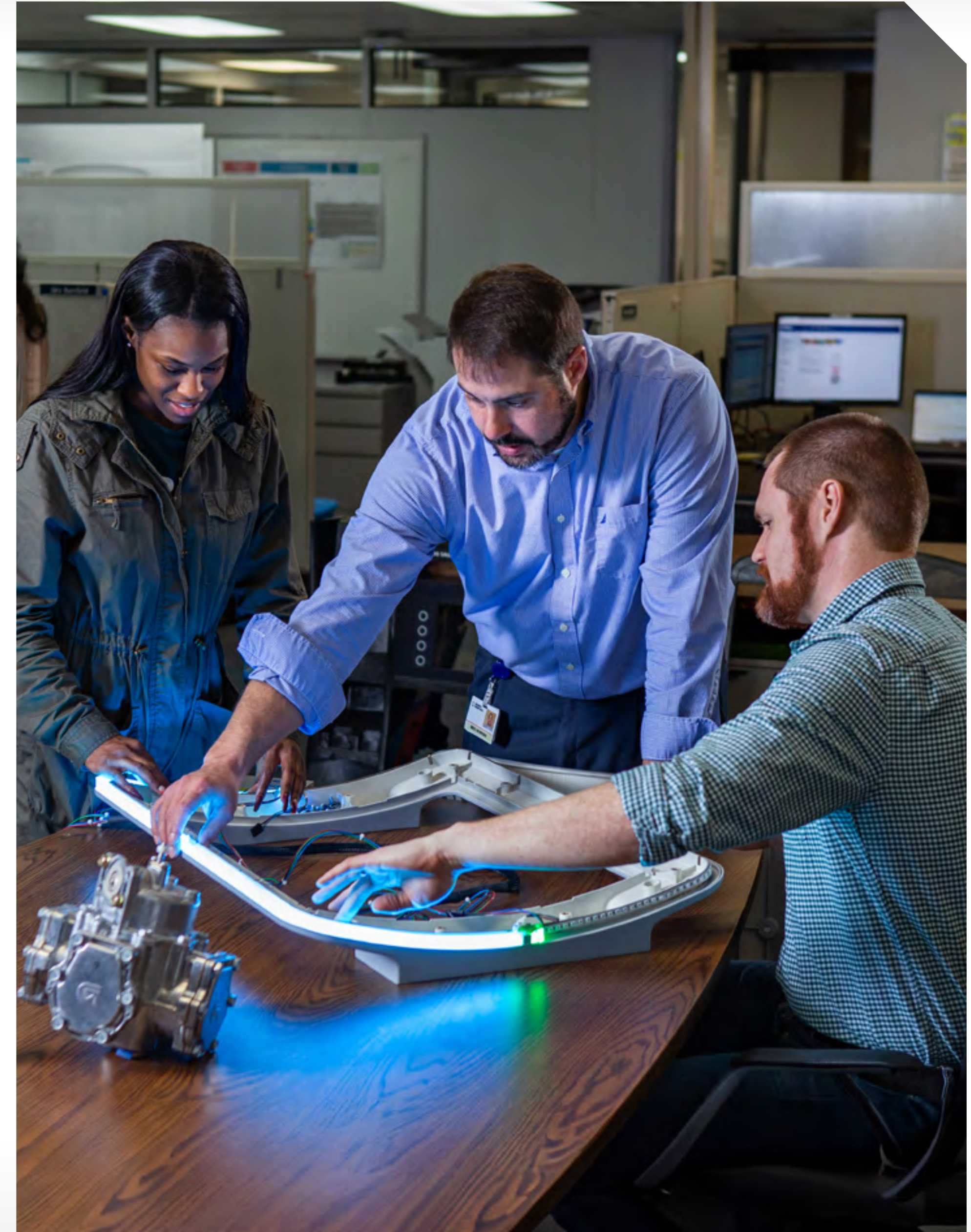
We are passionate about winning. It motivates us to do our best for each other, our customers, our communities, and our world.

Reimagine Better

We are never satisfied with “good enough.” We continuously strive for better.

Create What's Next

We have the courage to innovate and create bold new solutions that deliver value to our customers and stakeholders.



The Vontier Business System

VBS Powers Everything.

VBS is our proven approach for achieving success at Vontier. It turns our values into action and drives every aspect of our culture and performance. VBS is an evolving methodology of practices, procedures, and tools that help us excel, try new things, and measure how well we execute. It fosters a continuous cycle of change and improvement. From kaizens that drive continuous improvement, to value stream maps, to sustainable product development and Life Cycle Assessments, VBS is our engine that powers core sustainability principles such as innovation, resource efficiency, and customer and community focus.



VBS Champions is an employee development program where employees actively enhance their VBS skills and knowledge through training in VBS tools and processes, including lean methodologies, growth strategies, VBS fundamentals, and leadership techniques. With more than 245 certified champions spanning all business units globally, the program emphasizes the proven VBS methodology for delivering and sustaining results, creating a robust network of trained experts throughout the organization.

A prime example of the program's business impact was a 2024 kaizen led by VBS Champions in collaboration with Invenco by GVR, which resulted in savings of over 10,000 labor hours and \$8.8 million in revenue for the year. The kaizen significantly accelerated the deployment of a next-generation operating system, enabling convenience retailers to boost productivity and enhance customer engagement.



VBS Ignite is an intensive career development program that delivers three years of business experience in three months. An average of twelve participants a year work full-time outside their home businesses and receive intensive training, active mentoring, a personalized development plan, executive career coaching, and the opportunity to take on big challenges that impact our critical priorities.

Igniters tackle projects that help our businesses, such as the launching of our in-house Generative AI tool, which is estimated to increase productivity by over \$7,000 per user per year.¹ Other projects have included the acceleration of EMV payment terminal adoption at DRB, an assessment and revision of our inclusive hiring practices, and the automation of safety and emissions analytics for Vontier's fleet of vehicles.



InnovaSprint is a program where employees explore new ways of thinking and identify innovative ideas that merit further development through the VBS innovation process. In 2024, we crowned our first InnovaSprint winner out of 28 participants. The winner developed the NexaChain project, a suite of solutions that streamline supply chain processes, enhance customer loyalty and engagement, and create new revenue streams—positioning Vontier for future success in a competitive market.

VBS Success in 2024

Vontier businesses expanded their use of VBS to drive continuous improvement.

130+ Kaizens
(with 12% increase in participation rates from 2023)

Focusing on:

- Innovation
- Manufacturing efficiency
- Safety
- Energy
- Environment
- Sustainability

21 Major Events
(130% increase in events from 2023)

Focusing on:

- Growth and innovation
- Operations and supply chain
- VBS principles, skills, and tools

4,000 Employees
(85% more employees since 2023)

Thousands of employees developed new skills for solving critical business opportunities through VBS.

¹ Productivity metric is provided by Gartner, Inc.

Sustainability and Governance

Our governance structure and practices ensure transparency and accountability for our sustainability performance to our stakeholders, regulators, and the community.

Board of Directors

The Vontier Board of Directors has oversight of our environmental, social, and governance (ESG) programs including climate-related risks and opportunities. The Nominating and Governance Committee coordinates the Company's Board committees' oversight of ESG matters and oversees ESG disclosures including climate-related disclosures.

The SVP, Chief Administrative Officer, provides frequent reports and updates to the Nominating and Governance Committee, and reports to the Board on an annual basis, or more frequently as needed, regarding our sustainability program and strategies. This includes corresponding risks and opportunities, climate-related goals and strategies, progress, shareholder engagement, and disclosures.

ESG Executive Council

Our ESG Executive Council, consisting of the entire senior management team, oversees ESG at the management level and ensures alignment with Vontier's strategy and long-term vision.

ESG Advisory Team

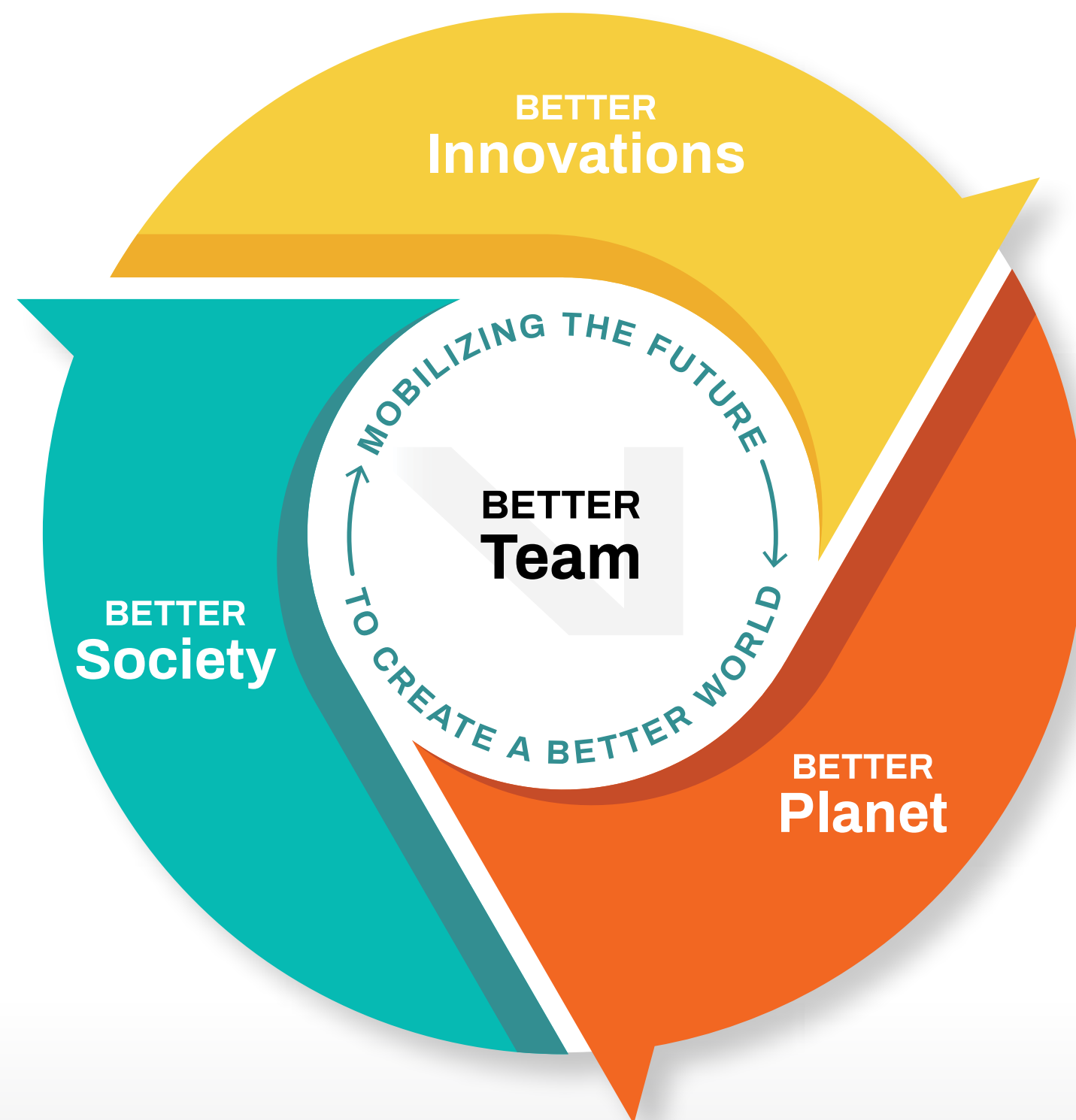
Our ESG Advisory Team is led by our VP, Chief Governance and Compliance Officer and consists of cross-functional and cross-business workstream owners in areas like risk management (including climate-related risk), cybersecurity, environmental, health, safety and security, employee benefits, and governance.

To learn more about Vontier's corporate governance and risk management, refer to our [2025 Proxy Statement](#) and [Climate Transition Action Plan](#).



Our 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 so we can 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](#).



Enabling individuals to reach their full potential will lead to effective solutions for sustainability issues.

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



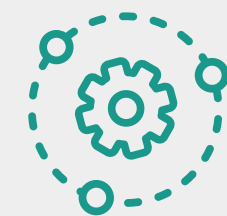
Employee-led

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 improve over time. We hold ourselves accountable by embracing and sharing challenging, science-based targets.



VBS-led

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



Our Approach to Sustainability

We partner with leading organizations to amplify our advocacy, expertise, and impact.

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Multi-Energy Future

Multi-energy fuels and solutions will shape the landscape of mobility for years to come. We are living it every day with our customers around the globe.

Since Vontier’s formation in 2020, we have transformed our portfolio with a strong focus on optionality and sustainability. We remain the global leader in petrol fueling infrastructure. At the same time, we have diversified our offerings to include a wide range of energy solutions that emphasize sustainability and reduce carbon footprints.

Our investments and innovations span electrification, petrol, hydrogen, and natural gas, enabling us to provide multi-fuel options tailored to the varying needs of our customers. We understand that different technologies evolve at different rates, and we are committed to supporting our clients through this transition towards greener energy alternatives.

Regardless of the pace of change, geographical challenges, or geopolitical factors, Vontier is well positioned to meet our customers where they are and help them thrive. We offer a comprehensive range of traditional and alternative energy solutions, alongside strategic advice tailored to specific needs. Our goal is to simplify the management of multi-energy estates, ensuring that our customers can navigate this complex landscape with ease while contributing to a sustainable future.

Our solutions support multiple fuel options for a variety of vehicles, meeting the evolving needs of consumers and businesses wherever they are in their energy journeys.

	 GAS/DIESEL	 EV	 CNG/RNG	 H ₂	 SUSTAINABLE LIQUID FUELS
Light Vehicles					
Medium Duty Vehicles					
Long Haul Heavy Trucks					

United Nations Sustainable Development Goals

Our multi-energy innovations and our focus on inclusion are aligned with the United Nations Global Compact (UNGC).

We participate in the UNGC, which is the world's largest global corporate sustainability initiative. We are committed to advancing the UN's broader goals, particularly these five sustainable development goals. We are an active and committed participant and engage in collaborative projects that advance the UN's broader goals, particularly five sustainable development goals (SDGs) we believe we can impact the most.

