



**VONTIER™**  
Powering the way the world moves

# 2026 Sustainability Report

# Powering the way the world moves

Our fifth annual sustainability report highlights the developments, achievements and future plans of Vontier’s sustainability journey, focusing on the topics that matter most to our business and stakeholders, including employees, investors, regulators and communities.

As shown throughout the report, which spans from January 1, 2025, through December 31, 2025, our operational improvement and strategic innovation were a direct result of our commitment in listening to feedback from our colleagues, customers and suppliers.

This is how the pieces come together and how Vontier is powering the way the world moves.

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# Message from our CEO

## Powering momentum

### Dear Vontier Stakeholders,

Vontier sits at the intersection of mobility and technology, and we use that position to help enable a multi-energy future. Every day, we help customers navigate a complex landscape that is transforming at speed.

As an industry leader, Vontier acts with a clear mission: **Mobilizing the future to create a better world**. We are dedicated to providing customers across convenience retail, fleets and auto repair with solutions to help them operate more safely, securely and sustainably. That commitment improves everyday experiences and supports a better future for employees, consumers, communities and the planet.

I'm excited to share Vontier's 2026 Sustainability Report. Inside, you'll see what we delivered, what we learned and where we're headed next.

When I reflect on 2025, one moment captures it best: our teams cut Scope 1 and 2 emissions by 49% — five years ahead of our 2030 target. We didn't get there by accident. Teams across our businesses drove operational efficiency, and advanced sustainable innovation.

Looking ahead, we will continue to set ambitious goals, report our progress and hold ourselves accountable. With your partnership, we will keep innovating, leading and helping shape a more sustainable future. Thank you for reading and for being part of the journey as we **power the way the world moves**.



**Mark Morelli**  
President and Chief Executive Officer



# Goals and progress

## By the numbers

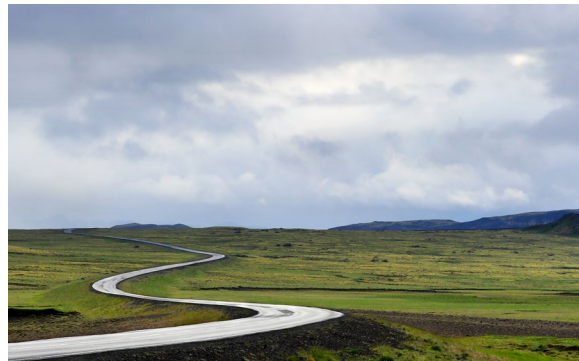
Category	Target	Progress	Progress to goal
<b>Scope 1 &amp; 2 GHG emissions</b> Near-Term	<b>45%</b> reduction in absolute Scope 1 and 2 GHG emissions by 2030 from 2020 base year	<b>49%</b> reduction in absolute Scope 1 and 2 GHG emissions from adjusted 2020 base year	 <b>Goal achieved</b>
<b>Scope 3 GHG emissions</b> Near-Term	<b>25%</b> reduction in absolute Scope 3 GHG emissions by 2030, from 2020 base year	<b>11%</b> decrease in absolute Scope 3 GHG emissions from adjusted 2020 base year	
<b>Scope 1, 2, &amp; 3 GHG emissions</b> Long-Term	<b>Net Zero</b> by 2050 in support of the Paris Climate Agreement	<b>9</b> facilities powered by renewable energy, including six of our nine manufacturing sites	<b>Multiple initiatives underway</b>
<b>Water conservation</b>	<b>100%</b> implementation of water risk assessments and conservation plans by end of 2026 at high-priority manufacturing sites <sup>1</sup>	<b>100%</b> completion of water risk assessments for manufacturing sites <b>50%</b> of water conservation plans developed	
<b>Waste diversion</b>	<b>90%</b> aggregate diversion of manufacturing site waste from landfill by 2030, from 2023 base year	<b>91%</b> aggregate diversion of manufacturing site waste from landfill	 <b>Goal achieved</b>
<b>Workplace safety</b>	<b>0.13</b> <b>TRIR</b> by year-end 2026	<b>0.19</b> <b>TRIR</b> (38% year-over-year reduction from 0.31 to 0.19)	
	<b>0.11</b> <b>DART</b> by year-end 2026	<b>0.14</b> <b>DART</b> (39% year-over-year reduction from 0.23 to 0.14)	
<b>ISO certification</b>	100% of manufacturing sites ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety certified by 2026	<b>100%</b> of manufacturing sites are ISO 14001 certified (maintained since 2024)	 <b>Goal achieved</b>
		<b>100%</b> of manufacturing sites are ISO 45001 certified (up from 78% in 2024)	 <b>Goal achieved</b>

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

# 2025 impact metrics

Our annual impact metrics reflect how our efforts continue to deliver measurable results and create lasting value for our business, our people, and the communities we serve.

## Environment



**3K**

MT CO<sub>2</sub>e Scope 1 and 2 emissions reduced

**13**

MT CO<sub>2</sub>e in renewable energy offsets

**4K**

metric tonnes of waste diverted

**10+**

water conservation projects underway

## Operations



**\$8.4M**

cost savings via Center of Excellence efficiencies

**1st**

ISO-compliant product life cycle assessment completed for a fuel dispenser

**ISO 50001**

energy management system certification (Coimbatore, India)

**5%**

reduction in energy consumption

## Safety



**38%**

reduction in TRIR

**39%**

reduction in DART

**54%**

reduction in lost days

**42%**

fewer recordable incidents

## Community



**\$1M+**

charitable donations to over a hundred organizations

**\$125**

average employee donation

**\$396K**


employee student loan repayment support

**\$36K**


in student scholarships

# What we do

Vontier supports customers across a connected, multi-energy ecosystem. Our broad portfolio of businesses span traditional fueling and alternative energy solutions such as EV, CNG and RNG, as well as repair and car wash technologies. Our hardware and software solutions play a critical role across the global mobility ecosystem, processing 3 billion transactions each month.

 **150+** Global locations

 **642** Worldwide patents

 **500+** Combined years of innovation

 **~\$3B** Revenue

## Our three customer segments

### Convenience retail



**#1**

in hardware and software solutions for transportation fueling infrastructure, underground automated tank gauges and leak detection systems, car wash controls and analytics. Driivz is the leading charge point management software provider outside China, excluding Tesla.

### Fleet solutions



**#1**

North American leader in compressed and renewable natural gas fueling systems for commercial and industrial vehicles. Leader in fleet management solutions in Australia and New Zealand.

### Repair solutions



**#2**

in mobile auto repair and diagnostic tools with approximately 1,500 auto repair franchises.

## Powered by Vontier

# Our sustainability journey

2020

2021

2022

2023

2024

2025

## Business milestones

Vontier launched as an independent company in October

Deployed fuel vapor recovery solutions, expanded into car wash and fintech via DRB and Invenco acquisitions

Acquired alternative energy businesses Driivz and Sparkion, launching electric vehicle charging software solutions

Launched Konect EV charging solution, achieved ISO 14001 across all manufacturing sites

Opened technology center to accelerate global mobility software innovation, scaled global partnerships to integrate EV across retail networks

## Sustainability program development

Established Sustainability Team; set five-year road map and first targets

Joined UN Global Compact

Published first annual Sustainability Report; established Scope 3 target

Published Water Policy, received SBTi target approval, achieved first third-party verification of Scope 1 & 2 emissions

Published Waste Policy, conducted first water risk assessments, founded Sustainability Leadership Development Program

Published Climate Transition Action Plan, expanded third-party verification to Scope 3, completed first life cycle assessment (LCA)

## Measurable impact

Committed to Scope 1 + 2 and Net Zero targets, published GHG emissions, conducted first energy Kaizen

Invested in first carbon offsets

Powered 15% of operations with renewable energy

Achieved 2030 Scope 1 + 2 emissions reduction and waste diversion goals five years early

### Where we started



Set waste diversion goal and reported waste metrics

# Message from our EVP, Chief Transformation & Operations Officer

## Charting the road ahead



As Mark mentioned in his introduction, the past year has been the most significant and successful in Vontier’s history when it comes to sustainability.

In 2025, Vontier successfully reduced Scope 1 and 2 GHG emissions by 49%, received an “A” rating in CDP’s Climate and Supplier Engagement Assessment, and earned a Gold rating from EcoVadis, placing us in the top 5% of companies globally.

This recognition validates the real-world impact of our work to-date; however, it is only the beginning. Our next phase is about scaling what works, deepening accountability and continuing to support customers through multi-energy innovations.

The most important ingredient in our recipe for success has been Team Vontier, and by that I don’t just mean our 8,000 employees. I mean everyone in our orbit.

What makes Team Vontier especially powerful is the breadth of expertise and commitment it brings together. Different perspectives from across our operations, customer base and supply chain help us solve challenges faster, uncover new opportunities and raise standards continuously. That collaborative mindset has strengthened our performance to date and as you will see in the coming pages, helped us achieve many of our ambitious goals ahead of schedule, including:

- Reducing Scope 1 and Scope 2 emissions

- Improving total recordable incident rate (TRIR) and days away, restricted or transferred (DART) rates
- Earning ISO 14001 and ISO 45001 certifications across all manufacturing sites
- Increasing waste diversion from landfill

Achieving our targets early is an important milestone, but it’s not the finish line. We will double down on our Team Vontier approach to scale the next generation of sustainable solutions. Thank you for being a part of Team Vontier.

**Katie Rowen**  
EVP, Chief Transformation & Operations Officer

“

Reaching our targets early is an important milestone, but it’s not the finish line.”

