

## SPEAK UP! POLICY

At Vontier Corporation (“Vontier” or the “Company”) we are committed to fostering a culture of openness, accountability, and integrity where everyone feels safe to raise concerns.

This Policy aims to:

- Explain what types of concerns should be raised and how to report them
- Clarify roles and responsibilities
- Outline the investigation process and protections available

### Scope

This Policy applies to all employees at every level of Vontier and its businesses globally, including any subsidiary or joint venture in which Vontier has a majority interest or otherwise controls.

Speak Up! can be used by anyone working with Vontier, including contractors, former employees, customers, business partners and suppliers.

### What to Report

You should use Speak Up! to report legal or ethical misconduct, breaches of our Code of Conduct or other corporate policies, or violations of the law, such as:

- Violation of laws (e.g., competition, privacy, sanctions and export controls)
- Bribery or corruption
- Conflicts of interest
- Fraud or theft
- Harassment (incl. sexual harassment) and Discrimination (based on age, disability, gender, race, religion, sexual orientation or other protected characteristics)
- Human rights violations
- Misuse of company resources
- Inaccurate financial or non-financial records
- Misuse of confidential information
- Retaliation against anyone for speaking up or participating in an investigation

This Policy is **not** intended for:

- Employment issues like interpersonal conflicts, employment terms, or performance reviews. These should be raised with your People & Culture team and will be referred to People & Culture when filed through the Speak Up! helpline.
- Issues already involved in legal claims or formal proceedings.
- Immediate threat to life or property: these should be immediately reported to the relevant local authorities or emergency services.

### How to Speak Up!

You can raise concerns through any of the following channels:

- Any Manager or Supervisor
- People & Culture
- Integrity Ambassadors
- Vontier Integrity & Compliance department - [compliance@vontier.com](mailto:compliance@vontier.com)
- Legal
- Internal Audit
- [Vontier Speak Up Helpline](#) - confidential, multilingual, available by phone or online, and allows anonymous reporting. The Vontier Speak Up! helpline is hosted by an independent third party. Reporters can monitor the status of the report and communicate with the Integrity & Compliance department through the helpline.

All concerns must be reported promptly, regardless of the reporting channel utilized. Prior to initiating any investigative actions, such concerns shall be escalated to the Integrity & Compliance department. The Integrity & Compliance department will provide guidance on the appropriate course of action. Notification of the Integrity & Compliance department is key to ensure independent oversight, tracking, and documentation of all concerns.

When reporting concerns, you should provide as much detail as possible (what happened, who was involved, when and where, any evidence). Providing robust information can facilitate effective investigation and resolution.

While anonymous reports are accepted where allowed by law, providing your name makes it easier to fully investigate and address concerns and to offer responsive feedback and support.

We ask that you report concerns in good faith, meaning you believe the information is true. You will not be penalized if the concern turns out to be unfounded.

### Roles and Responsibilities

#### All employees

- Speak Up! if they have concerns
- Understand and follow the Code of Conduct and this Policy
- Participate in any relevant training provided, including our annual mandatory Code of Conduct training, which includes our Speak Up! process

## **Leaders and People Managers**

- Lead by example and uphold Vontier's values
- Foster an environment where employees feel comfortable to Speak Up!
- Display Speak Up! posters in all locations
- Ensure timely escalation of reports to the Integrity & Compliance department
- Enforce a strict no-retaliation policy

## **Speak Up! Investigators**

- Conduct fair and impartial investigations
- Complete required investigation training
- Help enforce no-retaliation policy

## **Integrity & Compliance department**

- Responsible for the overall operations and coordination of the Speak Up! program
- Oversee and approve all Speak Up! investigations
- Provide training on Speak Up! and Speak Up! investigation process
- Enforce no-retaliation policy

## **Investigation Process**

Investigations will be carried out in accordance with local laws and regulations.

The Integrity & Compliance department will conduct an initial assessment to determine the type and scope of investigation required.

The investigation will be assigned to a qualified investigator based on the nature of the report and any required expertise. In some situations, Vontier may engage outside counsel or some other similar third-party to conduct an investigation.

We expect anyone involved in an investigation to cooperate fully, to answer all questions truthfully and to keep the matter confidential.

We aim to close investigations in a reasonable timeframe and provide appropriate notice about the investigation to impacted parties (e.g., reporter and subject), as necessary.

The focus of the investigation will be on the facts. In the event there is a conflict between statements made by the reporter, the subject or witnesses, investigators are empowered to make credibility determinations. Investigators will ultimately base their findings on the preponderance of the evidence they have reviewed.

At the conclusion of their review, the investigator will submit a report summarizing its findings along with its recommendation on appropriate corrective action to the Integrity & Compliance department for review. Once the Integrity & Compliance department has approved the report, the case will be considered closed and corrective actions, including disciplinary actions implemented. Impacted parties (reporter and subject) will be informed of the final outcome where possible, while protecting confidentiality and privacy as required by law.

## Confidentiality

We protect the confidentiality of reports and investigations to the fullest extent allowed by law. Information is shared only on a need-to-know basis when determined that such disclosure is required to effectively conduct the investigation and/or for legitimate business reasons. Breaches of confidentiality may lead to disciplinary action, including termination.

Where required by law, limited information may be shared with involved parties or regulators. If this is the case, we will only share minimum information and will take all available steps to protect the identity of those involved.

## Non-Retaliation

Vontier strictly prohibits retaliation against anyone who report concerns in good faith or participates in an investigation. This applies regardless of the outcome or results of the investigation.

Retaliation is any action that has an adverse effect on the employee. It includes actions such as:

- Suspension, demotion, or termination
- Exclusion from promotion or pay increases
- Negative performance reviews
- Exclusion or isolation at work
- Creating a hostile work environment
- Unfavorable changes to the job duties, work schedule or location

If you experience or witness retaliation, report it immediately to the Integrity & Compliance department. Retaliation is a serious violation and may result in disciplinary action.

## Compliance and Enforcement

If you believe that there has been a violation of this policy, we encourage you to Speak Up.

Failure to comply with this policy may lead to disciplinary action, up to and including termination.

Misuse of the Speak Up! process - such as making false or malicious reports - is also subject to disciplinary measures.

## Oversight

Vontier's Chief Compliance Officer is the Policy owner. For further information, please contact [compliance@vontier.com](mailto:compliance@vontier.com). Any exceptions must be approved by the Policy owner in writing.

## Policy History

Date of Change	Responsible Party	Summary of Change
September 2025	Sylvie Sauteur Costa	Initial Creation
September 2025	Policy on Policies Council	Approval