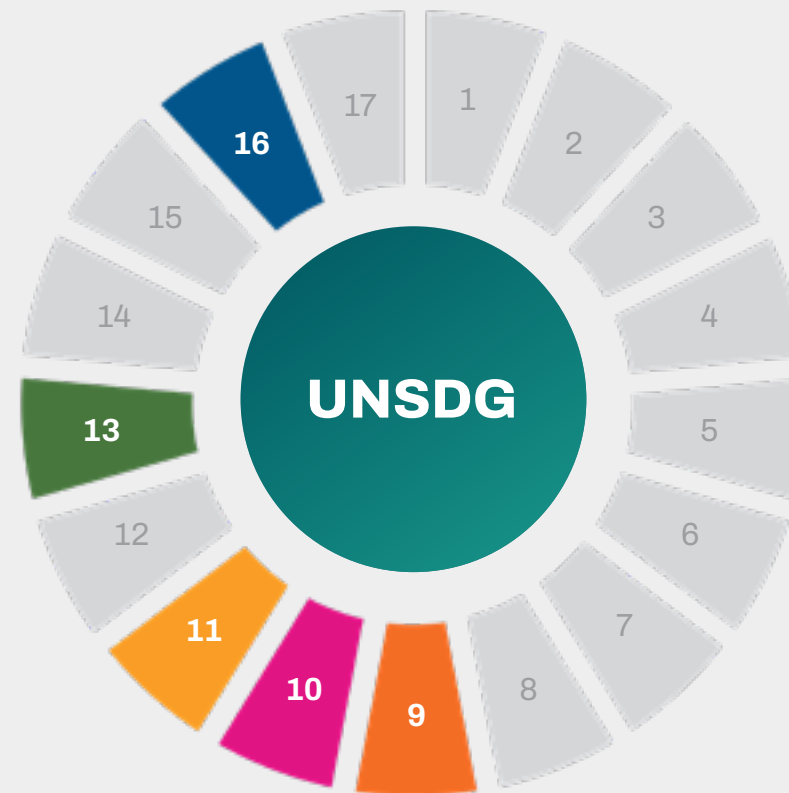
[Read more about our participation, commitment, and Communication on Progress in Vontier's UNGC Participation Report.](#)

Forward Faster

Vontier joined the [UNGC Forward Faster](#) Initiative to accelerate climate action. We committed to the initiative's [Climate Action Target 2: A Just Transition](#) to a more sustainable future, and we laid the foundation for delivering on our commitment through the following actions:

- Provided continued sponsorship for our [Employee Resource Groups \(ERG\)](#).
- Conducted annual [employee engagement surveys](#).
- Launched our [Sustainability Leadership Development Program](#).
- Engaged with suppliers to understand how a just transition is considered in their decarbonization journeys.

SDG Framework

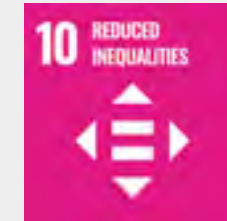


SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

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

Vontier provides smart, sustainable products and services that are crucial to digitizing and decarbonizing the mobility ecosystem.

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



SDG 10: REDUCED INEQUALITIES

Reduce inequality within and among countries.

Vontier fosters an inclusive work environment that attracts, develops, and retains talent, and provides rewarding careers to employees around the world.

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



SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

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

Our mobility ecosystem products and software support the needs of growing cities and communities in planning for urban spaces that are more inclusive, safe, and sustainable.

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



SDG 13: CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

With the full support and guidance of our Board, our CEO, and our leadership team, we continue to reduce our GHG emissions —just as our products and services are helping our customers do the same.

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



SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

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

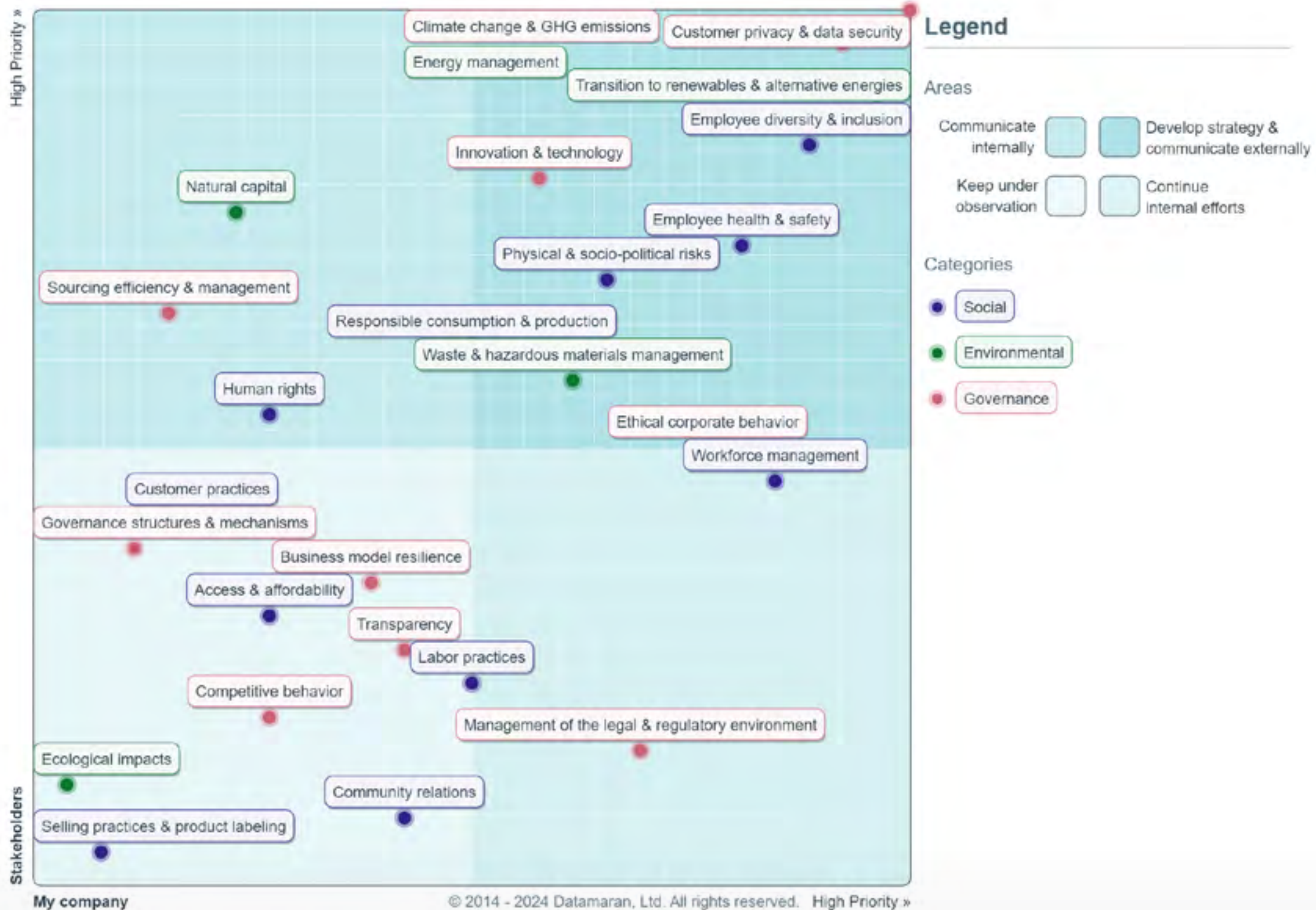
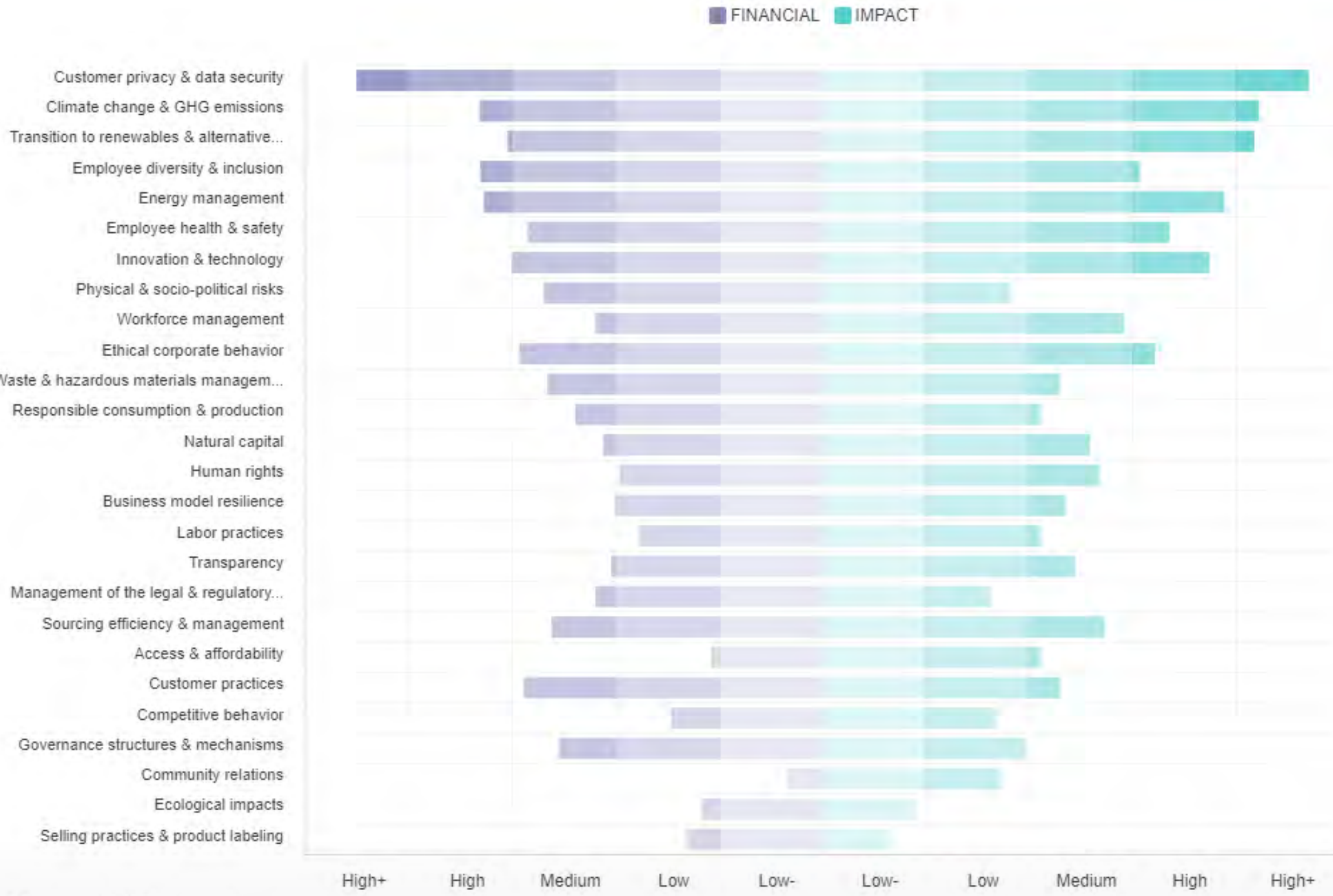
We are committed to conducting all our business with integrity, respecting the rights of all individuals, and respecting the environment. We expect our suppliers to share this commitment.

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

Materiality Assessment

We align our priorities with our internal and external stakeholders.

We conduct a biennial review and update of our analysis regarding priorities of various sustainability issues across environmental, social, and governance categories. Analysis is performed based on indicators from sources such as corporate filings, changing regulations, our own policy initiatives, news, media, and internal and external surveys. We conducted our latest double materiality refresh in September 2024.



Our high-priority sustainability issues

Materiality assessment results are reviewed and approved by senior management and incorporated into our enterprise risk management framework. We factor changes in issue significance into our risk assessment process, and high-priority issues are integrated into our business strategy, risk matrix, and reporting.

Our latest double materiality assessment identified eleven high-priority issues, including three that have grown in importance to our stakeholders: ethical corporate behavior, innovation and technology, and the management of waste and hazardous materials.

ISSUE	AT VONTIER
Climate change & GHG emissions	We are committed to reducing our GHG emissions in alignment with the Paris Agreement and have set science-based targets that we report progress towards annually. Read more in Better Planet .
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 and Cybersecurity .
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 Culture and Collaboration .
Employee 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 .
Energy management	We are mobilizing a more sustainable future by identifying and implementing projects to reduce energy consumption through energy kaizens and transitioning to renewable energy sources. Read more in Better Planet and Energy Use and Emissions .
Ethical corporate behavior	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 and Compliance .
Innovation & technology	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 Strategy and Reporting , Protecting Our Data , and Cybersecurity .
Physical & socio-political risks	We manage risks relevant to our business through robust enterprise risk management and assessment programs. We prioritize human rights and Sustainable Development Goal 16, which focuses on peace, justice, strong institutions, and the rule of law. Read more in Human Rights and United Nations Sustainable Development Goals . To learn more about risk management at Vontier, see our 2025 Proxy Statement and Climate Transition Plan .
Responsible consumption & production	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 .
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 Innovations and Better Planet .
Waste & hazardous materials management	We are committed to minimizing waste generation and managing waste and hazardous materials in a safe and environmentally responsible manner. This includes reducing, reusing, recycling, and disposing of waste and materials in accordance with regulatory requirements and best practices. Read more in our Waste Management Policy and Waste and Water Management .

Better Team

We're building a team of innovative leaders to shape the future of mobility.

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Employee Well-Being

We offer a range of benefits to support the emotional, financial, social, and physical well-being of our employees and their families.

Remote and Flexible Work

We offer remote and flexible work options for many of our jobs. This allows us to hire the right fit for every position, provides our teams with valuable opportunities to collaborate globally, and empowers our employees to balance their obligations at work and at home. Approximately 20% of our employees have fully remote work arrangements.

Health and Wellness Benefits

Through our health benefits and partnerships, Vontier offers guidance and financial assistance support to address diverse family needs. What sets us apart:

- Cost program to help employees save on specialty medications.
- Health Advocate program that provides access to personalized healthcare consultants that connect employees with the best resources, assists in reviewing insurance coverage, schedules appointments, and can help members understand a new diagnosis.

- Same-sex couples in the US have equal access to generous fertility benefits.
- Medical travel benefits that allow employees to maintain access and continuity in care within 100 miles of their primary residence.
- Pet insurance to help provide affordable medical care to loved family pets.

Additionally, our Employee Assistance Program (EAP) is available to all employees globally, regardless of enrollment in Vontier's health plans. The EAP offers a wide range of services, including support for child, parent, and elder care, assistance with college applications, career counseling, mental health support, and guidance on legal matters and personal finance management.

See the [Employee Benefits table](#) to learn more.



Student Debt Repayment and Tuition Assistance

In 2024, we contributed approximately \$382,000 towards the repayment of employee student loan debt. We also provide tuition assistance to our employees.