# Looking ahead to 2030

## Strategic focus areas



### Safety



Achieve TRIR of 0.11, DART of 0.08, LTIFR of 0.13 and LTIR of 1.3 by year-end 2030, while retaining zero harm as our guiding principle

Maintain 100% ISO 45001 certification across manufacturing sites

### Water



Develop water conservation plans for 100% of our high-priority sites

Strengthen site-level water efficiency and monitor against water withdrawal baseline to drive reductions

### Supply chain



Embed environmental requirements into supplier onboarding and maturity analysis

Strengthen supplier climate capability-building and response rates

Obtain available emission reports from suppliers representing top 80% of spend by 2030

### Climate



Follow our [Climate Transition Action Plan](#) and [decarbonization strategy](#) to achieve Net Zero by 2050 in support of the Paris Climate Agreement

Maintain 100% ISO 14001 certification across manufacturing sites

### Waste



Sustain waste diversion from landfills at over 90%

Identify and implement waste reduction projects through Kaizens

### People and community giving























Sponsor 12 students a year through the Vontier Scholarship Program, providing each student with a \$3K award

Match employee giving through the Vontier Foundation and maintain \$500K in annual donations

Increase employee participation and expand access and options for giving events

# External recognition

## Signals of forward motion

	2021	2022	2023	2024	2025
	Participant	Silver	Silver	Silver	 Gold
	30 Percentile 	34 Percentile 	89 Percentile 	93 Percentile 	94 Percentile 
	A (Average)	A (Average)	AA (Leader)	AA (Leader)	AA (Leader)
	 Low risk	 Low risk	 Low risk	 Low risk	 Low risk
		B Climate	B Climate	B Climate B Supplier engagement B- Water	A Climate A Supplier engagement B Water
			#543 America's Most Responsible Companies	#240 America's Most Responsible Companies	#81 America's Most Responsible Companies 5-Star America's Greenest Companies
				World's Most Sustainable Companies	World's Most Sustainable Companies
				America's Climate Leaders	America's Climate Leaders
			1 Recognition	2 Recognitions	7 Recognitions

# Strategy and governance

## Our business system



### Sustainability as operational excellence

Sustainability at Vontier is a strategic growth engine, powered by the Vontier Business System (VBS), our proven approach to driving operational excellence. VBS turns our values into action and shapes every aspect of our culture and performance.

VBS is an evolving set of practices, processes and tools that helps us improve execution, foster innovation and measure progress. It creates a continuous cycle of learning, change and improvement across the enterprise. Through VBS, teams use operational tools to improve how work gets done, reduce inefficiency, solve problems faster and strengthen resilience across the business to support long-term value creation.

From Kaizens that drive continuous improvement to value stream mapping, sustainable product development and design, VBS reinforces our core sustainability principles:

- | Innovation and optimization
- | Resource efficiency
- | Customer focus
- | Safety and sustainability

Energy efficiency projects and Kaizen initiatives have identified opportunities to reduce energy use, operating costs and emissions at the same time, demonstrating the strong link between environmental performance and operational excellence.

In 2025, Vontier businesses used VBS to accelerate continuous improvement and strengthen business performance, while thousands of employees built new skills to solve critical business challenges.

**200+**  
Kaizens completed globally  
(45% outside the US)

**4,000**  
Employees participated in VBS events

**900**  
Employees attended VBS training  
(focused on VBS tools and application)

### Voices from Team Vontier



Vontier's facilities integrate VBS continuous improvement methodology with equipment management. For example, site maintenance teams review plants to identify targeted improvements and create simple color-coded maps to track equipment by status, including new, old, or needing replacement, helping prioritize site improvements and manage assets more effectively.



There is a real sense of fulfillment in knowing that your work is driving meaningful improvement."

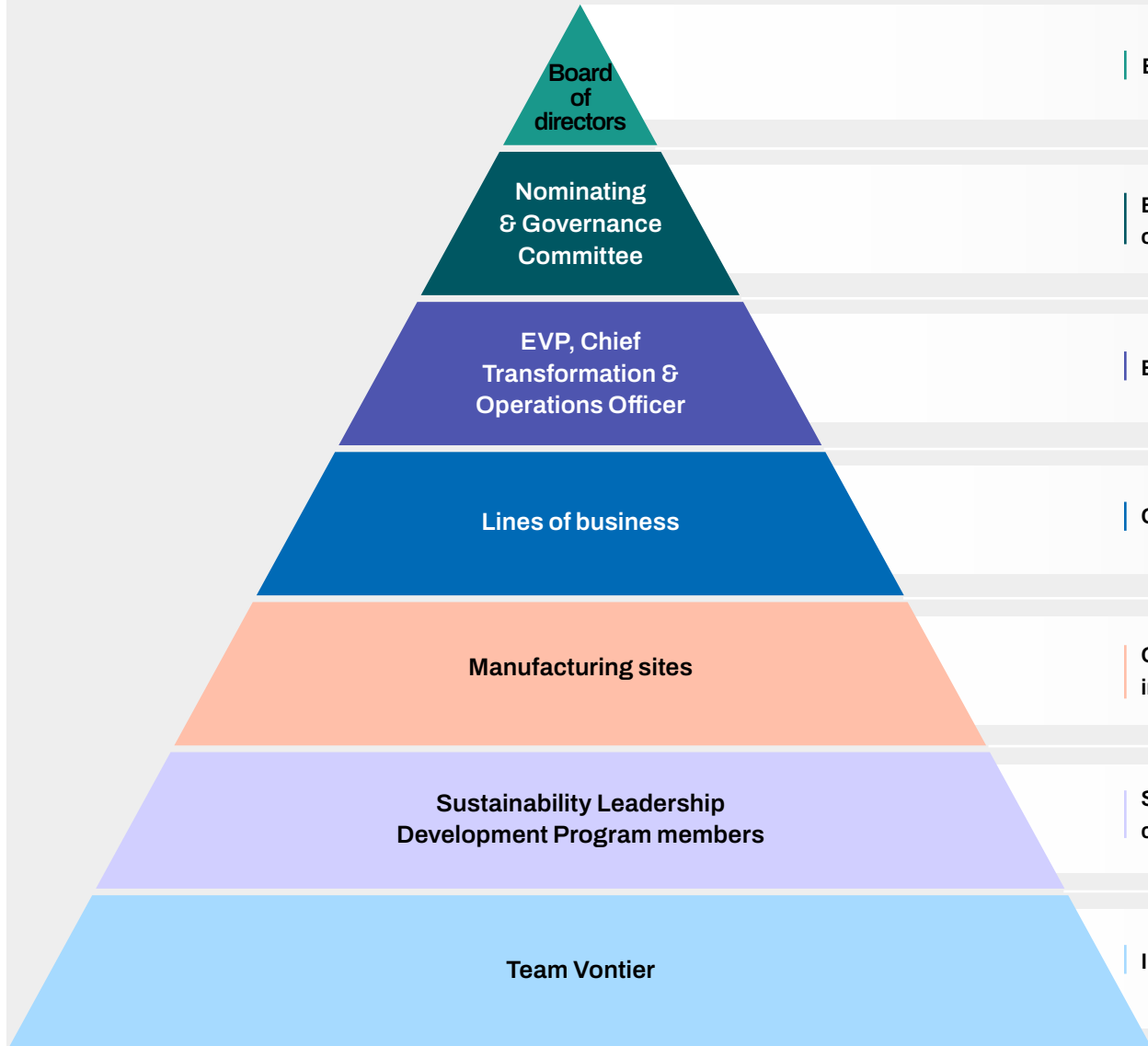
**John Burke**

Gilbarco Veeder-Root, Sustainability & Environmental Compliance Manager

## Governance structure

At Vontier, sustainability is governed at the highest levels. Environmental and social priorities are integrated into our long-term business strategy, with transparency and accountability to our stakeholders, regulators and communities. Our robust governance framework drives accountability and ensures that climate-related risks and opportunities receive rigorous, multi-level scrutiny. This governance model ensures sustainability is embedded in business planning, investment decisions, risk management and operational performance. Site-level action is connected to enterprise-level oversight.

To learn more about Vontier’s corporate governance and risk management, refer to our [2026 Proxy Statement](#) and [Climate Transition Action Plan](#).

Body/structure	Governance level	Key responsibilities	Reporting/alignment
 <p><b>Board of directors</b></p>	<b>Board oversight</b>	Provides ultimate oversight of Vontier’s sustainability strategy, climate-related risks and opportunities. Ensures sustainability is embedded within long-term business strategy and value creation.	Receives regular updates on sustainability strategy, progress, risks and opportunities.
<b>Nominating &amp; Governance Committee</b>	<b>Board committee oversight</b>	Coordinates sustainability oversight across board committees. Oversees disclosures including climate-related disclosures and governance practices.	Reports to the board and ensures alignment between sustainability governance and regulatory disclosures.
<b>EVP, Chief Transformation &amp; Operations Officer</b>	<b>Executive leadership</b>	Leads sustainability strategy and execution and strengthens links between governance, enterprise risk and operational accountability. Provides frequent updates to the Nominating & Governance Committee and annual updates to the board.	Reports on climate goals, sustainability progress, shareholder engagement, risks and opportunities.
<b>Lines of business</b>	<b>Operational delivery</b>	Integrates sustainability into business strategy and delivers operational performance aligned with company targets.	Aligns with corporate sustainability strategy and VBS processes.
<b>Manufacturing sites</b>	<b>Operational implementation</b>	Contributes site-level improvement ideas through Kaizens and projects. Executes operational sustainability initiatives including energy efficiency, emissions reduction, safety and environmental performance improvements.	Reports operational performance through lines of business and VBS framework.
<b>Sustainability Leadership Development Program members</b>	<b>Sustainability champions</b>	Champions initiatives, supports cross-functional collaboration and drives execution of sustainability priorities within their teams and businesses.	Supports alignment of sustainability strategy with business-level execution and helps cascade priorities through operational teams.
<b>Team Vontier</b>	<b>Individual contribution</b>	Actively participates in Kaizens and improvement projects. Drives day-to-day resource efficiency, conservation and safe operations. Identifies and voices opportunities for improvement.	Engages in site-level sustainability initiatives and reports progress through VBS tools and team-level performance metrics.

# Risk management and growth

## Risk oversight structure

### Board of directors

- Audit Committee,
- Nominating & Governance Committee

### Senior management

- EVP, Chief Transformation & Operations Officer

### Operational risk leads

- Business presidents,
- Director of Risk Management

### Committee oversight

- Business and site risk professionals, teams and committees

### Independent audit

- Internal Audit

## Navigating risk: Staying on course in a changing environment

Vontier assesses environmental dependencies, impacts, risks and opportunities annually across finance, human capital, operations, information technology, legal and regulatory compliance, strategy, climate and water. This process is integrated into our enterprise risk management framework and informs strategic decisions across our direct operations and value chain, including capital allocation, infrastructure investment and supply chain management.