Vontier Scholarship Program

To support and invest in the world's future leaders, the Vontier Scholarship Program awards \$3,000 to each of twelve deserving students enrolled in an accredited two- or four-year college, university, or vocational-technical institution. Scholarships are granted based on academic achievements, involvement in extracurricular activities, and demonstrated leadership.

Since the program began in 2020, Vontier has awarded:



\$178,000
In scholarships



58
Scholarship recipients

Culture and Collaboration

We promote a growth oriented workplace rich with opportunities to gain experience, develop, and advance careers.

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. We monitor employee satisfaction, job fit, and growth opportunities through quarterly check-ins and our annual performance review process using a mix of progress-against-objectives assessments, one-on-one and agile conversations, and team and 360-degree feedback.



Gathering Employee Feedback

Our annual Employee Engagement Survey is more than just a check-in; it's a vital conversation between each business and our employees. By actively seeking input on topics that matter most to our team, we gain valuable insights into what we're doing well and where we can grow.

Armed with this feedback, we've crafted a global action plan aimed at fostering a unified culture centered around working as one team. Our initiatives include focusing on continuous communication, prioritizing career development, and enhancing learning opportunities.

Positive Feedback from Employees

Our 2024 Employee Engagement Survey showed how our supportive and engaging workplace environment fosters employee satisfaction, driving a sense of purpose, productivity, and overall organizational success. The overall engagement score across the enterprise was 71%.

High Scores



80%

Purpose:

The work that I do is meaningful to me.

78%

Role:

My role is an excellent fit with my strengths.



Other Strengths

Empowerment:

I feel empowered to make decisions regarding my work.

Satisfaction:

I am happy working at Vontier.

Speak My Mind:

I feel free to speak my mind without fear of negative repercussions.

Positive Workplace Recommendation:

I would recommend Vontier as a great place to work.

Work-Life Balance and Stress:

I am able to successfully balance my work and personal life.

Belonging:

I feel a sense of belonging at Vontier.



Learning and Development

At Vontier, we provide a variety of learning opportunities to help employees build skills, acquire knowledge, and advance in their careers. Our training programs include mandatory courses on our Code of Conduct, anti-harassment and discrimination, and information security. Additionally, we provide a wide range of voluntary development on topics such as sustainability, safety, mental wellness, VBS, innovation, business agility, artificial intelligence, collaboration, leadership, and self-awareness.

Our 2024 highlights include:

- Launched Flourish Fridays, a weekly learning series with Vontier leaders focusing on essential leadership, business, and digital skills. In 2024, we held 52 sessions with 4,600 participants and achieved an average Net Promoter Score of 65. Key topics included Vontier’s strategy, fundamental VBS tools, Customer-Driven Innovation, and safe AI practices.
- Facilitated comprehensive training for the entire performance management cycle to help employees set ambitious goals, engage in productive development conversations, and conduct fair and accurate performance evaluations.
- More than doubled the average hours of learning per employee.

Workforce Learning in 2024:



Learning Engagement

We increased usage of our Learning Management System’s (LMS) library of professional and personal development courses.

660+
Courses offered

~90%
Learners completed at least one
course (an 8% increase from 2023)



Learning Experience

We expanded access to and usage of LinkedIn Learning, our Learning Experience Platform.

16,000+
Courses offered

↑12%
In Active users
(from 2023)



Sustainability Leadership Development Program

Since inception, Vontier has placed sustainability at the core of our operations, recognizing the pivotal role our employees play in driving actionable results. To support this commitment, we established a company-wide Sustainability Leadership Development (SLeD) program and launched our inaugural cohort in 2024. This transformative program cultivates a network of sustainability leaders and change agents across Vontier’s global operations. The program is built upon three key pillars that guide our efforts in fostering sustainable practices throughout the organization:

Empowering Change Agents: At the heart of SLeD is a dynamic group of members who play a pivotal role in weaving sustainability into the fabric of the organization. These dedicated individuals inspire their colleagues by championing sustainability initiatives, sharing impactful messages, and providing real-time feedback to the sustainability team and leadership. They drive sustainable innovation by asking insightful questions, engaging in hands-on projects and daily activities, and identifying actionable improvements within their respective roles.

Learning from the Best: Participants in the SLeD program benefit from a rich curriculum that includes educational sessions featuring both internal and external speakers who are recognized leaders and experts in sustainability. This exposure not only broadens their knowledge but also equips them with the tools needed to spearhead meaningful sustainability projects.

Diverse and Impactful Projects: The 2024 cohort of SLeD members tackled a wide array of pressing sustainability issues. Their projects encompassed crucial topics such as water conservation, regenerative design, and energy efficiency in server and cloud usage. Each project culminated in a presentation to an executive leadership panel, providing an opportunity for feedback and fostering momentum for these vital initiatives.

Belonging

At Vontier, we celebrate individual uniqueness, while harnessing the power of being stronger together. We believe in creating teams from all backgrounds, experiences and perspectives. We aim to cultivate a workplace that provides fair access, opportunities, and respect for everyone. We’re building a culture of belonging and inclusion, with a belief that mutual respect and collaboration allows our people to flourish.



Connected

We are committed to fostering a connected culture where differences are not just accepted but valued—built on a foundation of empathy, understanding, and mutual respect.

GOALS:

- Achieve a 70% Belonging Index score in our employee engagement survey by 2026.
- Continue the evolution of our Vontier Employee Resource Groups to adjust to the changing needs of our employees.

ACTIONS:

- Refresh and relaunch our Vontier Employee Resource Groups based on the feedback and needs of all our employees globally.
- Continue to build engagement approaches that allow us to meet our employees where they are.



Unified

We work as one team, united by a shared purpose, aligning our efforts to a common vision through accountability and authentic collaboration.

GOALS:

- Achieve an 80% Purpose Index score in our employee engagement survey by 2026.

ACTIONS:

- Ensure clear integrated programs are built aligning Vontier’s talent to our Shared Purpose and Critical Few business strategies.
- Create learning experiences focused on building accountability and collaboration skills.



Fair Access

We are dedicated to ensuring fair treatment, access, and opportunities for everyone, emphasizing accountability and transparency.

GOALS:

- Launch initiatives that support individuals in their career development and growth, building programs that are flexible and accessible.

ACTIONS:

- Bolster fair access and visibility to internal talent mobility opportunities.
- Implement and accelerate an enterprise-wide mentorship program for all employees.
- Conduct regular pay audits to review fairness and opportunities for improvement.



Employee Resource Groups (ERGs)

At Vontier, we proudly support nine global Employee Resource Groups (ERGs), each led by an executive sponsor and a dedicated Steering Committee. Our newest group, the Lifestyle Improvements for Everyone (LIFE) ERG, launched in 2024, aims to empower individuals in achieving holistic wellness across physical, mental, social, and financial dimensions. These ERGs are vital for connection and advocacy, evidenced by a 12% increase in event attendance in 2024.

2024 Successes

Vontier has made substantial strides in creating a workplace that honors cultures and promotes respect for everyone worldwide.

- Hosted events to promote cultural awareness, including an International Women’s Day celebration in Middle Eastern Africa (MEA), engaging 67% of employees, with 70% reporting a greater understanding of heritage and belonging.
- Achieved a Level 1 Broad-Based Black Economic Empowerment (B-BBEE) rating in South Africa, reinforcing our commitment to transformation and competitive advantage.
- Engaged over 2,000 employees through belonging and awareness discussions in our Knowledge, Education, and Yielding Success (KEYS) series.
- Issued 844 learning recognitions for completed training in the Journey to Allyship program, which empowers employees to be stronger allies and fosters collaboration and safe workplaces.

Health, Safety, and Security

We promote a culture of safety and value each employee’s physical and mental health.

We are committed to the health and well-being of our employees and promote a culture of safety. We have proactive environmental, health, safety, and security (EHS&S) programs that prioritize identifying risks and mitigating hazards to avoid injury or incidents. We recognize that our employees’ work environment impacts their overall well-being, both physical and mental, and we are committed to programs that encourage and support physical and mental well-being.

GOAL	PROGRESS	PROGRESS TO GOAL
 We are committed to reducing TRIR to 0.34 and DART to 0.28 by the end of 2026	0.31 TRIR 0.23 DART	Goal Achieved

We are proud to announce that we have achieved our five-year safety performance milestones ahead of schedule, meeting our DART target by the end of 2023 and TRIR target by the end of 2024. These achievements highlight our commitment to reducing workplace incidents and fostering a safe work environment through proactive measures and the collective efforts of our teams.

Other 2024 Achievements

- **Safety Performance:** Maintained top quartile, industry-leading safety performance based on incident rates.¹
 - **ISO Certification:** Achieved ISO 45001 Occupational health and safety certification at 78% of our manufacturing sites (up from 58% in 2023). ISO 45001 is a standard for Occupational Health and Safety Management System that identifies and controls safety risks, while improving overall safety culture.
- **Safety Training Completion:** Ensured 100% of employees completed safety training through various formats, including online courses, in-person sessions, and site orientations. Additional training was provided through safety events such as Vontier Safety Week, webinars, safety projects, initiatives, and activities.
 - **Risk Assessments:** Achieved 100% completion of operational safety risk assessments across all manufacturing sites, including reviews of existing assessments.
- **Incident-Free Operations:** All GVR operations in Germany, India, China, Argentina, Chile, Italy, and South-East Asia, along with our Teletrac Navman and DRB businesses, completed the year without any incidents. Notably, the Greensboro Manufacturing Plant achieved an impressive 67% reduction in OSHA Recordable injuries in 2024.

¹ The statement is in reference to the Bureau of Labor Statistics' summary data for private industry.

Environmental, Health, Safety & Security Governance

Comprised of senior EHS&S leaders across our operating companies, the Environmental, Health, and Safety (EHS) Leadership Committee meets monthly and provides strategic direction, oversight, and guidance on EHS&S matters across the organization. The committee plays a pivotal role in fostering a culture of safety, health, and environmental stewardship by driving continuous improvement, employee engagement, and accountability to ensure EHS&S principles are integrated into every aspect of our operations.

Preventative and Corrective Action Plans

We develop preventive and corrective action plans informed by EHS&S metrics, including lagging indicators such as Total Recordable Incident Rates (TRIR) and Days Away, Restricted, or Transferred (DART). These metrics provide insights into the location, frequency, and severity of workplace injuries and incidents.

Additionally, we leverage leading indicators such as our EHS maturity tool, AC4P (Actively Caring for People) observations, training programs, driver behavior monitoring, internal audit findings, and closure rates. These leading indicators play a critical role in our overall safety management system and directly influence our TRIR and DART performance.

EHS Maturity Tool

Our EHS maturity tool outlines a structured framework for progressing from developmental to mature levels of EHS excellence. Each maturity level is governed by defined criteria encompassing a range of EHS leading indicator elements. Businesses must meet these criteria to advance to the next level of maturity. The core elements of this framework include:

- **Strategy:** Alignment of EHS goals with business objectives and long-term planning.
- **Risk Management and Compliance:** Robust systems to identify, evaluate, and control risks while ensuring regulatory compliance.
- **VBS Integration:** Embedding VBS principles into operational processes and decision-making.
- **Staffing and Structure:** Adequate resourcing and clear organizational structures to support EHS initiatives.
- **Talent Development:** Training and capability-building to empower employees and leaders in driving EHS performance.
- **Culture:** Fostering a proactive and engaged safety culture across all levels of the organization.

Audits and Performance Improvement

We conduct audits of our businesses against maturity tool criteria twice a year. By the end of 2024, we achieved a remarkable improvement of 13.8% across Vontier, compared to our Q1 2024 baseline.

Risk Management and Compliance continued to show the most significant advancements across our operating companies. Notably, our EHS Culture element demonstrated strong progress, particularly in areas such as Senior Management Involvement and Associate Engagement.

Vontier Safety Week

The theme for our 2024 Safety Week, “Safety is Everyone’s Business,” highlighted our commitment to creating a culture of safety, support, and care in the workplace. Each Vontier business organized events to raise awareness, including sessions led by our top leadership that focused on key topics such as:

- Safety practices and protocols
- Stop work authority and active caring
- Proactive safety measures, including risk assessments and AC4P observations
- Strategies to improve mental health and well-being



Better Innovations

We're promoting sustainability with our products and services.

Solutions that Protect the Planet
Solutions that Enhance Society
Productivity and Automation

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31
32



Solutions that Protect the Planet

We are paving the way to a cleaner planet with breakthrough technologies.

Vontier delivers 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.



Powering EV Charging Worldwide

Driivz has been recognized as a Leader in Worldwide Electric Vehicle Charging Management Solutions by IDC MarketScape. This acknowledgment positions Driivz as a key global software provider for EV charging operators and service providers, contributing to the dynamic transformation of the plug-in electric vehicle industry.

Driivz offers an intelligent, cloud-based platform that integrates various functionalities, including EV charging operations, energy management, advanced billing capabilities, and driver self-service tools. Its team of electric vehicle experts supports customers in over 30 countries, working with major industry players such as EVgo, Shell, Circle K, Volvo Group, Recharge, and eMobility Power. Currently, the Driivz platform manages around 110,000 public chargers, with hundreds of thousands more available through roaming, serving millions of EV drivers across North America, Europe, and the Asia-Pacific region.

Driivz solutions have prevented more than 720 tons of CO₂e and delivered 950 GWh of total energy, supporting 5 billion kilometers driven on charged energy. That's nearly 6,500 times to the moon and back!



More with Konec

In 2024, Vontier's Gilbarco Veeder-Root (GVR) launched **Konec**, a powerful solution that delivers turnkey EV charging infrastructure designed specifically for the retail fueling industry.

Konec offers a unique, fully integrated, site-wide suite of market-leading EV charging hardware and software solutions for businesses wanting to install their own infrastructure. It utilizes several key solutions in the Vontier portfolio to guide fueling operators through their EV adoption journey with seamless integration with their existing fueling, payment and service.

Konec enables fuel retailers to act as a Charge Point Operator. The connected solution offers modular architecture which enables rapidly growing convenience store operators to connect and scale easier, faster, and with lower cost. Konec enables new profit opportunities for fuel retailers, while empowering them to accelerate the journey to electric mobility.



Fleet Solutions

Teletrac Navman offers next-generation telematics solutions for fleets and businesses worldwide. In 2024, Teletrac expanded its portfolio with three groundbreaking additions:

Global Consulting Service: This new consultancy goes beyond simple electrification, offering a strategic long-term perspective on a multi-energy transition across various energy types. The service is designed to help businesses achieve critical net-zero targets, reduce transition costs, and identify new revenue streams. The service includes financial analyses and emission pathways for up to ten years, ensuring clients have a clear roadmap for their decarbonization efforts with insights into economics, process management, and procurement involved in sustainability strategies.