### This approach reinforces a core principle at Vontier:

Sustainability is about protecting people, assets, operations, customer continuity and long-term business value in an increasingly complex external environment.

## Global good: Aligning with UN Global Compact (UNGC)

Vontier’s commitment to and active participation in the UNGC and the Sustainable Development Goals (SDG) supports our broader risk management approach by helping us identify, assess and address environmental, social and governance risks.

At the same time, Vontier’s technologies help drive the transition to cleaner, more efficient mobility. By developing solutions that support electrification, EV charging, modern mobility infrastructure and operational efficiency, we contribute to several SDGs, with a focus on:



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

## Powering growth: Linking sustainability to value creation

Sustainability is a growth story for Vontier. We are investing in the energy transition and expanding technologies across EV charging, alternative fuels and AI-enabled fleet efficiency. We are also advancing solutions that support safer, more sustainable petrol fueling, including vapor recovery, fuel blending and leak detection.

By embedding sustainability into our strategy, Vontier is strengthening resilience, deepening customer relationships and unlocking new opportunities for differentiated offerings. Our continued leadership in this multi-energy future is underscored by our 2025 filing of six new patent applications, ensuring our growth story remains rooted in cutting-edge innovation.

Learn more about these technologies in the [Innovation and multi-energy solutions](#) section.



# Materiality and stakeholder engagement

## What matters most

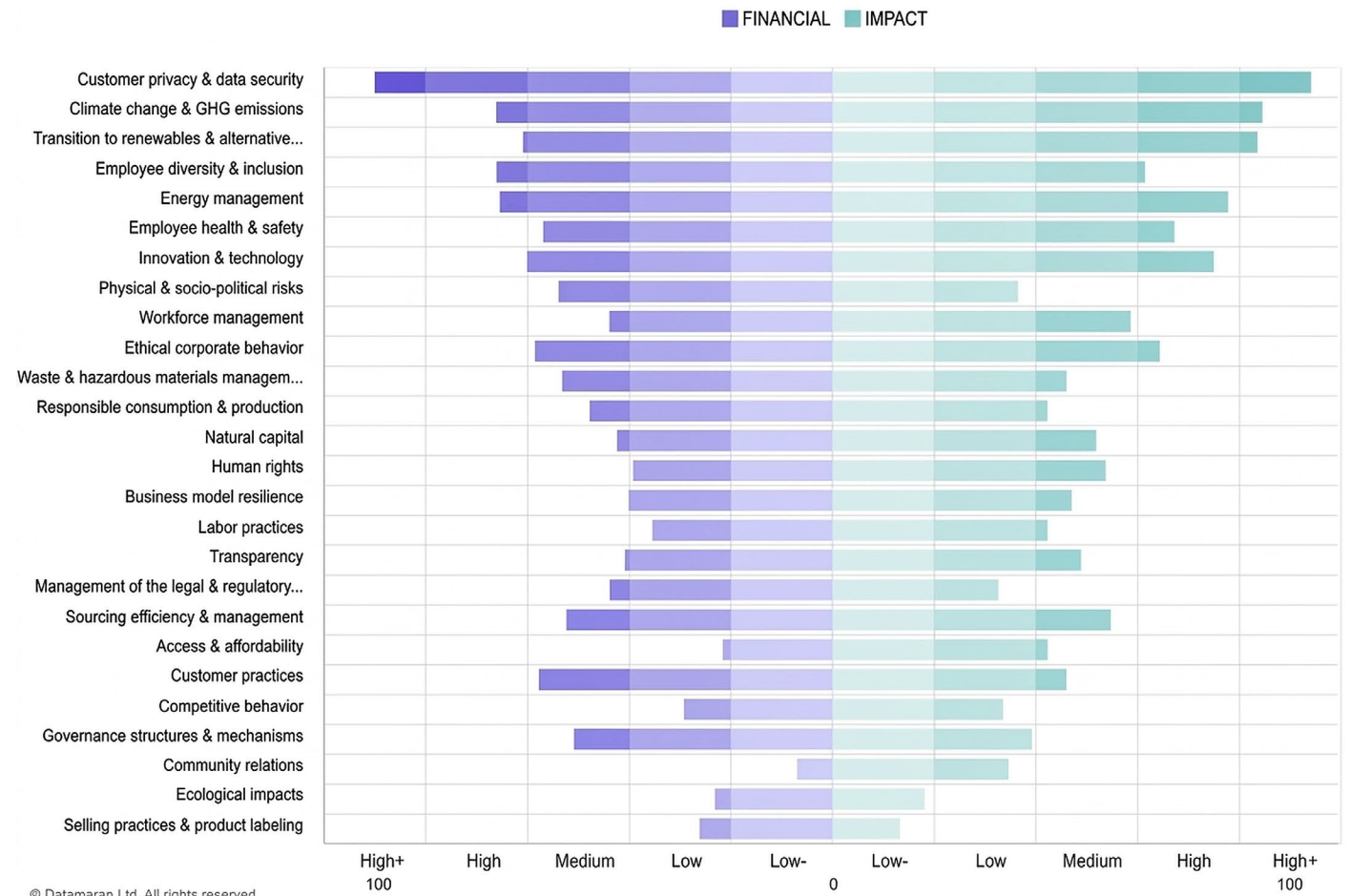


In addition to conducting in-depth interviews with various stakeholders to get their views and perspectives on Vontier’s impacts and priorities, we refresh our sustainability risk and opportunity analysis every other year, incorporating regulatory, market and stakeholder inputs to identify and prioritize key topics.

The materiality analysis shows a clear concentration of attention around issues that are both financially important and have a high impact.

The highest-priority themes include climate change and GHG emissions, transition to renewables and alternative energies, innovation and technology, customer privacy and data security, employee belonging, energy management, employee health and safety, physical and socio-political risks, workforce management, ethical corporate behavior and waste and hazardous materials management.

These findings reinforce that Vontier’s sustainability agenda should continue to balance operational, strategic transition, people and governance responsibilities.



# Priority and emerging opportunities

## Environment



- Energy management
- Transition to renewables
- Waste and hazardous materials management

- Innovation and technology
- Transition to renewables and alternative energies
- Sourcing efficiency and management

## Social



- Employee inclusion
- Employee health and safety
- Physical and socio-political risks
- Responsible consumption and production

- Natural capital
- Responsible consumption and production
- Workforce management

## Governance

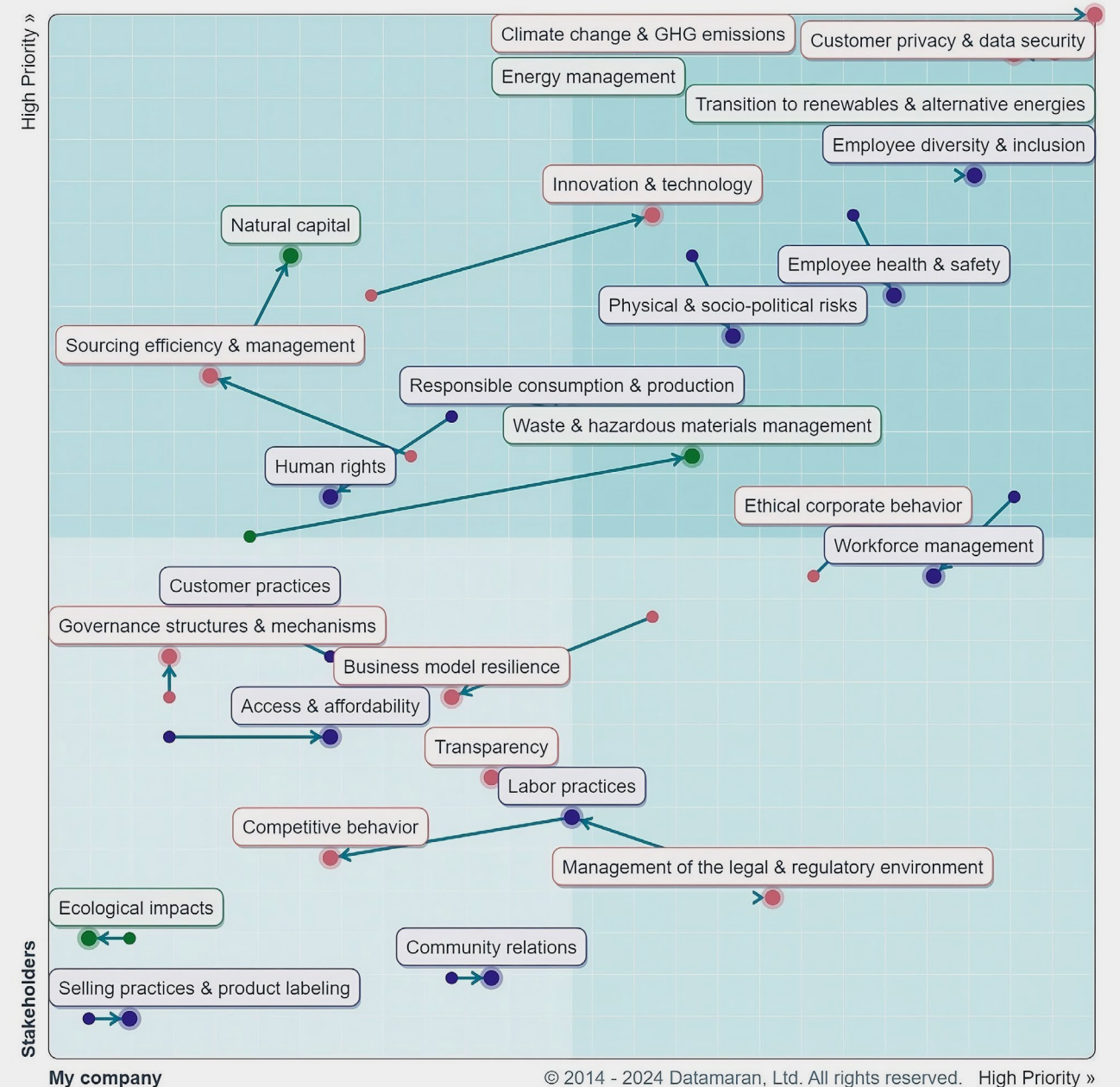


- Customer privacy and data security
- Climate change and GHG emissions
- Innovation and technology
- Ethical corporate behavior

- Business model resilience
- Transparency
- Competitive behavior
- Customer privacy and data security

Highest priority for action

Emerging issues gaining momentum



**Legend:** Movement  
 ● Start date ● End date  
 ● Social ● Environmental ● Governance

## Partnering with our stakeholders

Stakeholder

### Customers



We are a reliable long-term partner, prioritizing customer privacy and data security, innovation and technology, energy management and transition to alternative energies.

At Vontier

We provide account management, consultations, pilots and demos, product feedback loops and partnerships.

How we engage

### Investors



We prioritize long-term value creation, business model resilience, governance, climate change and GHG emissions, risk management and transparency.

We host investor days, earnings calls, non-deal roadshows, direct engagements and disclose to rating agencies.

### Employees



We pride ourselves on our culture, acting with integrity, development and impact, employee belonging, health and safety, workforce management and labor practices.

We offer VBS and Kaizen events, career development, townhalls, learning platforms, ERGs, feedback opportunities and community outreach.

### Suppliers and partners



We have clear environmental expectations and capability-building, sourcing efficiency and management, legal and regulatory management, responsible consumption and production and ethical corporate behavior.

We require compliance with our Supplier Code of Conduct and onboarding requirements. We partner on maturity assessments, capability building and training.

### Communities and stakeholders

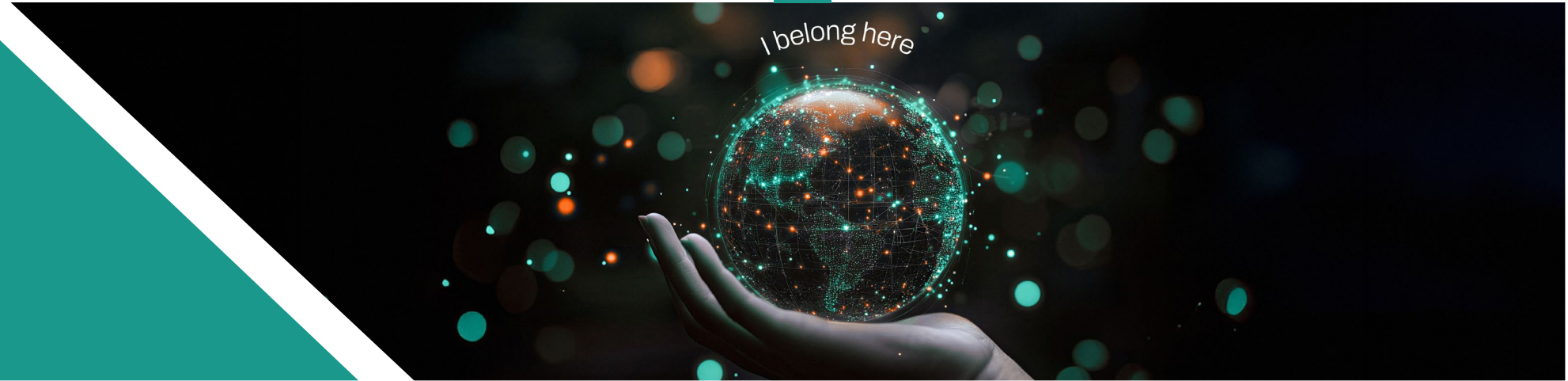


We value social engagement, trust and responsible conduct, community relations, human rights, ecological impacts and access and affordability.

We engage in community partnerships, philanthropy and volunteering, education and scholarship opportunities.

# People and culture

## Employee belonging and engagement



Our 8,000-strong workforce is central to Vontier’s success. Our employees drive progress across carbon reduction, community engagement, operational efficiency and customer and employee data protection. We are committed to supporting and nurturing our people, whose talent, dedication and willingness to go above and beyond define Team Vontier.

Since our establishment, we have remained focused on continuous improvement, guided by a culture of inclusion, active listening, continuous learning and open communication.

### Employee voice and engagement

We strengthened opportunities for employees to connect with leadership, including CEO “Ask Me Anything” sessions and broader strategy discussions.

**26%**

engagement score improvement from 2023–2025

**9**

We have nine Employee Resource Groups (ERG), supported by executive sponsors and steering committees. All ERGs are voluntary, employee-led and open to everyone, giving employees a place to connect, build community and support issues that matter to them.

**2,000+**

Through our Knowledge, Education and Yielding Success (KEYS) series, we engaged more than 2,000 employees in discussions on belonging and awareness.

We expanded our communication channels to reach all employees through on-site digital displays and other local channels.

### Recognition and external validation

DRB was named one of Northeast Ohio’s top workplaces, receiving the NorthCoast 99 Award from the Employers Resource Council.

Gilbarco Veeder-Root India received the Asia Best Employer Brand Award 2025, Most Preferred Workplaces for Women 2025–26 and Top HR Leaders in Asia recognition.

Gilbarco Veeder-Root was certified as a Family Forward NC® Certified Employer, reflecting its commitment to a supportive, family-friendly workplace.



## Learning and development

Expanding internal mobility and strengthening career progression remain important priorities for Vontier. We are proud of the progress we have made in learning and development, supported by an expanding portfolio of courses, improved review processes and new development opportunities.

### Key achievements in 2025:

Launched a new mentorship program open to all employees to empower their professional growth and development. Participants reported gaining meaningful development, deeper professional thinking and new opportunities within Vontier.

Implemented our Active Learning series with Vontier leaders focused on essential leadership, business and digital skills. In 2025, we held 51 sessions with 9,600 participants and achieved an average Net Promoter Score of 67. Topics included AI workflows, global tariffs (including tariff mitigation), fundamental VBS tools and customer-centricity.

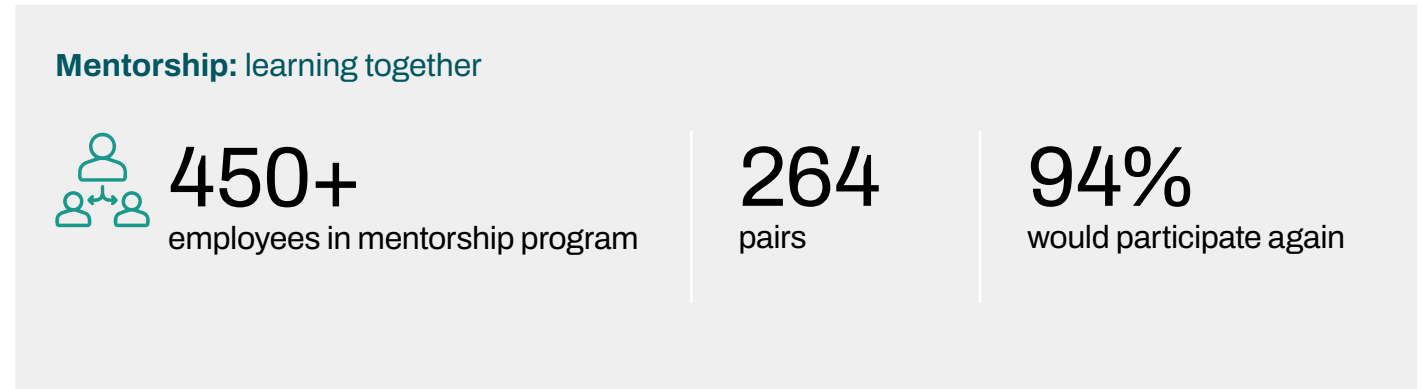
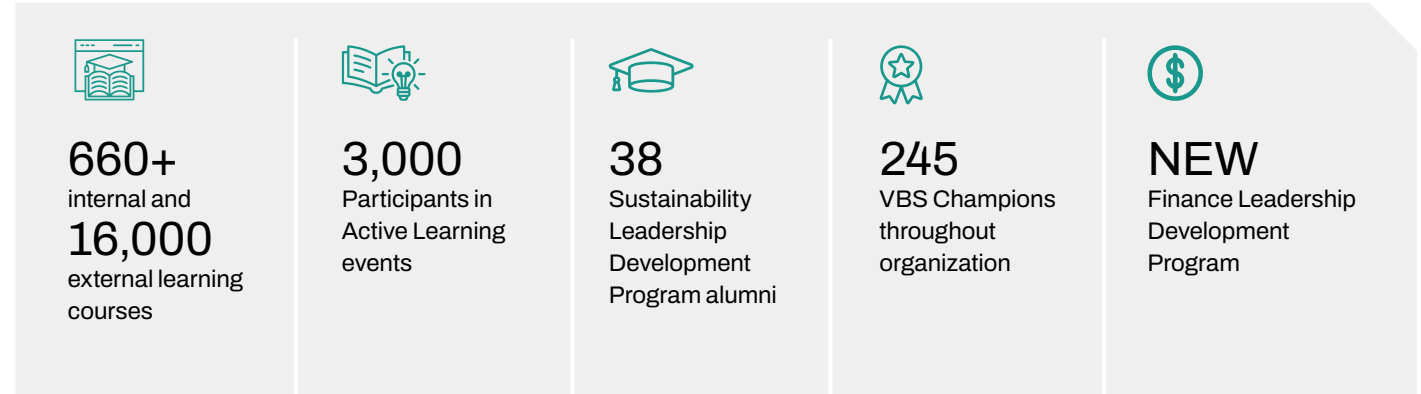
Grew our Sustainability Leadership Development (SLeD) Program to 38 alumni, gaining sustainability skills, high-impact project experience and leadership exposure. To read about one of the notable projects facilitated by SLeD, see [Reducing waste, protecting water](#).

Expanded leadership and role-based development through new programs and pilots, including a Manager Certificate program with 300 participants and a Leadership Development offering piloted with the Finance team, with broader rollout planned for 2026.