EVE tool and Sustainability Dashboard: The Electric Vehicle Evaluator (EVE) tool, in conjunction with Teletrac’s Sustainability Dashboard, leverages telematics data and predictive analytics to create tailored decarbonization plans and track clients’ progress toward their specific decarbonization goals. It focuses on three essential areas: feasibility planning, financial planning, and infrastructure design. This encompasses identifying vehicles that are well-suited for electric transition based on trip data, recommending optimal battery and charger types, conducting a comprehensive total cost of ownership analysis that compares electric vehicles to internal combustion engine vehicles, and designing the most efficient charging infrastructure to meet the unique needs of each business.



Pioneering Alternative Fueling Solutions

ANGI, with over 40 years of experience in designing, manufacturing, and maintaining refueling equipment for alternative fuels, took another step forward by breaking ground on its pioneering \$4 million Hydrogen Refueling Test Facility, the first of its kind in the US Midwest. The new facility will serve as a cornerstone for research and development, playing a crucial role in the testing and validation of hydrogen refueling station systems and components, while showcasing the viability of hydrogen as a sustainable and secure energy source.



ANGI’s innovations are also driving decarbonization in emissions intensive sectors such as fleet and heavy-duty transportation.¹ Over the past three years, this business has experienced significant growth. We are thrilled to announce that ANGI will now introduce the advantages of hydrogen, compressed natural gas (CNG), biofuels, and related infrastructure to the European market.

“By breaking ground today on the site of our new Hydrogen Refueling Test Facility, we are taking the next step to accelerate the development and validation of next-generation low carbon technologies, forge strategic partnerships, and encourage further investment in the hydrogen economy.”

—Joel van Rensburg, President Alternative Fuels

“ANGI is renowned across the US for highly reliable technology and industry leading uptime. I’m looking forward to demonstrating the same credibility in Europe.”

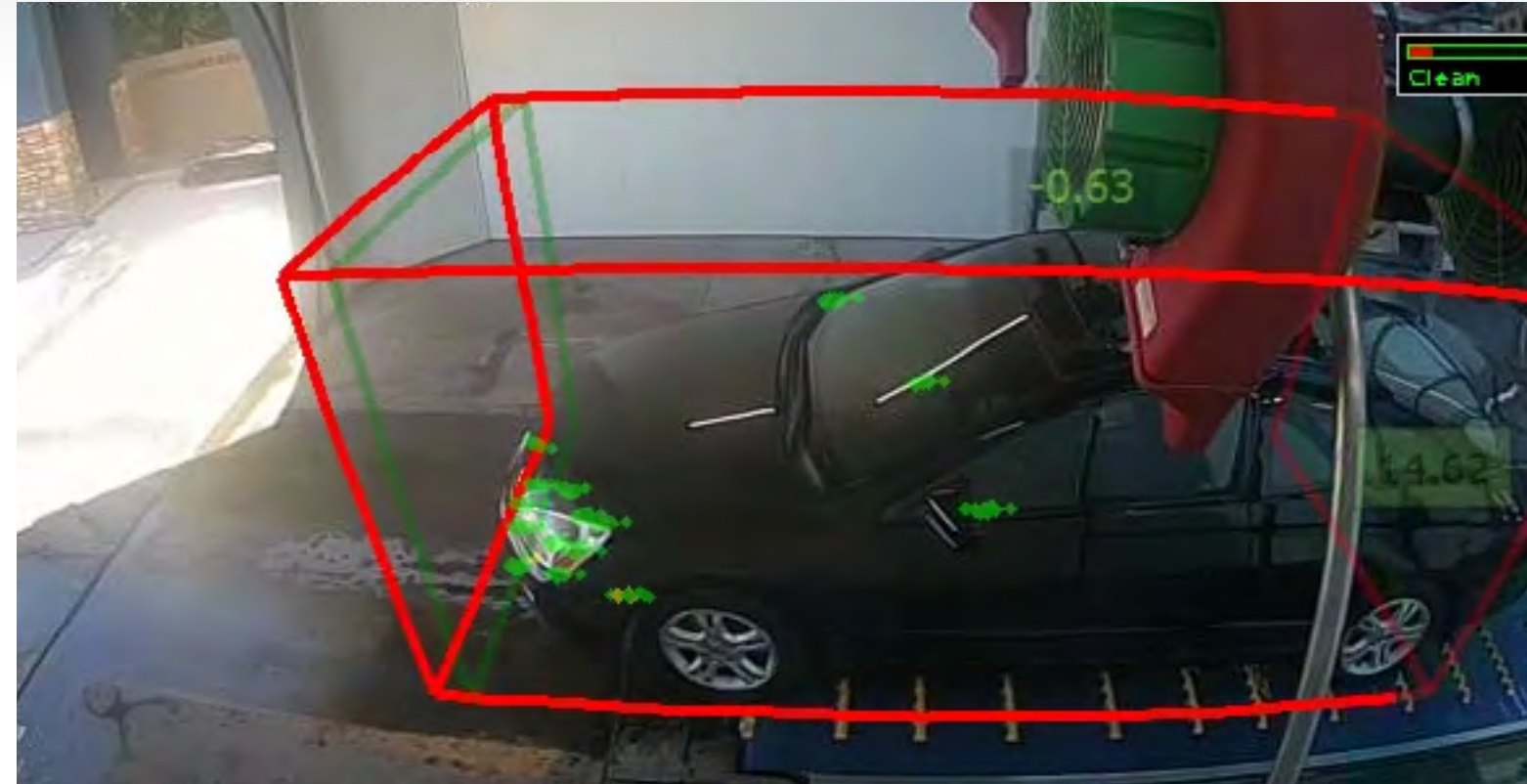
—David Muckle, Managing Director, Alternative Fuels EU

¹ Heavy-duty transportation is recognized as a key application for clean hydrogen in the U.S. National Clean Hydrogen Strategy and Roadmap.

Solutions that Enhance Society

Mobilizing the future to create a better world.

Vontier is dedicated to transforming the industry, crafting innovative solutions that prioritize the safety and sustainability of every individual and community we serve.



A Safer Carwash Experience

DRB provides car wash and vehicle care technology. Its NoPileups technology, a tunnel car wash optimization system, has prevented an estimated 600,000 collisions, saving car wash operators approximately \$300 million in damage claims since its inception in 2016.

NoPileups uses patented video and advanced computer technology to track vehicles across the entire length of a car wash tunnel. It automatically stops the conveyor when a collision threat is detected and takes a 15-20 second video so the staff can identify the cause of the issue. To date, NoPileups has monitored nearly one billion vehicles in car wash tunnels.

“Our goal is to empower car wash operators with technology that enhances both safety and efficiency.”

—Alex Mereness, DRB Director of Product Management, Tunnel Solutions



Support for India's Fueling Infrastructure

Gilbarco Veeder-Root, Vontier's worldwide technology leader for retail and commercial fueling operations, is providing critical products and services to support India's growing road network and infrastructure, which has expanded by nearly 60% in only nine years. India's 2030 decarbonization goal and COP26 commitments include decarbonizing energy to 50% and achieving 500 GW of fossil fuel-free generating capacity by 2030. Vontier is proud to provide multiple Indian companies with our latest technologies such as solutions that support biofuels to help meet India's ambitious infrastructure, modernization and decarbonization goals.

“Together, we are shaping a new sustainable energy landscape in India.”

—Viswanath Devarajan, Managing Director, Gilbarco Veeder-Root India

Productivity and Automation

Work smarter.

In a rapidly evolving landscape, we are harnessing technology and innovation to meet the needs of our customers. Our solutions are leading the industry and empowering professionals to maximize efficiency and elevate the customer experience.



Revolutionizing Automotive Diagnostics with Award-Winning Innovation

Matco Tools has been honored as a winner of the 2024 MOTOR Top 20 Awards Competition, which highlights innovation in the automotive sector. MOTOR Information Systems acknowledged the company's Maximus 5.0, an advanced automotive diagnostic scan tool aimed at transforming the diagnostic experience for technicians, as one of the most important advancements in the industry.

The Maximus 5.0 is a powerful diagnostic tool that includes a revolutionary vehicle communication interface, 4-channel oscilloscope, battery analyzer, and repair database to assist technicians with vehicle repairs. Its high-speed health reports can scan multiple modules at once, improving the efficiency of the diagnostic process and empowering technicians to work more effectively than ever before.



Transforming Convenience Store Operations

Invenco by GVR offers innovative solutions designed to enhance convenience store operations, focusing on payment processing, software integration, and asset management. Three key innovations are empowering retailers to improve efficiency, security, and customer satisfaction:

- **FlexPay™ 6 All-in-One Payment Terminals** are industrial multimedia devices, made for the outdoors. They link media, loyalty, and payment features like ordering at the pump and curbside pickup. They streamline security and payment compliance, lower the total cost of ownership, and maximize uptime with over the air software update capabilities. This agile solution has cross-selling opportunities into other verticals like EV Charging, CNG, and hydrogen refueling.
- **iNFX™ Modular Software Architecture**, is an innovative convenience retail software system for Fuel Point of Sale, payment, refueling, and workflow management that allows retailers to create tailored solutions that drive growth and improve customer experience. With a suite of microservices, plugins, and standards-based Application Programming Interfaces, iNFX™ provides full redundancy, reducing integration barriers, and eliminating costly hardware needs.
- **Invenco by GVR's Asset Management Solution** offers a centralized cloud-based dashboard that securely consolidates critical fuel dispenser data, significantly enhancing operational efficiency and customer satisfaction. It enables remote management for software updates, equipment alarm resolution, troubleshooting, performance monitoring, and scheduling, reducing costly on-site visits.

Better Planet

We have reduced our environmental footprint through continuous improvement.

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Environmental Strategy and Reporting

A data-driven approach for environmental excellence.



Our strategic approach and reporting framework emphasize a focus on risk management, data reliability, and continuous improvement, ensuring that we transparently communicate our commitment to sustainability and progress towards our goals.

Advanced Data Management and Analysis

Our sustainability risk and opportunity decisions are informed and supported by our sustainability data management system. Our reporting is aligned with the GHG Protocol Corporate Accounting and Reporting Standard (the GHG Protocol).

We track the performance and impacts of our emissions reduction projects on a quarterly basis (monthly where possible) so we can respond to changes quickly and forecast our performance with greater confidence.

In 2024, we completed automating the collection of environmental data at our US and international manufacturing facilities to enhance data integrity, expedite the identification of trends and anomalies, and allow for greater auditability. Additionally, we are implementing a more robust sustainability data collection and analysis platform that performs advanced modeling and addresses data gaps, with a particular focus on Scope 3 emissions calculations. This enhancement will provide deeper insights into our supply chain impacts and drive more effective decision-making.

Data results inform our strategy, directing VBS activities, facility upgrades, and other initiatives to ensure that sustainability risks and opportunities are addressed as an integral part of our continuous improvement and emission reduction program.

Reporting and Transparency

Vontier is committed to providing our stakeholders with comprehensive and transparent information related to our sustainability initiatives and performance. Our reporting and efforts to share insights into our company, strategy, and actions extend to the following:

- This annual sustainability report is developed in reference to the [Sustainability Accounting Standards Board](#), [Task Force on Climate-Related Financial Disclosures](#), and [Global Reporting Initiative frameworks](#).

- Our [Environment, Health, Safety and Security Policy](#) establishes the broad framework upon which our targets and actions are based.
- We provide information on our decarbonization roadmap, key drivers, climate-related risks and opportunities, and actions in our first [Climate Transition Action Plan](#).
- We report our progress against our climate and water-related goals and commitments annually through our [CDP Climate Change and Water Disclosure](#).
- We align with emissions accounting guidance according to the [GHG Protocol](#).

- Our Scope 1, 2, and 3 greenhouse gas emissions and energy consumption are [verified by a third-party](#) annually.
- Our goals to reduce absolute Scope 1, 2, and 3 emissions by 2030 are approved by the [Science Based Targets initiative](#).
- We describe our structure for corporate governance and enterprise risk management in our annual [Proxy Statement](#).
- We report on our financial health and business strategy in our [Form 10-K Annual Report](#).

Environmental Actions and Initiatives

Our commitment to environmental sustainability goes beyond words; it is demonstrated through our proactive actions and initiatives.

At Vontier, we Reimagine Better. Through targeted initiatives aimed at reducing costs, building partnerships, and enhancing environmental stewardship, we are witnessing tangible results that foster a more sustainable future. Our steadfast commitment to continuous improvement drives us to engage with our suppliers and customers, optimize our operations, and implement innovative practices across all levels of our organization.

The Kaizen Effect

2024 marked a year focused on kaizens, the Japanese strategy for continuous improvement through operational efficiency.

At the Corporate Level

Vontier recognizes that over 25% of our Scope 1 and 2 emissions are from our fleet. Therefore, Vontier held its first fleet kaizen in April 2024 focused on optimizing fleet operations and

data collection, to reduce and more accurately calculate mobile fuel consumption. Key outcomes included establishing regional and business-specific roles and responsibilities and verifying 95% of the fleet inventory. Next steps include adopting Teletrac Navman's fleet management tools and platforms to streamline operations and boost data collection.

At the Facility Level

Our largest manufacturing facility located in Greensboro, North Carolina, completed its second energy kaizen in April 2024. Over 45 energy and GHG reduction projects were identified with many completed during the four-day event. The top three energy reduction projects will result in savings of about 1,000 MT CO₂e/year and \$175K/year.

A couple months later in June, the UK Basildon office completed its first energy kaizen. The teams not only focused on facility improvements, but also further investigated opportunities identified from the corporate fleet kaizen. Significant actions included implementing programmed thermostats,

switching to LED lighting, transitioning to class A tires, and reducing vehicle idling time. The kaizen is projected to result in energy savings of over 110 MWh and 11.5 MT CO₂e emissions per year, translating to a cost savings of £13K (approximately \$16K) per year.

Our Fafnir™ site in Germany hosted the company's first packaging improvement kaizen, aimed at reducing packaging variants, cutting costs, and enhancing supplier collaboration. Key outcomes included minimizing waste and costs by streamlining packaging units, which simplified inventory management and secured better purchasing prices from suppliers.

For additional details about waste reduction initiatives, refer to [Water and Waste Management](#).