Launched new learning channels and communities, including Team Effectiveness workshops, AI upskilling, a Tech Upskilling Series for engineers and a learning community in Viva Engage.

Increased the number of VBS Champions across the organization, strengthening skills in lean methodologies, growth strategies and leadership.

Continued our VBS Ignite career development program that delivers three years of business experience in three months. Participants have driven measurable business improvements such as increasing product shipments by \$3M per quarter at the Greensboro facility.



### Voices from Team Vontier

#### One employee's journey shows how Vontier's people and development networks can turn potential into lasting growth.

As a young man with a passion for cars, my journey to becoming an automotive technician began long before I realized it. As a technician, my goal was simple: become the "go-to" guy — the one who never stopped learning and whom others could come to for help. One of the people I met who had a significant impact was my distributor. He saw my potential for something more and pointed me toward a Matco Tools franchise. Transitioning from a guaranteed paycheck to business ownership was a massive

step, but I wasn't jumping alone. I was immediately embraced by a community of distributors and support staff — people who reached out with advice, best practices and reassurance to guide me. Because of that support, I was able to grow quickly, eventually transitioning into a District Manager role. Looking back over the last 11 years, it's the people who have made the difference — it's more than a company, it's a community.

**Andrew Brady** — District Business Manager, Matco Tools



# Leading with safety

Safety isn't about policy — it is our foundational promise. We believe every team member deserves a workplace that actively protects their physical health and champions their mental well-being. By integrating rigorous risk management with a culture of accountable leadership, we are moving beyond simple compliance to achieve true operational excellence.

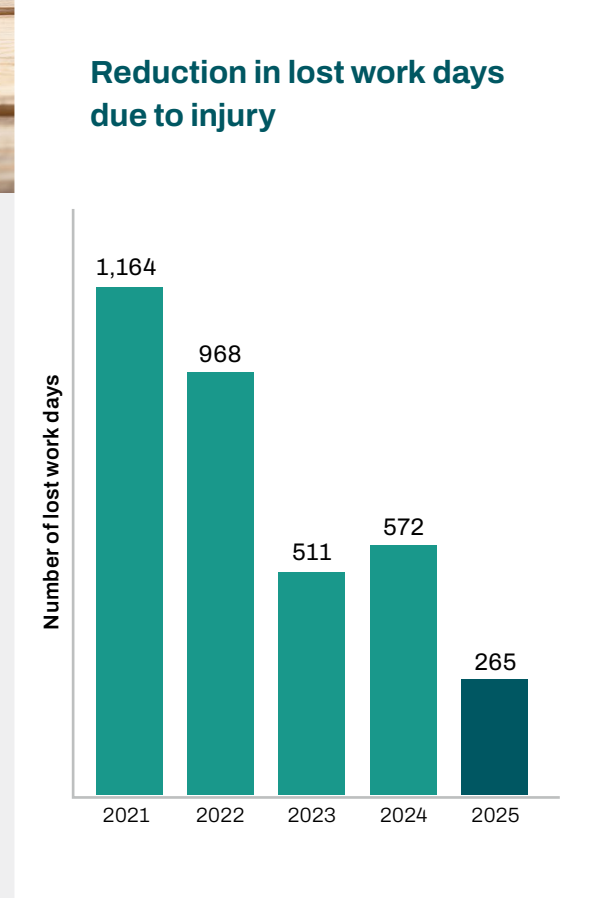
	2021	2022	2023	2024	2025
Total Recordable Incident Rate (TRIR) <b>2026 target: 0.34</b>	0.82	→ 0.57	→ 0.36	→ <b>0.31</b>	→ <b>0.19</b>
Days Away, Restricted, or Transferred (DART) <b>2026 target: 0.28</b>	0.42	→ 0.40	→ <b>0.21</b>	→ <b>0.23</b>	→ <b>0.14</b>
Occupational health and safety certification, ISO 45001 <b>2026 target: 100%</b>	54%	→ 58%	→ 78%	→ <b>100%</b>	



**New goal**

**0.11 TRIR    0.13 LTIFR**  
**0.08 DART    1.30 LTIR**

incident rates by year-end 2030, while retaining zero harm as our guiding principle



**77%**  
reduction in lost days since 2021

The 77% reduction in lost days from 2021 to 2025 reflects a sustained shift toward proactive and systemic prevention, supported by a stronger and more embedded safety culture across both field service operations and manufacturing sites. This progress highlights reduced incident severity and continued focus on protecting our people.

“While the reduction in lost days is significant, we remain focused on continuous improvement and on creating an incident and injury-free workplace so everyone returns home safely every day.”

**Michael Moore**  
VP Environmental, Health, Security & Safety

## Leading with safety

Our commitment to safety has moved from a series of goals to a track record of excellence, with several key targets achieved ahead of schedule. This success is driven by accountability and rooted in the following pillars:

**Reporting:** We maintain a strictly enforced zero-tolerance policy for retaliation against hazard reporting, ensuring every voice is heard without fear.

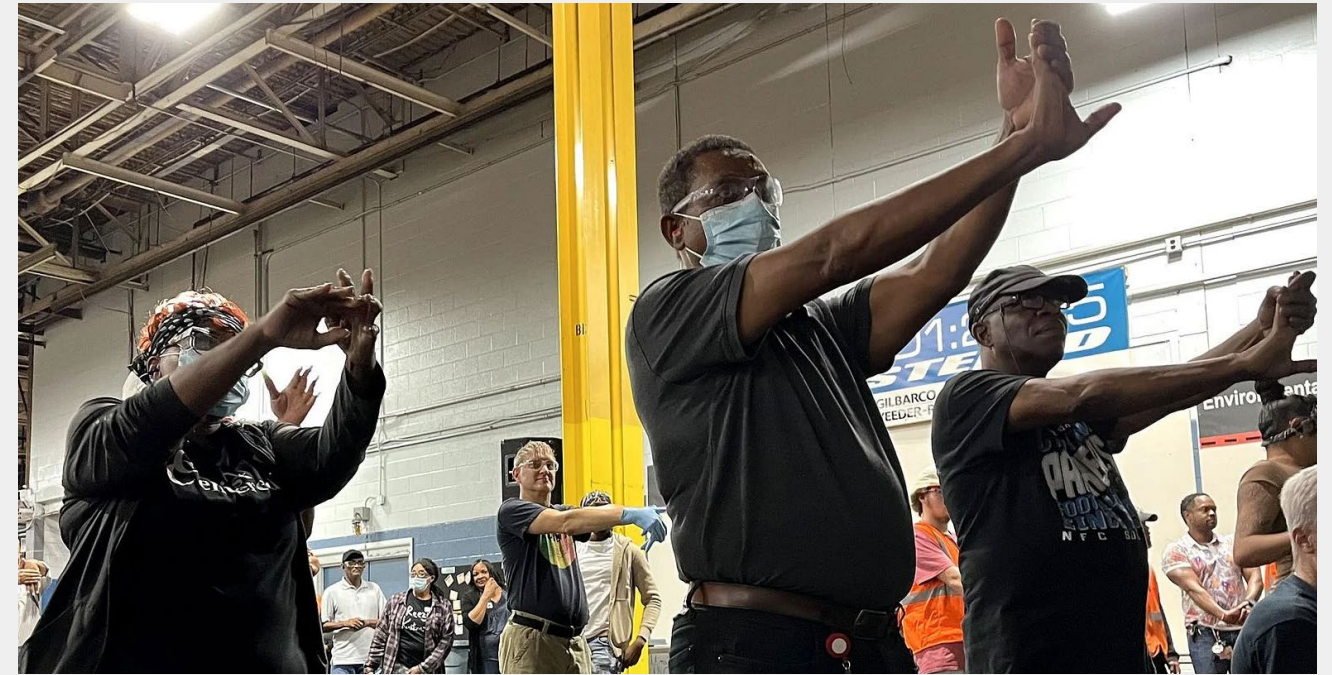
**Education:** We achieved 100% safety training completion globally, utilizing a hybrid model of digital courses and in-person sessions, supplemented by high-impact events like Vontier Safety Week.

**Risk Mitigation:** We apply best-practice controls and systematic management systems focused on proactive performance indicators. In 2025, we completed operational safety risk assessments across all global manufacturing sites and improved our EHS maturity score by 46% across Vontier versus the Q1 baseline.

**Operational Excellence:** Multiple global businesses, including operations in Argentina, Chile, Europe, Middle East, Africa, Australia, and Southeast Asia, as well as Driivz, Teletrac Navman and DRB, ended the year with zero incidents.

**Empowerment:** Proactive safety programs such as Stop Work Authority, Last Minute Risk Assessment (LMRA) and Actively Caring for People (AC4P) empower employees to identify and report potential hazards before they cause incidents.

**Culture:** We extend our program beyond operational safety to physical and mental well-being, fostering a culture of caring for the whole person. Our EHS maturity assessment results showed strong progress in areas such as senior management involvement and associate engagement, demonstrating a proactive safety culture at every level.



Our business was recognized internationally for our safety practices and achievements, receiving seven recognitions, including Distinction and Merit honors at the 2025 International Safety Awards, organized by the British Safety Council.

### Safety governance

The company maintains high standards for environmental, health, safety and security (EHS&S), with all manufacturing sites achieving ISO 14001 certification. Our governance structure, led by the Environmental, Health and Safety Leadership Committee, meets monthly and provides strategic direction, oversight and guidance on EHS&S matters across the organization. They are the mechanism that ensures frequent reporting on safety performance indicators and improvement strategies to the board.

### Safety for our customers and their customers

Through product innovation, we help customers enhance safety and strengthen positive outcomes in their operations. For example:

- Dispensers and EV chargers maintain metrics for safety that feed data back to customers.
- Tanks are fitted with underground leak detection systems with remote reporting to a central hub.
- Pumps are designed to reduce the risk of methane leaks at fueling stations.