Partnering with Our Value Chain

At Vontier, we recognize that strong partnerships throughout our value chain are essential for advancing sustainability and reducing Scope 3 emissions. By collaborating closely with suppliers, customers, and academic institutions, we are building a robust framework for emission reductions that extends beyond our immediate operations. Highlights of our efforts include:

Supply Chain

To effectively reduce our Scope 3 emissions, we are committed to building strong partnerships throughout our supply chain and creating the frameworks required for outreach and data management. Our dedication to procuring materials, goods, and services responsibly reinforces our efforts to promote sustainability and reduce emissions. Our Procurement team, led by the Vice President of Procurement and Supply Chain (Global), oversees operations to ensure alignment with our strategic objectives. In 2024, we have made significant strides by:

- Revising our Supplier Code of Conduct to include requirements for environmental responsibility, such as energy efficiency, greenhouse gas reduction, and water and waste management.
- Engaging the top 80% of our suppliers through questionnaires that provide insights into their GHG emissions and reduction goals.
- Training our procurement team on Scope 3 emissions and necessary mitigation actions.

Customers

Our customer engagement initiatives are central to our strategy for managing Scope 3 GHG emissions across our value chain. We collaborate with customers by sharing our climate and sustainability initiatives, goals, and progress at least once a year. This communication is vital, as our GHG reductions contribute directly to our customers' Scope 3 reduction targets. Key elements of our customer engagement include:

- Utilizing VBS tools, surveys, and direct customer service to capture customer feedback and implement actions based on insights, thereby fostering continuous improvement in safety, quality, and productivity.
- Prioritizing research and development to enhance environmental solutions for EV charging, alternative energies, fuel vapor recovery, and fuel efficiency—effectively addressing climate-related risks while meeting customer needs.
- Actively partnering with customers to align sustainability goals and share progress on initiatives that benefit both parties.
- Educating customers about products and services, ensuring they have the necessary information to support their Scope 3 targets.
- Conducting a Life Cycle Assessment for one of our highest revenue products in 2025 to better understand its environmental impact.

Academic Institutions

At Vontier, we believe that collaboration is essential for driving meaningful change in sustainability. By partnering with academic institutions, we gain access to fresh insights, innovative ideas, and emerging talent that can advance our sustainability initiatives. In 2024, we had the following engagements:

- **Northwestern University's Master of Science in Energy & Sustainability (MSES):** We partnered with graduate students from the MSES program to create a strategy for reducing our Scope 3 GHG emissions. This collaboration focused on enhancing our methods for calculating, tracking, and engaging suppliers regarding Scope 3 emissions—critical actions necessary to achieve our sustainability goals.
- **MIT Climate & Sustainability Consortium (MCSC):** We continued our efforts with MCSC, allowing us to collaborate across industries while leveraging research and expertise to address sustainability knowledge gaps and develop scalable solutions to combat climate change.
- **North Carolina State University:** We conducted outreach at the university to educate students about sustainability, our company, and our initiatives, fostering awareness and engagement in sustainability efforts among the next generation of leaders.

Emission Reduction Progress

The call to act on climate change is increasingly urgent, and we are committed to leading through action by reducing our GHG emissions worldwide.

Since Vontier spun in 2020, we have established a strong track record of consistently decreasing our global Scope 1 and 2 GHG emissions each year. We are dedicated to fully decarbonizing our business and are aiming for net-zero by 2050 in alignment with the Paris Climate Agreement.

We aspire to lead by example for our customers and suppliers, through our reduction efforts and results. In 2024, we reduced our emissions through energy saving projects and increased our purchase of renewable energy from our existing utility providers, resulting in half of our manufacturing sites being powered by renewable energy.

Recalculation for Divestments

In accordance with the GHG Protocol, Vontier has adjusted our 2020 base year emissions to reflect the divestment of two companies in 2023 and 2024. Emissions from the divested companies

have been excluded from the 2020 base year and subsequent years, and reductions have been recalculated on restated figures.

Based on the adjusted values, Vontier has reduced our absolute Scope 1 and 2 GHG emissions by 40% or 14,000 metric tons of carbon dioxide equivalent (MT CO₂e).

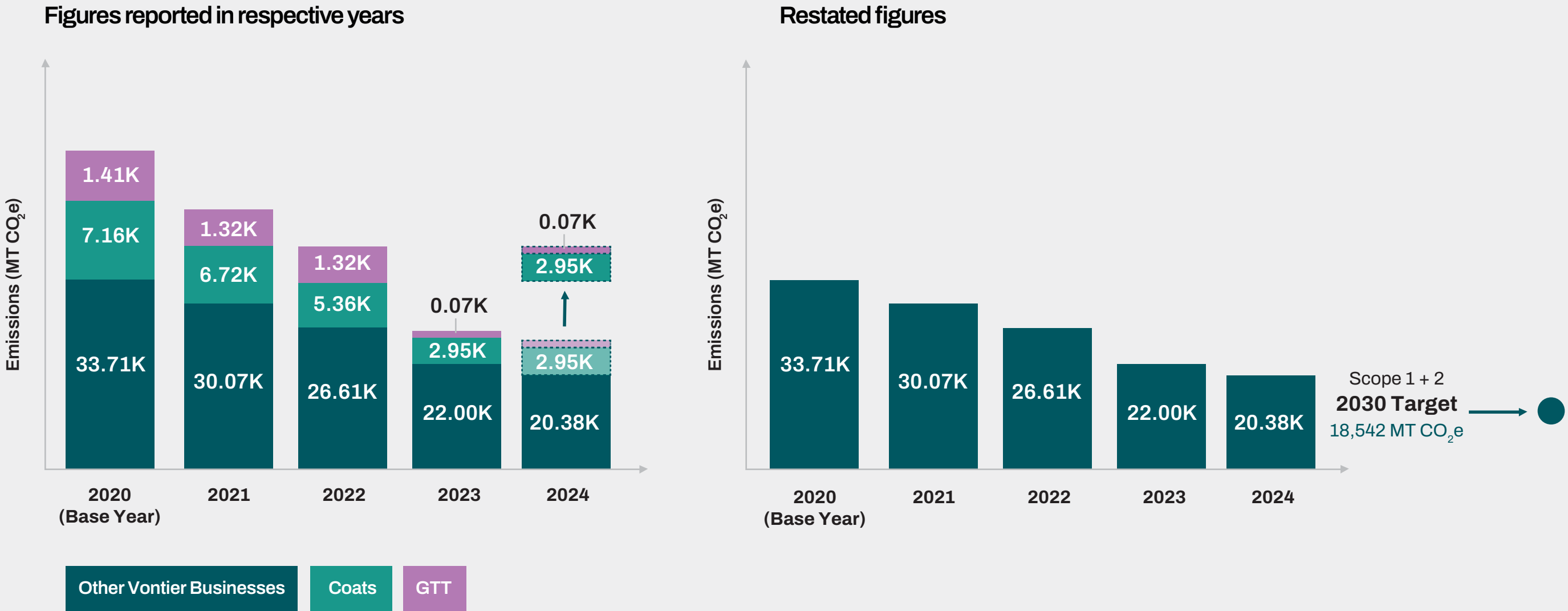
Vontier’s absolute Scope 1 and 2 emission reductions are equivalent to removing over 3,260 gasoline-powered passenger vehicles from the road for an entire year.¹ And we are not done yet!

¹Data source is EPA's Greenhouse Gas Equivalencies Calculator.
²Adjusted GHG emissions from 2020 base year reflect the divestment of GTT and Coats businesses.

Our progress

GOAL	PROGRESS
 Scope 1 & 2 GHG Emissions, Near-Term ↓45% reduction in absolute Scope 1 and 2 GHG emissions by 2030, from 2020 base year	↓40% reduction in absolute Scope 1 and 2 GHG emissions from adjusted 2020 base year²
 ISO 14001 100% Environmental Management System certifications at all manufacturing sites across Vontier by 2026	Goal Achieved As of 2024, 100% of our global manufacturing sites achieved ISO 14001 certification.

Base year Scope 1+2 GHG emissions recalculation for divestments



Vontier divested of GTT in April 2023 and Coats in January 2024, resulting in a 3,000 MT CO₂e reduction relative to base year emissions. However, to remain consistent, Vontier has recalculated its base year and subsequent year emissions to account for these divestments.

Water and Waste Management

Protecting our resources and reducing our environmental footprint.

We recognize the critical importance of responsible resource management. Our commitment to a better planet includes improved water management protocols and ongoing waste reduction efforts involving all employees in every business and country.

Water Conservation

Vontier is committed to responsible water use and has a goal to develop water risk assessments and conservation plans at all our high-priority manufacturing sites by the end of 2026. We have taken the following steps towards our objectives:

- Conducted site risk assessments to pinpoint higher-risk assets and operations that are in water stress locations.
- Responded to the [CDP Water Security Questionnaire](#) for the first time in 2024, scoring above industry average.
- Published our [Water Management Policy](#) that was deployed company-wide.

- Developed a water conservation checklist to drive action at our facilities.
- Introduced new tools within our VBS toolkit to identify water-related conservation opportunities.

Waste Reduction

At Vontier, we are committed to minimizing waste through reduction, recycling, and reuse. Our [Waste Management Policy](#) serves as a framework and underscores our global efforts—from training employees, to implementing best practices, and monitoring performance and results. Specific activities we are especially proud of include:

Material upcycling: At our manufacturing sites in Germany, instead of throwing away our paper and cardboard waste, we transform them into new packaging materials called “Karopacks” that are reused for packaging our products. This circular system cuts costs while minimizing waste.

Transitioning to eco-friendly materials: Our Fafnir™ Germany site has transitioned to eco-friendly packaging, designed to enhance both functionality and environmental responsibility.

Made from renewable raw materials, the packaging is fully recyclable, and easy to assemble, aligning with our commitment for operational efficiency while reducing our environmental impact.

Composting: In 2024, we launched our composting program at our headquarters in Raleigh, NC, and our office in Bromma, Sweden. This system for managing organic waste provides training for employees on segregating compostable materials and includes impact reports to track our waste diversion and other environmental benefits. Our Bromma compost is processed to harness energy for heating and fuel—such as biogas—and the nutrients are used to grow new food. Our Raleigh compost is sent to a local garden, allowing us to engage the community in our sustainability efforts!

For more information on the results of our water and waste management efforts, see our [Safety and Environmental Indicators](#).



Waste Diversion

CURRENT GOALS

90%

aggregate diversion of manufacturing site waste from landfill by 2030, from 2023 base year

PROGRESS

83%

aggregate diversion of manufacturing site waste from landfill

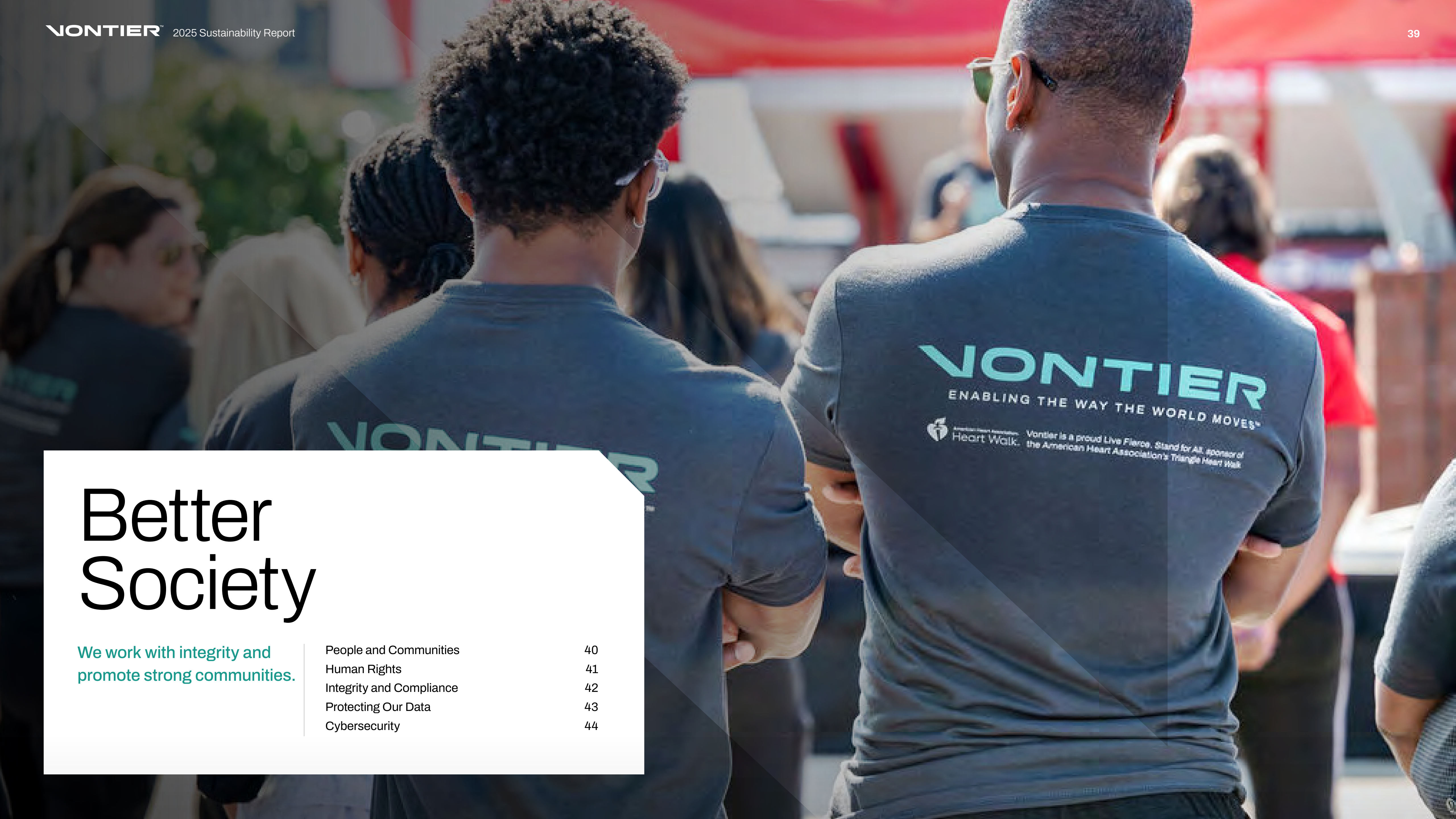
PROGRESS TO GOAL



Better Society

We work with integrity and promote strong communities.

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People and Communities

Vontier is dedicated to enhancing the communities we serve by funding and participating in events that create a positive impact. We are stronger together.

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](#).

In 2024, through Vontier contributions and employee match opportunities, the Vontier Foundation and our operating companies donated over \$500K in cash donations with a focus on acute disaster relief, climate and environmental initiatives, education, social justice and inclusion, and local community engagement.

Vontier Cares

In 2024, Vontier and all our businesses participated in Vontier Cares, a program that provides employees with paid time off annually to give back to the community, or advance social justice initiatives. All employees were able to choose from virtual, in-person, individual, or group community impact events. Over 1,150 Vontier employees participated globally in activities, totaling over 9,200 volunteer hours! Vontier Cares initiatives ranged from cleaning up parks, to food, toy, and school donations, to volunteering at senior homes, and much more. Employee volunteer hours were equivalent to a donation of more than \$308K.

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, Inclusion, Reducing Inequalities Around the Globe**
-  **Education**
-  **Disaster Relief**



HURRICANE HELENE

\$125K

Donated in disaster relief

4,000

Global team member contributions

A Helping Hand: In partnership with the American Red Cross, our team and our Vontier Cares program engaged in disaster relief for those impacted by Hurricane Helene, matching \$125K in employee donations.

OTHER GIVING

\$500K

In cash donations

9,200

Volunteer hours

AMERICAN HEART WALK

\$122K

In funds raised

100+

Employee and family members

Walking for a Healthier Community: Vontier Corporate and its businesses recently had over 100 employees, along with their families and friends, participate in the American Heart Association’s Heart Walk events nationwide. Together, nearly 20 teams raised an impressive \$122,000, which will fund vital research, education, and support programs to combat heart disease and stroke.

OUR COMMUNITY PARTNERS

We gave financial and volunteer support to the following organizations in line with our giving pillars:



Human Rights

Promoting fair practices and protecting dignity.



We are committed to upholding and advancing human rights across all our businesses and activities. By implementing targeted strategies and forging impactful partnerships, we aim to reduce inequalities around the globe and foster peaceful, inclusive societies that ensure access to justice for all in alignment with our [SDGs](#).

Our Approach

At Vontier, we believe in the fundamental dignity of every individual. Our [Human Rights Policy](#) and [Combating Trafficking in Persons Policy](#) clearly define our commitment to uphold and advocate for human rights across all facets of our operations, our global supply chains, and the communities we serve.

We actively implement these policies through robust practices that support fair employment, fair remuneration, and adherence to working hour standards. Our commitment extends to prohibit child labor, forced labor, and human trafficking, ensuring a safe and fair workplace for all.

We respect and protect employees' rights to freedom of association and collective bargaining. We maintain a policy of zero tolerance for discrimination, harassment, or violence motivated by race, color, gender, religion, political opinion, or national or social origin in the workplace.

Our training programs on discrimination and harassment equip our workforce with the knowledge to uphold these values, while our corrective and disciplinary measures ensure accountability.

Understanding the broader impact of our business decisions, we are committed to safeguarding human rights within the communities we operate. We actively assess the potential effects of our actions and take proactive steps to mitigate any adverse outcomes.

And we provide accessible grievance reporting processes for individuals and communities affected by our operations, ensuring that their voices are heard and their rights are protected.

Partnering for Human Rights

As a member of the United Nations Global Compact, we have confirmed our dedication to upholding the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights.

We have partnered with UN Women to promote the creation of a world in which every woman and girl can exercise her human rights without fear and realize her full potential without obstacles.



WE SUPPORT



Integrity and Compliance

Supporting an ethical culture in our workplace.

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.

Our Code of Conduct

Our approach to ethical operations begins with our [Code of Conduct](#) (the Code). Available in 15 languages, the Code outlines expectations for ethical behavior. All employees and our Board of Directors are required to annually review and certify compliance with the Code.

To ensure that we remain at the forefront of ethical standards, we regularly review, enhance, and communicate the Code and related integrity and compliance programs. These updates are informed by comprehensive risk assessments, emerging internal and external trends, and evolving regulatory requirements. This proactive

approach not only reinforces our dedication to integrity but also fosters a culture of accountability and transparency throughout our organization.

Speak Up! Program

Doing the right thing involves speaking up. Our [Speak Up!](#) program allows employees, third parties, and members of the community to report compliance-related concerns, make suggestions, ask questions, or obtain guidance. Speak Up! is available online or by phone 24 hours a day, seven 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 and Compliance team responds to all inquiries with applicable guidance and thoroughly investigates reported concerns. Vontier prohibits retaliation against anyone who makes a report in good faith or participates in an investigation.

Education and Training

At Vontier, we foster a culture of integrity and respect from day one. New employees complete Code of Conduct and harassment prevention training during onboarding. Each year, all employees participate in mandatory online compliance training covering cybersecurity, data privacy, and workplace conduct, including sexual harassment and discrimination.

We stay proactive by assessing internal data such as reported concerns, industry-wide developments and trends, and relevant regulations. Then, we update the ethics and compliance program and training to address these inputs. Our training incorporates real-life scenarios to enhance understanding and retention. We are not just meeting compliance standards; we are fostering a workplace where ethical behavior and respect are at the forefront of everything.

Ethical Business Practices and Anti-Corruption

Vontier, our subsidiaries, and all our third-party representatives (e.g., agents, distributors, and logistics partners) abide by the US Foreign Corrupt Practices Act, UK Bribery Act, and the anti-corruption and antibribery laws of every country in which we operate. We vet all third-party representatives thoroughly with legal due diligence and background investigations, and we enforce compliance with anti-corruption training, contractual provisions, compliance reviews, and certifications of ethical conduct.

Compliance Governance

Our VP, Chief Governance and Compliance Officer plays a pivotal role in leading our Integrity & Compliance function. They provide regular updates to the Audit Committee at least quarterly, or more frequently when necessary. Additionally, they present a comprehensive annual review of our integrity and compliance program to the full Board. This review includes detailed reports on

the status of investigations, new initiatives, and training programs, ensuring transparency and accountability throughout our organization.

Political Involvement

In 2024, Vontier made no contributions of any kind to political campaigns, organizations, or lobbying groups whose primary role is to influence political campaigns, public policy, or legislation.

Note that Vontier is a member of certain trade associations or other tax-exempt entities that we believe share our philosophy and interests and that those entities may have made political contributions and/or engaged in incidental, ad hoc lobbying activities in 2024.

To learn more, see our list of [Membership Associations](#) and our [Political Involvement Policy](#).



4

business process
data assessments
conducted



6

trade audits
completed



40-day

average closure
rate for Speak Up!
reports



>97%

training completion
(on anti-harassment,
discrimination, and our
Code of Conduct)

Protecting Our Data

Safeguards for a connected world.

At Vontier, we prioritize the protection of our information assets and data to ensure confidentiality, integrity, and availability, actively assessing and mitigating risks to safeguard our most valuable asset—our people. Our privacy and data protection programs comply with global regulations and are designed to secure data appropriately within our systems and assets. By collaborating with stakeholders, we leverage data to achieve our goals and enhance mobility solutions, advancing our organization’s capabilities through effective data management.

Information Protection, Optimization, and Governance Team

The Information Protection, Optimization, and Governance team oversees program direction across all Vontier businesses. Their responsibilities include:

- Collaborating with key stakeholders to identify risk when handling data and balancing that risk with our culture of experimentation and continuous improvement.
- Issuing guidance on the responsible use of data with and adoption of Generative AI frameworks and technologies.
- Providing legal and privacy-related input to our businesses and decision-making processes.
- Establishing data governance standards.
- Propagating data collection and usage practices that comply with global regulations.
- Deploying data privacy management tools and technology to our businesses.
- Developing and maintaining a library of VBS-driven tools to enable our businesses to implement privacy by design principles and privacy compliance programs.
- Collaborate with Cybersecurity leadership and the Disclosure Committee to address the materiality and disclosure of relevant matters.

Data Privacy and Protection Achievements

In 2024, we continued to strengthen our data privacy and protection program by:

- Launching an Executive Data Council to develop, align, and implement a comprehensive data governance framework across all business areas and functions.
- Creating an internal risk and maturity self-assessment that was presented to the Board.
- Implementing an expanded annual Business Process Data Assessment for the European Union, Brazil, and key functions in the United States as part of our data processing mapping project.
- Leading the Vontier AI Governance Council to align our strategies with evolving business needs and technological advancements.
- Developing new VBS tools to clarify data usage rights in agreements and address AI data usage in contracts.
- Training key stakeholders on the upcoming requirements of the EU Data Act and AI Act.



250+

business process data assessments conducted



100+

domains had privacy centers developed and deployed for centralized management of end-user privacy notices, rights requests, and cookie preferences



25+

privacy and data governance trainings delivered



Cybersecurity

Maintaining a secure environment for our products, data, and systems.

In concert with data privacy and protection efforts, Vontier is committed to supporting our business objectives and customer needs by maintaining a secure environment for our products, data, and systems. In addition to actions taken in the cybersecurity program, we are cultivating an agile, security-minded and continuous improvement culture through education and programs that reflect industry best practices.

Our Programs

Our cybersecurity programs provide a robust framework for managing threats and incidents, clearly outlining steps to identify and respond to potential risks. Evaluated by third parties and informed by benchmarking data from peer companies, these programs are organized around the internationally recognized National Institute of Standards and Technology (NIST) Cybersecurity Framework.

To tackle the ever-evolving threat landscape, we continuously enhance our cybersecurity efforts through proactive measures such as maintaining information security and enterprise resilience programs, and conducting independent assessments, penetration testing, and vulnerability scans. We also perform comprehensive risk assessments and security validations of our products in line with industry standards like ISO 27001, PCI-DSS, SOC 2 Type II, and the NIST Cybersecurity Framework, ensuring our defenses remain strong and effective.

Cybersecurity Governance

Cybersecurity, under the leadership of Vontier's Chief Information Officer (CIO), plays a crucial role in our risk management processes and is a key focus for both our Board and management. To maintain visibility, oversight, and effective management of information and cybersecurity, our CIO:

- Meets with the Audit Committee quarterly and the full Board annually to provide updates on the cybersecurity program, including controls and processes, strategies, achievements, risks, and recent incidents.
- Collaborates with business leadership and technology teams at least monthly to review escalated issues, ensure compliance with incident response plans, and assess performance against strategic targets.



Key Accomplishments:

In 2024, we made significant strides in strengthening our systems and enhancing our security measures. Our key accomplishments include:

- Continued focus on secure product development practices.
- Usage of advanced technologies like artificial intelligence and machine learning to enhance our security management.
- Enhanced network management to reduce the risk of cyber incidents.

To learn more about cybersecurity risk management and corporate governance at Vontier, refer to our annual [Proxy Statement](#) and [Form 10-K Annual Report](#).

Supporting Data and Indices

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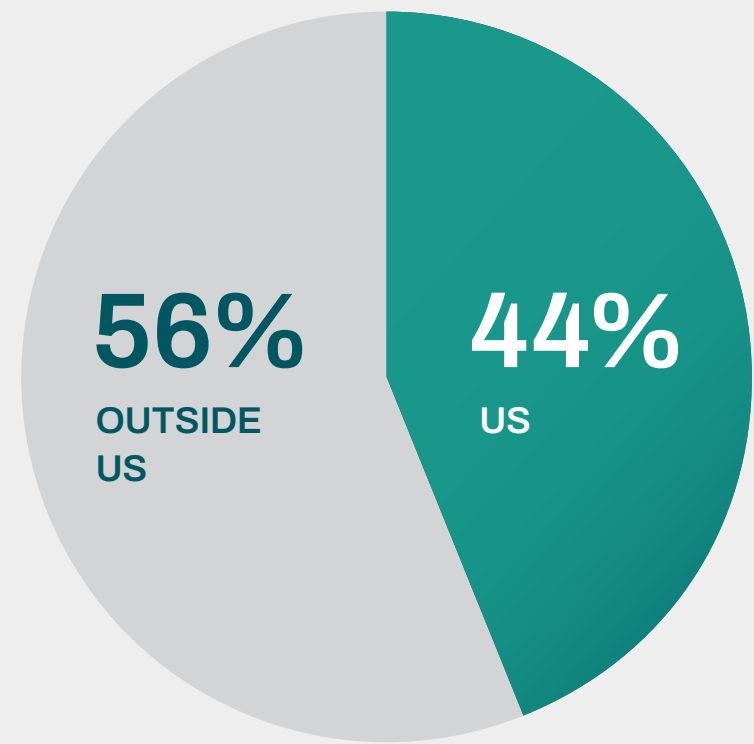
Workforce Metrics

as of December 31, 2024

(Percentages may not total 100% due to rounding.)

OUR WORKFORCE

8,023
Total employees



3,511
US employees

4,512
Employees
outside the US

EMPLOYEE GENDER ¹	US #	US %	OUTSIDE US #	OUTSIDE US %	TOTAL (GLOBAL ²) #	TOTAL (GLOBAL ²) %
Women	1,099	31%	1,026	23%	2,125	26%
Men	2,412	69%	3,486	77%	5,898	74%

¹ Employee gender data includes salaried, full-time, and part-time employees.

² Global includes the United States and countries outside of the United States.

CONTINGENT WORKERS ³	US	OUTSIDE US	TOTAL
Number of contingent workers	544	2,141	2,685

³ Contingent workers means workers who are not employees but who are engaged through agencies or other contractual agreements to perform tasks and projects for the organization

PARENTAL LEAVE ⁴	MEN	WOMEN	TOTAL
Eligible (headcount)	2,830	1,215	4,045
Took parental leave (headcount)	90	35	125
Returned to work (headcount)	90	35	125
Retention after 12 months (headcount)	70	33	103
Return to work rate ⁵	100%	100%	100%
Retention rate ⁶	78%	94%	82%

⁴ Data is in reference to total amount of full-time employees that worked throughout 2024.

⁵ Calculation is percentage of employees who returned to work out of employees who took parental leave.

⁶ Calculation is percentage of employees who were retained after 12 months out of employees who took parental leave.

EMPLOYEE DEMOGRAPHICS (US ONLY) – RACE/ETHNICITY	%
American Indian/Alaska Native	0.5%
Asian	6%
Black or African American	21%
Hispanic/Latinx	7%
Native Hawaiian/Other Pacific Islander	0.1%
Two or more races	1%
White	64%
Not specified	0%

US UNIONIZED EMPLOYEES ⁷	%
Collective bargaining unit members as percent of US workforce	21

⁷ Outside the United States, we have government-mandated collective bargaining arrangements and union contracts in certain countries, particularly in Europe where certain of our employees are represented by unions and/or works councils.