# Innovation and multi-energy solutions

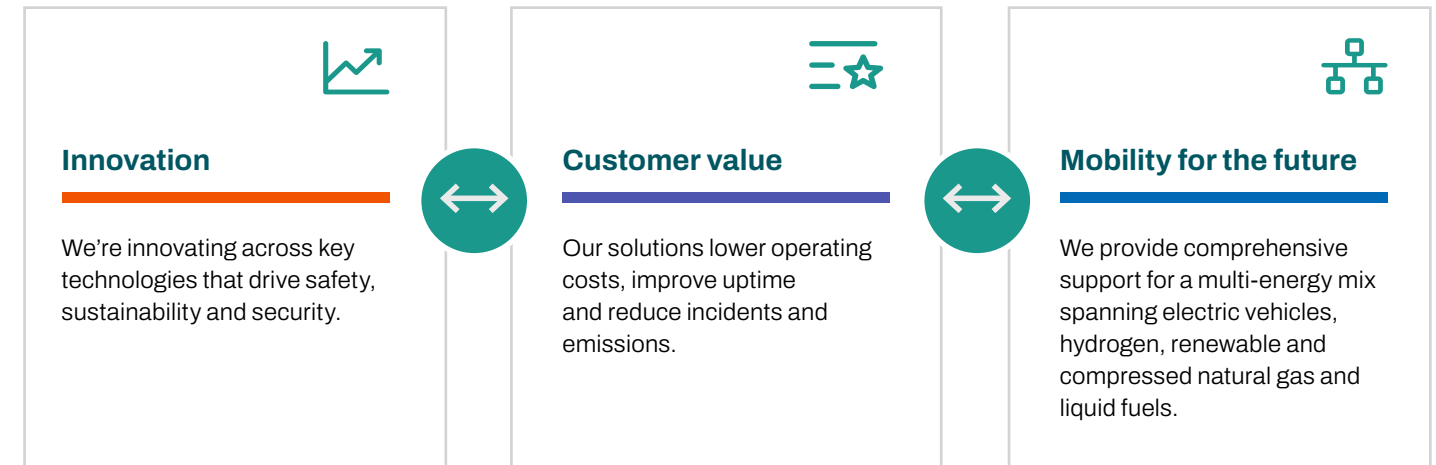
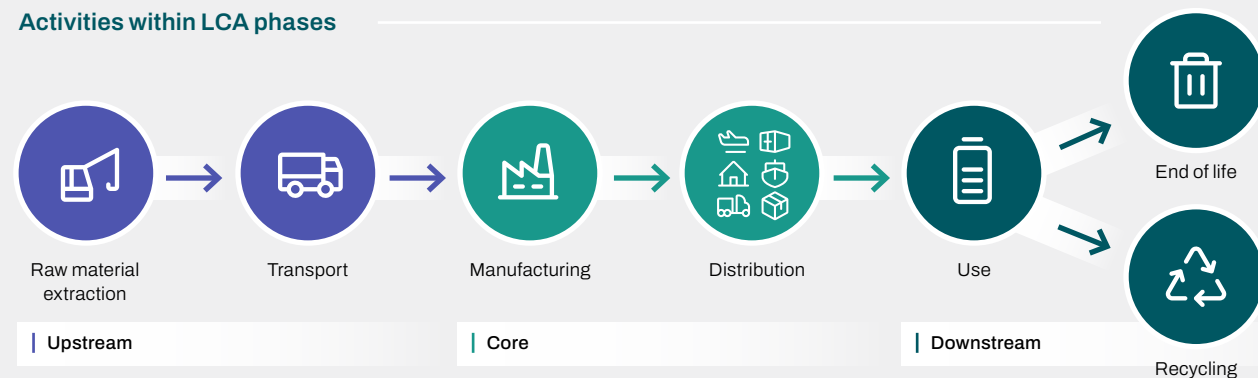
Driving customer outcomes and growth

Through innovation, Vontier is helping customers reduce emissions while powering the way the world moves. Across our portfolio, we have a unique opportunity to improve the efficiency and sustainability of our customers and their customers through innovative products and solutions.

## Leading the way

Vontier became the first company in the world to complete a cradle-to-grave life cycle assessment (LCA) of a fueling dispenser based on our SK700-II model. Aligned with ISO 14040/14044, the assessment supports product design improvements and helps us quantify opportunities to reduce overall energy consumption and increase vapor recovery. In response to growing market demand, upgrades will help reduce customer Scope 1 and Scope 2 dispenser life cycle emissions by 32%.

### Activities within LCA phases



## Simplifying complexity

The transition to cleaner energy inherently demands greater operational efficiency, and Vontier's solutions are engineered to deliver it. By integrating fueling, payment, media and cloud-management technologies through a single platform, we provide customers and end users with a seamless experience across energy sources while helping operators expand their offerings. Our connected mobility systems also enable operators to digitally manage thousands of retail fueling sites, improving performance, safety and environmental outcomes. In addition, remote monitoring and data analytics help reduce unnecessary maintenance visits and improve service effectiveness by enabling technicians to arrive with the right equipment and spare parts, increasing the likelihood of a first-

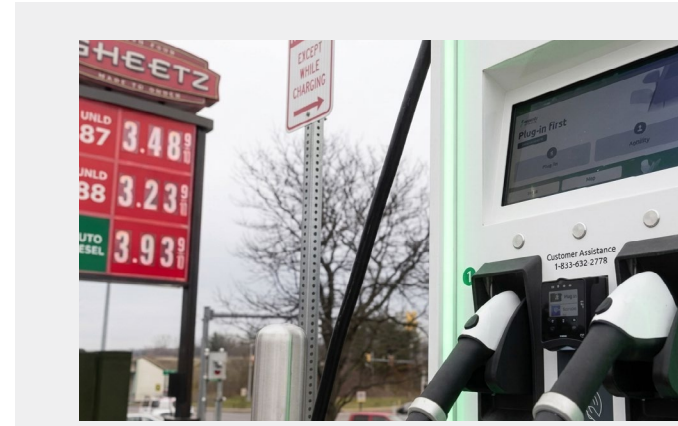
time fix. This focus on reliability benefits customers, supports margins and reduces environmental impact.

## Customer collaboration and feedback

To ensure strong feedback mechanisms, we encourage customers to articulate challenges during focus groups and meetings. We listen intently and use that feedback to develop solutions that reduce workloads, connect assets, improve margins and reduce risk. In many cases, we also help reduce emissions — often without customers asking us to do so. We then re-engage customers through testing and feedback to continuously improve performance.

## Scaling EV charging infrastructure

Vontier helps accelerate the transition to lower-emission mobility by enabling the infrastructure, software and site capabilities needed to expand EV charging solutions reliably and efficiently.



**125**  
EV charging stations across  
**7**  
States

### Konect: Enabling forecourt electrification

Konect by Gilbarco Veeder-Root enables the electrification of retail forecourts through a fully integrated hardware and infrastructure solution. Designed for convenience stores and built for reliability, the platform combines EV charging hardware and software with existing fueling, payment and service systems to improve uptime, enhance the customer experience and support efficient site operations. This turnkey solution helps fuel retailers and fleet operators deploy reliable EV charging infrastructure, accelerating adoption while creating additional site value and revenue potential.

### Driivz: Accelerating EV charging globally

Driivz helps accelerate EV adoption through a scalable charging and energy management platform operating in 36 countries and supporting more than 3 million charging points and 6 million drivers. Its AI-enabled platform improves reliability, lowers costs and optimizes the use of grid, renewable and battery energy. Self-healing capabilities also improve uptime, reduce maintenance and help operators expand charging capacity without grid upgrades. The following are key impacts Driivz delivered in 2025:

**1,014,000**

metric tonnes CO<sub>2</sub> avoided

**1.34**

TWh energy delivered

**6.7 billion**

km of electric driving

## Driivz EV charging and energy management software enhancing the Sheetz customer experience

Sheetz, one of America's fastest-growing convenience store chains, and a long-standing Vontier customer, has integrated the Driivz EV charging and energy management software into the growing Sheetz ecosystem, which includes 125 EV charging stations across seven states. The software allows Sheetz customers to manage their charging experience through the Sheetz app with features like loyalty rewards, real-time session tracking and digital receipts.

The software also supports intelligent on-site energy management to balance loads in real time and optimize charging performance.

“

This partnership is making charging a seamless extension of the Sheetz experience, while delivering the same consistency and value customers expect each time they visit.”

**Trevor Walter**  
EVP of Petroleum Supply  
Management at Sheetz

## Accelerating cleaner fueling solutions

Our technologies help customers reduce emissions and environmental risk by enabling lower-emission fueling, improving air quality, and supporting safer, more efficient operations.



### Gilbarco Veeder-Root: Protecting the environment through leak detection and vapor recovery

Gilbarco Veeder-Root's next-generation remote monitoring technology helps customers detect issues early and reduce environmental risk. Using 50 to 100 sensors and probes that pulse every 10 milliseconds, the system continuously monitors site conditions through cloud-based hubs. "Integrity alarms" alert customers when conditions begin to move out of specification, helping identify leaks before they become more serious. These leak detection capabilities help reduce fuel loss, protect air, soil and groundwater and support safety and compliance. Early detection is especially important because it can help prevent methane emissions, which are far more potent than CO<sub>2</sub> as a greenhouse gas.

Gilbarco Veeder-Root also supports improved air quality through vapor recovery solutions. Capturing fuel vapor is a critical step in reducing air pollution, particularly in high-growth markets. In India, the business has worked with the Central Pollution Control Board (CPCB) in a multi-year effort to share expertise and educate major oil and gas companies on best practices that promote better air quality. This engagement is already contributing to greener outcomes, and through consultation with the CPCB, lawmakers have mandated vapor recovery systems in all major cities.



### ANGI Energy: Powering the shift to alternative fueling solutions

ANGI Energy is a leading North American provider of compressed natural gas (CNG), renewable natural gas (RNG), and hydrogen infrastructure, and an emerging leader in low-carbon fueling solutions for commercial and industrial fleets. Its customer base spans transit, logistics, construction, waste management, and agriculture, with projects in the US and internationally. ANGI Energy's technology supports both fixed-site fueling and mobile applications that help maintain energy security and service continuity during disruptions.