Workforce Metrics

JOB CATEGORIES (US)	US POPULATION #	REPRESENTATION OF ETHNIC AND RACIAL MINORITIES ¹ %	WHITE %	INFORMATION UNAVAILABLE %
Level 1 & 2—CEO and Executive	7	43%	57%	0%
Level 3—Senior Leader	54	26%	72%	0%
Level 4—Mid Level Manager	163	15%	85%	0%
Level 5—First Level Manager	392	21%	79%	0.3%
Total	616	20%	80%	0.2%

¹ Ethnic and racial minorities include American Indian/Alaska Native, Asian, Black or African American, Hispanic/Latinx, Native Hawaiian/Other Pacific Islander and two or more races combined. It excludes White and employees for whom no race/ethnicity information is available.

JOB CATEGORIES (GLOBAL)	TOTAL	WOMEN %	MEN %
Level 1 & 2—CEO and Executive	8	13%	88%
Level 3—Senior Leader	68	24%	76%
Level 4—Mid Level Manager	282	32%	68%
Level 5—First Level Manager	912	35%	65%
Total	1,270	33%	67%
Managers in revenue-generating functions (e.g., sales) excluding support functions such as HR, IT, Legal, etc. ^{2,3}	337	24%	76%

² In the context of these Workforce Metrics tables, the term “Managers” refers to job categories at levels 1 through 5.

³ Departments determined as revenue-generating functions are Business Development, Marketing, and Sales.

US GENERATIONAL BREAKDOWN	%
Traditionalists (born before 1946)	0.1%
Baby boomers (born 1946–1964)	15%
Generation X (born 1965–1981)	41%
Millennials (born 1982–1996)	35%
Generation Z (born after 1996)	9%

US PERCENTAGES BY WORKER TYPE	%
Permanent hourly	41%
Temporary hourly	13%
Full-time, salaried	44%
Part-time, salaried	0%

EMPLOYEE HIRING SUMMARY	NEW EMPLOYEE HIRES HEADCOUNT
Total	1,527
Region	
United States	658
Other Americas ⁴	190
Europe	127
AMEA ⁵	533
Gender	
Women	429
Men	1,097
Ethnic or racial minority (US ONLY)	287
Age—US only	
Under 30 years old	184
30–50 years old	344
50+ years old	130
Position—Global (Including US)	
Managers ²	215
Non-Managers	1,304
Position—US Only	
Managers ²	106
Non-Managers	545

New employee hire rate⁶: 19%

⁴ Other Americas mean North, Central, and South America excluding the United States.

⁵ AMEA means Africa, Middle East, and Asia.

⁶ Calculation is percentage of new hires out of average number of employees from beginning to end of the year.

Employee Benefits

Core Benefits

BENEFIT	US NON-UNION ^{1,2}
Life insurance	Yes
Health care	Yes
Disability coverage	Yes
Parental leave	Yes
Retirement plan(s)	Yes
Stock ownership	Available based on role ³ or through retirement savings plan
Others	Dental, vision, health savings account, flexible spending account, dependent care flexible spending account, identity theft protection, 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

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

² Our 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.

³ Vontier provides restricted stock units (RSUs) as part of total compensation packages for Director and Vice President level employees and select software technology roles. This program applies to about 5% of our employees and they are paid out on average after 3 years.

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 vaccination and biometric screening clinics, chronic condition management, mental health counseling, financial wellness resources, and personal weight management and health coaching with instruction on nutrition, exercise, and motivational strategies. We also offer benefits for families such as adoption and fertility treatment assistance, accommodations for breastfeeding mothers, resources through the Maven Clinic for family planning, maternity and newborn care, and menopause support.

Energy Use and Emissions

All figures, including the 2020 base year, have been updated to exclude data from divested companies. Calculations are based on these adjusted figures in accordance with the GHG Protocol.

Fuel Consumption

METRIC	SCOPE	RENEWABILITY	UNIT OF MEASURE	2020	2023	2024	YOY % CHANGE	2020-2024 (% CHANGE)
Biogas	Biogenic	Renewable	MWh	0	4,540	4,320	-5%	–
Natural Gas (direct combustion) ¹	Scope 1	Non-renewable	MWh	29,432	22,721	27,295	20%	-7%
Natural Gas (indirect, purchased heat) ¹	Scope 2	Non-renewable	MWh	7,683	7,276	2,629	-64%	-66%
No. 2 Fuel Oil	Scope 1	Non-renewable	liters	459,144	27,378	21,685	-21%	-95%
Propane	Scope 1	Non-renewable	liters	94,300	46,815	50,264	7%	-47%
Mobile-Gasoline ²	Scope 1	Non-renewable	liters	574,979	865,596	776,741	-10%	35%
Mobile-Diesel	Scope 1	Non-renewable	liters	2,200,203	1,626,754	1,517,922	-7%	-31%
Mobile-Compressed Natural Gas ³	Scope 1	Non-renewable	liters	479	3,692	9,181	149%	>100%
Refrigerant	Scope 1	Non-renewable	kg	0	0	0	–	–
Electricity (non-renewable)	Scope 2	Non-renewable	MWh	41,623	25,538	23,166	-9%	-45%
Electricity (renewable)	Scope 2	Renewable	MWh	0	8,586	9,391	9%	–

¹ The classification of direct and indirect natural gas usage has shifted over the years due to the distinction between leased and owned facilities; however, the total consumption from these categories remains comparable each year.

² Increase in mobile gasoline consumption was due to the identification of additional fleet vehicles in Europe in 2022.

³ Increase in mobile compressed natural gas consumption was caused by the addition of one facility in 2021.

Energy Use Summary

METRIC	UNIT OF MEASURE	2020	2023	2024	YOY % CHANGE	2020-2024 (% CHANGE)
Renewable sources energy consumption	MWh	0	13,126	13,711	4%	–
Non-renewable sources energy consumption	MWh	113,380	81,916	77,411	-5%	-32%
Total energy consumption	MWh	113,380	95,042	91,122	-4%	-20%
Percent renewable energy consumption	Percent	0%	14%	15%	1%	–

Emissions^{3,4,5}

METRIC	UNIT OF MEASURE	2020	2023	2024	YOY % CHANGE	2020-2024 (% CHANGE)
Scope 1	MT CO ₂ e	15,979	10,657	10,931	3%	-32%
Scope 2	MT CO ₂ e	17,734	11,342	9,449	-17%	-47%
Scope 1 + 2	MT CO ₂ e	33,713	21,999	20,380	-7%	-40%
Scope 3	MT CO ₂ e	905,707	916,648	897,908	-2%	-1%
Offsets Purchased	MT CO ₂ e	0	17	24	40%	–

³ The emissions data reported are the most current as of May 2025 and reflect updates to emission factors, data corrections, and the site portfolio.

⁴ Since 2022, we have received limited assurance for our Scope 1 and 2 emissions from an accredited third party. In 2024, we also obtained limited assurance for Scope 3 emissions: Categories 1, 2, 4, 11, and 14, which together represent over 70% of our total Scope 3 emissions. These verifications were conducted in accordance with ISO 14064-3:2019 and the GHG Protocol.

⁵ Scope 2 emissions are market-based, which include reductions from Renewable Energy Certificates (RECs).

For more details on emissions data, see our annual [CDP Climate Change and Water Disclosure](#).

Emissions Verification

Since 2022, we have received limited assurance annually for our Scope 1 and 2 emissions from an accredited third party. In 2024, we also obtained limited assurance for Scope 3 emissions: Categories 1, 2, 4, 11, and 14, which together represent over 70% of our total Scope 3 emissions.

The emissions reported were calculated and verified using the GHG Protocol, which aligns with the Science Based Targets initiative (SBTi) framework. Verification was in accordance with ISO 14064-3:2019, 14065:2020, & 17029:2019 with an objective to ensure that stated GHG emissions are materially correct.



TÜV SÜD America Inc.
c/o Ruby Canyon Environmental
750 Main St, #200
Grand Junction, CO 81501

Verification Opinion

Submitted to: Vontier Corporation

Verification Body: TÜV SÜD America, Inc.

Lead Verifier: Pilar Gutierrez (pilar.gutierrez@tuvsud.com)

Submitted: May 14, 2025

TÜV SÜD America, Inc. (TÜV SÜD) conducted the verification of Vontier's 2024 GHG Inventory according to the requirements found in ISO 14064-3:2019, 14065:2020, & 17029:2019. The objective of this verification was to ensure that the GHG statement is materially correct and conforms to all relevant criteria. The GHG statement is the responsibility of Vontier. A summary of the GHG statement is as follows:

- GHG-related activity: Vontier's Global Operations
- GHG statement: Calendar Year (CY) 2024
- Criteria:
 - World Resources Institute and World Business Council for Sustainable Development's Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (GHG Protocol)
 - CDP Climate Change 2022 Reporting Guidance
 - GHG Protocol Scope 2 Guidance
 - GHG Protocol Scope 3 Guidance
 - ISO 14064-3:2019 "Greenhouse gases – Part 3: Specification with guidance for the validation and verification of greenhouse gas statements"

The data and information supporting the GHG statement were historical in nature.

Based on the examination of the evidence, nothing comes to TÜV SÜD's attention which gives cause to believe that the GHG statement is not a fair representation of GHG data and information.

TÜV SÜD has verified Vontier's inventory to a limited level of assurance, and confirms that there is no evidence that the GHG statement:

- Is not materially correct and
- Has not been prepared in accordance with all applicable criteria.

In compliance with the requirements of ISO 14065:2020, the client may reproduce and distribute TÜV SÜD's verification opinion without TÜV SÜD's prior authorization, as long as the verification opinion is reproduced in its entirety, including the date.

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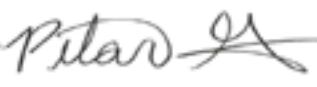


TÜV SÜD America Inc.
c/o Ruby Canyon Environmental
750 Main St, #200
Grand Junction, CO 81501

The verified GHG statement is summarized below.

Emissions Verified	CO ₂ e (metric tons)
Stationary Combustion	5,121
Mobile Combustion	5,810
Scope 1 Total	10,931
Stationary Biomass	860
Biogenic Total	860
Purchased Electricity	10,929
Purchased Heating	472
Scope 2: Location-Based Total	11,402
Purchased Electricity	8,977
Purchased Heating	472
Scope 2: Market-Based Total	9,449
Category 1: Purchased Goods and Services	208,663
Category 2: Capital Goods	42,394
Category 4: Upstream Transportation and Distribution	18,723
Category 11: Use of Sold Products	542,136
Category 14: Franchises	56,984
Scope 3 Verified Categories Total	868,901

Lead Verifier



Pilar Gutierrez

Independent Reviewer



Garrett Heidrick

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Safety and Environmental Indicators

Safety

METRIC	2021	2022	2023	2024
Total Recordable Incident Rate (TRIR)	0.82	0.57	0.36	0.31
Days Away Restricted Transferred (DART)	0.42	0.40	0.21	0.23
Lost Time Injury Frequency Rate (LTIFR)	2.18	2.01	0.78	0.69

METRIC	2024
Employee Hours Worked	22,953,265
Number of Recordable Incidents	36
Lost Working Days	572

Water

METRIC	UNIT OF MEASURE	2022	2023	2024
Withdrawn	Million m³	0.07	0.10	0.12
Data Coverage¹	Percent	60%	80%	100%

¹ In our 2022 base year, data was collected only from our largest manufacturing sites. In 2023, we included data from primary sites that had water usage invoices. For 2024, we expanded the data collection to include all sites, including estimates from secondary sites (small offices) where primary data was unavailable.

Waste²

METRIC	UNIT OF MEASURE	2022	2023	2024
Non-Hazardous Waste	Metric Tonnes	1097	5642	4242
Hazardous Waste	Metric Tonnes	121	99	89
Recycled, Reused, Composted	Metric Tonnes	863	4,313	3,472
Waste Disposed	Metric Tonnes	355	1,428	859
Landfilled	Metric Tonnes	229	1,292	730
Incinerated with Energy Recovery	Metric Tonnes	—	122	76
Incinerated without Energy Recovery	Metric Tonnes	—	14	53
Unknown Disposal Method	Metric Tonnes	126	—	—
Total Waste	Metric Tonnes	1,217	5,741	4,331
Percentage of Waste Diverted from Landfill	Percent	71%	77%	83%
Data Coverage³	Percent	20%	80%	80%

² Waste quantities are only tracked for manufacturing sites.
³ In our 2022 base year, data was collected only from our largest manufacturing sites. In 2023 and 2024 data from all manufacturing sites were included.