CNG offers strong economic and operational advantages, with fuel costs up to 80% lower than diesel while supporting lower-carbon fleet operations. Because it is delivered through underground and mobile pipelines, as well as mobile station solutions, fleets can continue operating during severe weather events when fixed infrastructure might be compromised. Alternative fuel vehicles also typically require less maintenance, helping lower total operating costs.

## ANGI Energy is advancing alternative fueling around the world



## Navigating the future with AI and technology

Vontier is using AI and digital technology to help customers improve safety and reliability, optimize energy use, reduce emissions, and operate more efficiently through real-time data, intelligent automation and connected insights.



### AI-driven insights for reliability and operational efficiency

One of Vontier’s key differentiators is its data. By managing vast volumes of real-time data across millions of ports and drivers worldwide, Vontier gains visibility into network performance, charging patterns, and anomalies. This enables 24/7 alert management, automated analysis and AI-driven insights that help operators improve reliability, respond faster to issues, and reduce unnecessary maintenance activity.

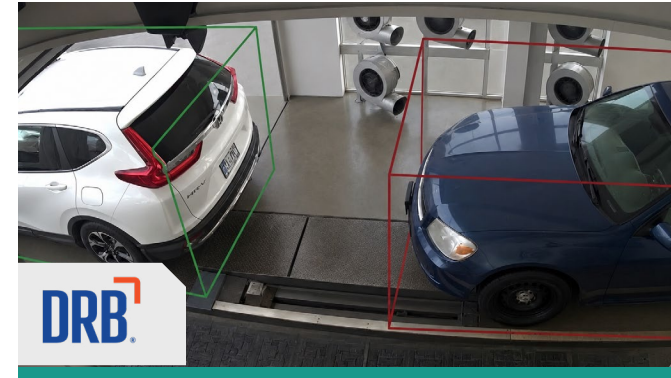
These capabilities also support stronger environmental outcomes. By improving asset performance, reducing avoidable service dispatches, and optimizing energy use across connected systems, Vontier helps customers lower operating costs while reducing emissions and resource intensity. Vontier also uses AI-driven dynamic pricing to enable fuel retailers to tailor tariffs, plans, and offerings for a broad range of drivers, improving efficiency and lowering costs.



Mobility is, and has always been, a driving force for innovation and is poised to undergo significant transformation. With the rise of AI technology and the focus on energy expansion, transition and sustainability, our customers need a partner who can innovate with them to meet and exceed the needs of the market.”

**Rasha Hasaneen**

Chief Innovation and Growth Officer



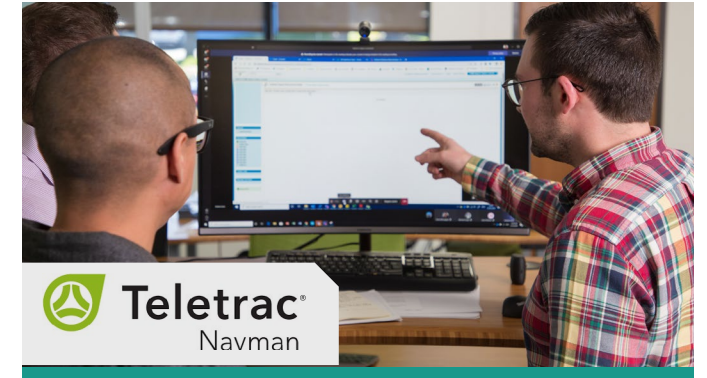
#### DRB: Smart car wash technology for safety and performance

DRB uses intelligent automation to help car wash operators enhance safety, improve efficiency, optimize energy and water use, lower operating costs and reduce environmental impact. Key technologies include:

**NoPileups™**, an AI-enabled solution that automatically stops the conveyor before an incident occurs, helping protect people and vehicles.

**TunnelWatch®**, a technology that reduces chemical use by applying only the treatments required.

**VaciQ®**, an intelligent control system for car wash vacuums that minimizes energy waste and equipment wear by adjusting motor usage based on real-time demand.



#### Teletrac Navman: AI-powered fleet intelligence

Teletrac Navman was recognized as the Vehicle Telematics Solution of the Year in the 2025 AutoTech Breakthrough Awards for its AI-powered TN360 platform. The award highlights the platform’s use of advanced machine learning and real-time intelligence to help fleets improve safety, enhance operational performance, and support decarbonization efforts.

**Safety:** A 2025 Teletrac Navman survey found that 83% of fleets view AI as the future of safety. TN360 translate this insight into action. The platform integrates with Teletrac Navman’s IQ and Multi IQ cameras to apply AI that improves safety by detecting obstacles, monitoring following distances, and identifying signs of distracted or fatigued driving.

**Efficiency and decarbonization:** TN360 enhances operational efficiency and supports decarbonization by optimizing routes and reducing idle time through AI-driven insights. This cutting-edge technology has demonstrated the ability to deliver up to a 30% improvement in fuel efficiency, helping customers combat rising operational costs while making significant strides toward emissions reduction.

# Climate and operations

## Climate results



### Scope 1 and 2 emissions

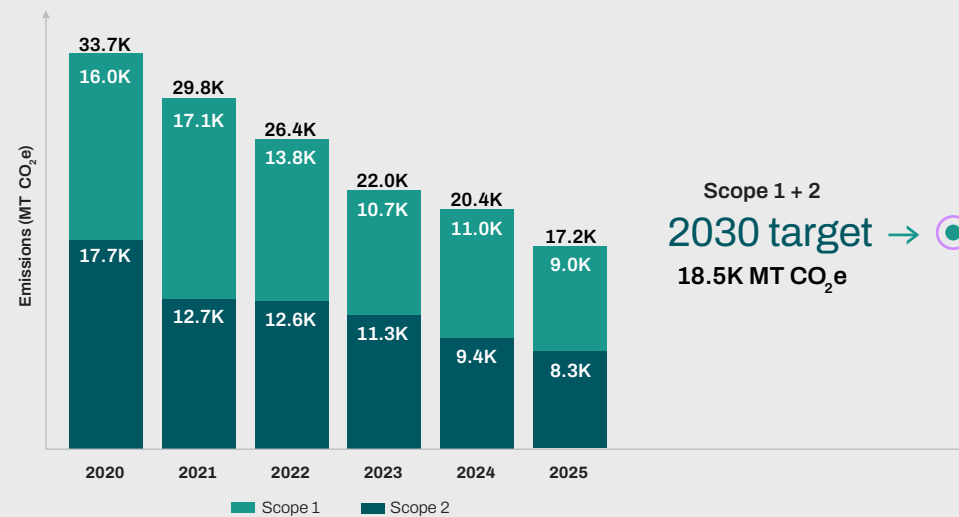
In 2022, Vontier publicly committed to reducing absolute Scope 1 and Scope 2 greenhouse gas emissions by 45% by 2030. Given our global footprint of nine manufacturing facilities, more than 100 offices and warehouses, and operations in 35 countries, this was a significant undertaking.

Through disciplined execution, a systems-based approach, and the strong engagement of our employees across the organization, we achieved this target five years ahead of schedule. By applying the Vontier Business System Kaizen process across our operations, employee ideas were translated into meaningful actions, ranging from supplier collaboration to practical operational improvements.

While we are proud of this progress, our work is ongoing. We are proposing a new target for approval by the Science Based Targets initiative: a 65% absolute reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030, relative to our 2020 adjusted base year. We also remain committed to the long-term decarbonization of our business and to achieving net-zero emissions by 2050 in alignment with the Paris Agreement.

### Scope 1 and 2 GHG Emissions: Actual vs. Target

#### Restated figures



All figures, including the 2020 base year, have been updated to exclude data from companies divested prior to 2025. The results reflect these adjustments in accordance with the GHG Protocol.



**2030 target achieved five years early**

---

Vontier's absolute Scope 1 and 2 emission reductions are equivalent to removing over 3,850 gasoline-powered passenger vehicles from the road for an entire year!

### Our progress

#### Goal



**↓45%**  
reduction in absolute Scope 1 and 2 GHG emissions by 2030 from 2020 base year

#### Progress



**Goal achieved**

**↓49%**  
reduction in absolute Scope 1 and 2 GHG emissions from 2020 base year

**New goal**

**↓65%**  
reduction in absolute Scope 1 and 2 GHG emissions by 2030 from 2020 base year

Voices from Team Vontier

### Spotlight on our largest manufacturing facility

Vontier’s largest facility, the Gilbarco Veeder-Root site in Greensboro, NC, manufactures fuel dispensers and related convenience store technology. Although some of the equipment was outdated and required repair or replacement, the team used two Kaizen projects to reduce energy use and carbon emissions while generating significant cost savings.

### From shop floor insight to seven-figure savings

Through the energy Kaizen process, James Stump of the Greensboro maintenance team found ways to use less energy and reduce carbon emissions while seeing significant cost benefits. For example, by putting timers on the 50+ exhaust fans, the fans now only operate when employees are occupying the space. The team saved around \$200,000 by installing 25-ton HVAC units in-house without getting a contractor involved.



The outcomes have been rewarding, especially when we’re able to do the Kaizen events with leadership and others who got involved.”

**James Stump**  
Gilbarco Veeder-Root, HVAC Maintenance



### Aluminum foil to transformation: low-cost innovation with high impact

Joe Dehart and Kevin Savage of the Greensboro paint team discovered that the infrared oven was not working as it once did. Following an energy Kaizen in April 2024, they brought in the oven manufacturer who suggested using aluminum foil inside the oven to restore some reflectivity and improve effectiveness. A test confirmed that this worked exceptionally well. Joe and Kevin also developed a way of using magnets to hold the foil in place. This solution is now maintained quarterly, alongside changing emitters, checking valving and adjusting exhaust dampeners. Altogether, the improvements are avoiding about 400 metric tonnes of CO<sub>2</sub>e annually. The change is also saving Vontier around \$60,000 a year in natural gas costs, while improving quality standards through more uniform heating.