Membership Associations

ACAPMA—Australasian Convenience and Petroleum Marketers Association
ACC—Association of Corporate Counsel
AFMA—Australasian Fleet Management Association
AFVi—Alternative Fuel Vehicle Institute
ALGA—Australian Local Government Association
American Biogas Council
ANERPV—Asociación Nacional de Empresas de Rastreo y Protección Vehicular
ANGVA—Asia Pacific Natural Gas Vehicles Association
AOMA—Arkansas Oil Marketers Association
APCA—American Petroleum and Convenience Store Association
ASE Education Foundation—Automotive Service Excellence
ATA—Australian Trucking Association
Automotive Sales Council
Biogas World
CAP—Carwash Association of Pennsylvania
CCA—Canadian Carwash Association
CCF TAS—Civil Contractors Federation of Tasmania
CCF VIC—Civil Contractors Federation of Victoria

CFCA—California Fuels & Convenience Alliance
CHBC—California Hydrogen Business Council
Civil Contractors New Zealand
CNGVA—Canadian Natural Gas Vehicle Alliance
Coalition for Renewable Natural Gas
Conexus
CSA Standards Committee—Canadian Standards Association
CTE—Center for Transportation and the Environment
CTPMA—Chevron and Texaco Petroleum Marketers Association
CWONJ—Car Wash Operators of New Jersey
Drive Clean Indiana
Employers Council
ETI—Equipment and Tool Institute
Eurogas
FCHEA—Fuel Cell & Hydrogen Energy Association
Forward Janesville
FPMA—Florida Petroleum Markers Association
GACS—Georgia Association of Convenience Stores
GOA—Georgia Oilmen's Association

Heartland Car Wash Association
HVIA—Heavy Vehicle Industry Australia
IFSF—International Forecourt Standard Forum
International Car Wash Association
ISO/TC 197-Hydrogen Technologies—International Organization for Standardization Technical Committee on Hydrogen Technologies
KPMA—Kentucky Petroleum Marketers Association
Leadership Development Academy of Rock County
LGPRO—Local Government Professionals (Victoria)
LOMCSA—Louisiana Oil Marketers and Convenience Store Association
Manufacturers Alliance
Manufacturers Association-Jamestown
Master Plumbers Association
MCA—Midwest Carwash Association
MEMA—Motor & Equipment Manufacturers Association
Military Friendly
MIT Climate & Sustainability Consortium
MPMCSA—Montana Petroleum Marketers and Convenience Store Association
NACS—National Association of Convenience Stores

National Road Carriers Association
Natroad
NCPCM—North Carolina Petroleum & Convenience Marketers
NECA—New England Carwash Association
NECSEMA—New England Convenience Store & Energy Marketers Association
New Zealand Heavy Haulage Association
New Zealand Trucking Association
NFPA 2 Hydrogen Committee—National Fire Protection Association
Northwest Alliance for Clean Transportation
NYSCWA—New York State Car Wash Association
OFA—Oregon Fuels Association
P&CMA—Petroleum and Convenience Marketers of Alabama
PAMA—Preventive Auto Maintenance Association
PEI—Petroleum Equipment Institute
Queensland Trucking Association
RHA—Road Haulage Association
Road Freight NSW
SAE Fuel Cell Standards Committee—Society of Automotive Engineers
SCCPMA—South Carolina Convenience & Petroleum Marketers Association

SCWA—Southwest Car Wash Association
SECWA—Southeast Car Wash Association
SHRM—Society for Human Resources
Tennessee Chamber of Commerce
TF&FA—Texas Food & Fuel Association
TFCA—Tennessee Fuel & Convenience Store Association
The Transport Project
Transafe WA
Transport Women Australia Limited
Transporting New Zealand
UNGC—United Nations Global Compact
Utah Safety Council
Valuable 500
Victoria Transport Association
Victoria Waste Management Association
WCA—Western Carwash Association
We Mean Business
Wisconsin Clean Cities
WMC—Wisconsin Manufacturers and Commerce

Sustainability Accounting Standards Board (SASB) Index

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, 2024, with reference to the most recent SASB standards (version 2023-12), 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	Protection Our Data Cybersecurity
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Workforce Metrics
Product Lifecycle Management	TC-HW-410a.1 to TC-HW-410a.3	Percentage of products by revenue that: (1) Contain IEC 62474 declarable substances (2) Meet the requirements for Electronic Product Environmental Assessment Tool (EPEAT) registration or equivalent (3) Are certified to an energy efficiency certification	We do not currently track this information; however, we anticipate gathering this data for future reporting. Vontier is performing our first product Life Cycle Assessment in 2025.
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	
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 nonconformances 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	Number of units produced by product category	Approximately 171,041 square meters
	TC-HW-000.C	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.

Task Force on Climate-related Financial Disclosures (TCFD) Index

TCFD RECOMMENDED DISCLOSURE		RELEVANT SECTIONS/DISCLOSURE LOCATION
Governance		
Disclose the organization’s governance around climate-related risks and opportunities	a) Describe the board’s oversight of climate-related risks and opportunities.	CDP C4 Climate Transition Action Plan , p. 6 2025 Proxy Statement , p. 18-27 Sustainability and Governance
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	CDP C2 Climate Transition Action Plan , p. 6-9 2025 Proxy Statement , p. 18-19 Better Planet
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	
Risk Management		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization’s processes for identifying and assessing climate-related risks.	CDP C2 Climate Transition Action Plan , p. 6 2025 Proxy Statement , p. 18-19
	b) Describe the organization’s processes for managing climate-related risks.	
	c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	CDP C7 Climate Transition Action Plan , p. 2, 6-9 Better Planet Energy Use and Emissions Goals and Progress
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

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, 2024.
GRI STANDARD	DISCLOSURE	LOCATION	
GRI 2: General Disclosures 2021	2-1 Organizational details	Vontier Corporation 5438 Wade Park Boulevard Suite 600 Raleigh, NC 27607 United States	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. Countries of Operation: 2024 CDP Disclosure , section 1.7
	2-2 Entities included in the organization’s sustainability reporting	Vontier Corporation, DRB, Invenco by GVR, ANGI, Driivz, Teletrac Navman, Matco Tools, Gilbarco Veeder-Root.	
	2-3 Reporting period, frequency and contact point	This report covers Vontier’s progress from January 1, 2024 through December 31, 2024, with data as of December 31, 2024 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 2024 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 Sustainability and Governance and 2025 Proxy Statement , p. 29.	
	2-6 Activities, value chain and other business relationships	Our Businesses People and Communities Membership Associations United Nations Sustainable Development Goals Our Company at a Glance Environmental Actions and Initiatives 2024 Form 10-K , p. 5-10	
	2-7 Employees	Workforce Metrics 2024 Form 10-K , p. 8-9	
	2-8 Workers who are not employees	Workforce Metrics	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosure 2021 (continued)	2-9 Governance structure and composition	Sustainability and Governance 2025 Proxy Statement , p. 14-21, 24-26 2024 CDP Disclosure , section C4
	2-10 Nomination and selection of the highest governance body	Sustainability and Governance 2025 Proxy Statement , p. 14 2024 CDP Disclosure , section C4
	2-11 Chair of the highest governance body	2025 Proxy Statement , p. 21
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability and Governance 2025 Proxy Statement , p. 21-30
	2-13 Delegation of responsibility for managing impacts	Sustainability and Governance 2025 Proxy Statement , p. 21-30
	2-14 Role of the highest governance body in sustainability reporting	Sustainability and Governance 2025 Proxy Statement , p. 25-26, 29
	2-15 Conflicts of interest	2025 Proxy Statement , p. 31 The Vontier Code , p. 33
	2-16 Communication of critical concerns	Integrity and Compliance The Vontier Code , p. 11 2025 Proxy Statement , p. 24
	2-17 Collective knowledge of the highest governance body	2025 Proxy Statement , p. 15 2024 CDP Disclosure , section 4.2 Climate Transition Action Plan , p. 13
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement , p. 23
	2-19 Remuneration policies	2025 Proxy Statement , p. 32-33, 37-61 2024 CDP Disclosure , section 4.5
	2-20 Process to determine remuneration	2025 Proxy Statement , p. 37-47
	2-21 Annual total compensation ratio	2025 Proxy Statement , p. 55 Our lowest paid employee in the US is paid 128% above the local minimum wage.
	2-22 Statement on sustainable development strategy	Message from Our CEO Q&A with Our Sustainability Leader Our Approach to Sustainability
	2-23 Policy commitments	Vontier Reports and Policies Integrity and 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 and Compliance .
	2-25 Processes to remediate negative impacts	Integrity and 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 24 of our 2025 Proxy Statement .
	2-26 Mechanisms for seeking advice and raising concerns	Integrity and Compliance The Vontier Code , p. 11-12
	2-27 Compliance with laws and regulations	Vontier and our Board of Directors are committed to robust corporate governance as detailed in Sustainability and Governance. 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 23 and 78-79 of our 2024 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 2024 CDP Disclosure , section 5.11 2025 Proxy Statement , p. 27-30 In 2024, Vontier conducted an Employee Engagement survey. There was 58% participation and 71% of employees with top level of engagement, satisfaction, or wellbeing.
	2-30 Collective bargaining agreements	Workforce Metrics
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Vontier has conducted three full materiality assessments, with our most recent completed in September 2024. 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 eleven 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), Indirect Economic Impacts (203), Anti-Corruption (205), Anti-Competitive Behavior (206), Tax (207), Energy (302), Emissions (305), Waste (306), 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 42 of our 2024 Form 10-K .
	201-2 Financial implications and other risks and opportunities due to climate change	2024 CDP Disclosure , section C2
	201-3 Defined benefit plan obligations and other retirement plans	2024 Form 10-K , p. 56, 64, 68
	201-4 Financial assistance received from government	2024 Form 10-K , p. 9
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2024 Form 10-K , p. 36
	203-2 Significant indirect economic impacts	2024 Form 10-K , p. 10-22 Statement of Support for Ukraine
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 16 of our 2024 Form 10-K .
	205-2 Communication and training about anti-corruption policies and procedures	Integrity and 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 and 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 23 and 78-79 of our 2024 Form 10-K .
GRI 207: Tax 2019	207-1 Approach to tax	Taxes are discussed throughout the 2024 Form 10-K , however core pages are p. 34, 41, 56, 72-75. 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 2024, the Audit Committee met seven 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	2024 Form 10-K , p.72

GRI STANDARD	DISCLOSURE	LOCATION
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Use and Emissions 2024 CDP Disclosure , section 7.30 Our Environmental, Health, Safety and Security (EHS&S) Policy includes our commitment to resource efficiency and sound environmental management. Implementation of this policy is overseen by our Vice President of Global EHS&S, who collaborates with our business leaders and Environmental, Health, and Safety Leadership Committee to address the unique operational and geographic challenges present in our diverse portfolio.
	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	0.000037 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 and Emissions
	302-5 Reductions in energy requirements of products and services	Solutions That Protect the Planet
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Use and Emissions Emissions Reduction Progress 2024 CDP Disclosure , sections 7.5, 7.6, 7.15-7.17, 7.22
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Use and Emissions Emissions Reduction Progress 2024 CDP Disclosure , sections 7.3-7.5, 7.16, 7.20-7.22
	305-3 Other indirect (Scope 3) GHG emissions	Energy Use and Emissions 2024 CDP Disclosure , sections 7.5, 7.8
	305-4 GHG emissions intensity	2024 CDP Disclosure , section 7.45
	305-5 Reduction of GHG emissions	Energy Use and Emissions Emissions Reduction Progress 2024 CDP Disclosure , section 7.53.1
	305-6 Emissions of ozone-depleting substances (ODS)	2024 CDP Disclosure , section 7.15.1
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Vontier does not have operations that produce significant amounts of NOx, SOx, volatile organic compounds (VOC), or other significant air emissions.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Water and Waste Management
	306-2 Management of significant waste-related impacts	Water and Waste Management
	306-3 Waste generated	Safety and Environmental Indicators

GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020 (continued)	306-4 Waste diverted from disposal	Safety and Environmental Indicators
	306-5 Waste directed to disposal	Safety and Environmental Indicators
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce Metrics Total employee turnover rate is 21%.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits Employee Well-Being
	401-3 Parental leave	Employee Benefits Employee Well-Being Workforce Metrics
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	We comply with applicable laws and collective bargaining agreements regarding minimum notice periods.
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Our health and safety management practices are described in Health, Safety, and Security and page 29 of our 2025 Proxy Statement. All operating companies, facilities, and workers, including contractors working on Vontier property or whose work is controlled by the organization, are expected to abide by safety requirements included in contracts, and Vontier and facility-level health and safety policies and procedures such as the EHS&S Policy and The Vontier Code. Our facilities have emergency response plans that include actions to prepare for and respond to emergency situations. Employees, contractors, and visitors are instructed on emergency procedures.
	403-2 Hazard identification, risk assessment, and incident investigation	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. All employees and business partners have stop work authority and may report concerns through physical concern boxes, the Speak Up! reporting system, or directly to supervisors. 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. We have procedures in place for investigating work-related injuries and incidents and implementing corrective actions. Findings and improvement opportunities from inspections, audits, incident investigations, and program reviews are recorded, prioritized, and assigned action plans to continually improve safety processes, practices, and management systems. When applicable, quantified targets are assigned to address risks and drive improvement.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018 (continued)	403-3 Occupational health services	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. 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. Additional employee benefits and health services are detailed in Employee Well-Being and Employee Benefits.
	403-4 Worker participation, consultation, and communication on occupational health and safety	Vontier’s EHS Leadership Committee consists of EHS leaders from across Vontier who meet regularly to develop, implement, and evaluate the occupational health and safety management systems for Vontier. The EHS Leadership Committee 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. Other 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. Teams typically consist of both employee and management representation to ensure all activities and recommendations are supported by the organization. They 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.
	403-5 Worker training on occupational health and safety	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. 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. Contractor experience and competency are reviewed prior to hire. Vontier and site-specific training or orientations are provided as needed.
	403-6 Promotion of worker health	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 Employee Benefits.
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	The Vontier Code, p.11 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.
	403-8 Workers covered by an occupational health and safety management system	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, and Security.
	403-9 Work-related injuries	There were no work-related fatalities in 2024. Work-related injury and illness data, including TRIR and DART metrics are included in Health, Safety, and Security.
	403-10 Work-related ill health	There were no work-related fatalities in 2024. Work-related injury and illness data, including TRIR and DART metrics are included in Health, Safety, and Security.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Vontier has one central Learning Management System (LMS) that delivers and tracks a wide variety of training and development courses. Training is also delivered to our global employees via the Vontier Business Systems (VBS) and supplemental learning opportunities conducted by our operating companies. For 2024, our data is limited to our LMS. Within our LMS employees completed an average of 14.1 hours of training in 2024.
	404-2 Programs for upgrading employee skills and transition assistance programs	The Vontier Business System Culture and Collaboration
	404-3 Percentage of employees receiving regular performance and career development reviews	In 2024, over 90% of eligible employees received regular performance and career development reviews.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workforce Metrics Sustainability and Governance
	405-2 Ratio of basic salary and remuneration of women to men	We anticipate gathering this data for future reporting. Pay equity audits were performed across all businesses in the US in 2024, with minimal discrepancies identified.
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	Representatives from our businesses and facilities actively engage with their local communities, fostering strong relationships and enhancing understanding of our operations. Through these outreach activities, we provide valuable education on our health, safety, environmental, and sustainability programs, demonstrating our commitment to transparency and community partnership. Additional community giving, engagement, and impact assessment information is detailed in People and Communities and Human Rights .
	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 STANDARD	DISCLOSURE	LOCATION
GRI 415: Public Policy 2016	415-1 Political contributions	Integrity and Compliance Political Involvement Policy
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 and on pages 28-32 of The Vontier Code . Information on concern reporting can be found in Integrity and Compliance .

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Forward Looking Statements

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.
- Data collection and GHG emissions calculation efforts were taken in conjunction with a third-party organization that has completed similar assurance projects, to ensure conformance

with the GHG Protocol Corporate Accounting and Reporting Standard. However, uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Vontier and the data included in this report (other than any audited financial data) are provided as estimates made in good faith.

- This report contains disclosures that address applicable elements of the UN SDGs, SASB, GRI, and TCFD. Note that it does not respond to all of the requirements of those standards, and we have included references to the relevant sections of the standards where we believe we have provided fully or partially responsive information.

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