### ISO certifications

We maintained our commitment to strong environmental management by sustaining ISO 14001 certification across all our global manufacturing operations. In addition, our Coimbatore site in India achieved ISO 50001 certification for energy management, underscoring our commitment to improving energy efficiency and operational excellence. This achievement reflects our focus on disciplined environmental performance, sustainability and continuous improvement.

Goal



100%

Environmental Management System certifications at all manufacturing sites by 2026

Progress



Goal achieved

100%

of our global manufacturing sites achieved ISO 14001 certification (maintained since 2024)



# Decarbonization pathway

## Our strategy in action

Climate change is already affecting people and nature through more frequent extreme weather, increased health risks and disruptions to food systems and disease patterns. In response, we have built an emissions-reduction roadmap that extends beyond our direct operations into our value chain, as outlined in our [Climate Transition Action Plan](#). This plan provides a clear pathway to net zero by 2050 and is supported by science-based targets to reduce absolute Scope 1, Scope 2 and Scope 3 emissions through operational decarbonization, renewable energy adoption and supply chain collaboration.

### Annually

(short-term actions currently in place):



- **5%** year-over-year reductions in absolute Scope 1 and 2 emissions.
- At least two energy or environmental Kaizens are conducted each year at our largest facilities to identify efficiency projects and retire energy-intensive equipment.
- Climate and sustainability training is provided to employees, with a focus on operations and purchasing teams.
- Environmental expectations are integrated into supplier onboarding and periodic supplier maturity assessments.

### By 2030

(medium-term):



- Actively decarbonize our power source by increasing renewable energy contracts while exploring the long-term potential of onsite solar installations.
- Continue performing LCAs and obtaining environmental product declarations (EPDs) for high-revenue products.
- Transition fleet to alternative energy fuels.

### By 2050

(long-term):



- Enhance collaboration with our top 80% high-revenue suppliers to assess GHG reporting capabilities and share decarbonization tools, support target-setting, emissions measurement and progress reporting through CDP or equivalent frameworks.
- Continue to develop products that support safety, sustainability and security across the mobility ecosystem. Our current portfolio includes low-carbon brands such as:



Engineering critical CNG, RNG and hydrogen refueling infrastructure for commercial and industrial fleets.



Scaling the future of electric mobility through advanced EV charging management software.



Delivering high-efficiency fuel dispensers, Konect's turnkey EV charging infrastructure and Veeder-Root's leak detection technologies.

# Reducing waste, protecting water

Conservation is built into our operations



At Vontier, we apply the same rigor to resource conservation as we do to energy efficiency. By integrating water and waste into our expanded Kaizen model, we move beyond simple compliance to a holistic approach that protects local watersheds and promotes the responsible use and reuse of materials.

## Waste diversion

We utilize the “Reduce, Reuse, Recycle” framework to eliminate waste at the source and divert materials from landfills. In 2025, we achieved a 91% landfill diversion rate through operational innovation. For example:

At the Veeder-Root site in Altoona, Pennsylvania, a project facilitated by the Sustainability Leadership Development Program resulted in a \$5,000 investment to transition from foam to corrugated packaging. The project removed excess paper from our products and generated the following annual benefits:

**\$95,000** in cost savings

**280 m<sup>3</sup>** of foam reduction

**4** metric tonnes of paper waste eliminated

The site also eliminated single-use cups and introduced specialized recycling streams for safety gear, including earplugs and eyewear.

## Water stewardship and risk management

We take a proactive, location-specific approach to water stewardship, with targeted actions to reduce freshwater impacts:

**Policy and assessment:** We published our global Water Management Policy and completed water risk assessments across all our manufacturing sites. Using the WRI Aqueduct and WWF Water Risk Filter, we evaluated exposure to water stress, flooding and quality risks.

**Targeted action:** We identified four high-priority sites in water-stressed or environmentally sensitive regions. To date, we have established conservation plans for two of these locations, focusing on process optimization and wastewater management to reduce local freshwater pressure.

**Protection and biodiversity:** Through Spill Prevention, Control, and Countermeasure (SPCC) plans and Stormwater Pollution Prevention Plans (SWPPP), we strictly monitor spill incidents and discharges. These efforts strengthen watershed resilience and protect the aquatic habitats surrounding our facilities.



## Waste diversion

Goal:

**90%**

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

Progress:

**91%**

aggregate diversion of manufacturing site waste from landfill



Goal achieved



## Water conservation

Goal:

**100%**

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

Progress:

**100%**

completion of water risk assessments for manufacturing sites



Goal achieved

**50%**

of water conservation plans developed



# Business integrity and social impact

## Community giving



Team Vontier’s commitment to continuous improvement and innovation extends beyond our operations to the communities where we live and work. We support those communities through programs that combine volunteerism, direct financial contributions and business opportunities.

**Vontier Cares:** In 2025, employees around the world participated in Day of Caring events, supporting activities such as park clean-ups, assistance for vulnerable groups and programs serving children and older adults. Each employee is eligible for one paid day off annually to support this program and in 2025, approximately 1,000 employees contributed more than 4,350 volunteer hours through in-person, virtual, individual and group initiatives.

**Franchise opportunities:** Matco Tools supports economic empowerment through its Veterans Franchise Program, which helps aspiring business owners launch and grow their businesses. The program also offers scholarships and up to \$10,000 in seed funding. In 2025, Matco Tools was ranked No. 46 in Entrepreneur Media’s Franchise 500, placing it among the top 10% globally.

**Vontier has two key community investment programs:**

**The Vontier Foundation:** A 501(c)(3) organization that raises funds through employee donation matching. Since 2021, the Foundation has contributed more than \$5 million through Vontier support and employee match opportunities, with a focus on disaster relief, education, social justice and local community engagement.

**The Vontier Scholarship Program:** This program supports the children of employees around the world in pursuing post-secondary education. Since 2020, it has awarded a cumulative total of \$180,000 in scholarships.



# \$1M+

charitable donations in 2025

### Vontier’s giving platform



Launched in 2025, Vontier’s Giving Platform enables employees to support local nonprofits through volunteering and fundraising. Open to all employees, the platform encourages participation in community initiatives, helping to amplify impact and foster a culture of giving across the organization. In its first year, the platform facilitated \$22,000 in donations.

# \$22,000

in donations facilitated on the platform in its first year

### Neighborhood Nourish

Vontier is proud to announce our partnership with the NACS Foundation’s Neighborhood Nourish Program. We recover surplus food from retailers and suppliers and deliver it to local food banks and community organizations. This initiative helps address food insecurity and reduces food waste in the communities where we live and work.

In 2025, Vontier employees joined the NACS Foundation to support food distribution to four local pantries serving the greater Chicago area. Vontier contributed \$50,000 to help mobilize volunteers and support the Foundation’s month-long food recovery effort. This is built on the success of the 2024 event in Las Vegas, which recovered more than 76,000 pounds of food — equivalent to more than 64,000 meals.

“Vontier’s generous support significantly amplifies our capacity to combat hunger and food insecurity, uniting businesses and individuals in a shared mission to uplift vulnerable communities.”

**Kevin O’Connell**  
Executive Director of the NACS Foundation

# Ethical business

## Workplace culture and responsible sourcing



Vontier is committed to advancing integrity and ethical behavior across our business practices and culture. Through robust policies, internal reporting, due diligence and supplier engagement, we strengthen our products, business decisions, relationships and culture. We do this by embedding ethical decision-making across our workforce, providing risk oversight throughout the organization and enhancing ethical sourcing and related supplier fair labor practices.

### Key metrics

**30-day**  
average Speak Up!  
closure rate



**97%**  
training completion on  
anti-harassment, discrimination  
and our Code of Conduct



**8**  
trade audits  
completed



**850+**  
business process data  
assessments conducted



### Compliance governance

Our VP, General Counsel Labor & Employment & Compliance leads the Integrity & Compliance function and provides regular updates to the Audit Committee at least quarterly, or more frequently when necessary. The VP also presents an annual review of the program to the board, including reporting on investigations, new initiatives and training programs to support transparency and accountability across the organization.

### Integrity and speak-up culture

Our commitment to integrity begins with our global [Code of Conduct](#) (the Code), which is available in 15 languages and reviewed and certified annually by all employees and our board. The Code sets clear expectations for ethical behavior and is regularly updated to reflect evolving risks, regulatory requirements and best practices.

We foster a speak-up culture through our independent [Speak Up! reporting program](#), which is operated by an independent company and available 24/7 online and by phone in 20 languages for employees, third parties and community stakeholders to raise concerns. Reports may be submitted anonymously where legally permitted, are investigated thoroughly and are protected by a strict non-retaliation policy.

From onboarding onward, employees complete mandatory ethics and compliance training covering the Code, Speak Up!, workplace conduct, anti-harassment and discrimination, cybersecurity and data privacy. Training content is continuously updated using internal insights, external developments and emerging risks to ensure practical relevance through real-life scenarios.

### Ethical business practices and anti-corruption

Vontier, our subsidiaries and all third-party representatives, including agents, distributors and logistics partners, comply with the US Foreign Corrupt Practices Act, the UK Bribery Act and applicable anti-corruption and anti-bribery laws in every country in which we operate.

We vet third-party representatives through legal due diligence and background investigations and reinforce compliance through anti-corruption training, contractual provisions, compliance reviews and certifications of ethical conduct.

### Political involvement

In 2025, 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. Vontier is a member of certain trade associations and other tax-exempt organizations that we believe generally share our philosophy and interests. In 2025, some of these organizations may have made political contributions or engaged in incidental, ad hoc lobbying activities.

Please see our [Political Involvement Policy](#) for more information.





**Human rights**

We respect employees’ rights to freedom of association, collective bargaining, and the right not to participate. We actively engage with employees and, where applicable, workers’ representatives. We use this feedback to improve working conditions, strengthen the employee experience and uphold best practices.

We maintain zero tolerance for discrimination, harassment, or threats of harm based on race, color, gender, religion, disability, veteran status, political opinion or national or social origin. Training reinforces these expectations and corrective action ensures accountability.

At the core of our approach is a commitment to human dignity. Vontier’s Human Rights Policy and Combating Trafficking in Persons Policy set clear expectations across our operations, global supply chain and the communities we serve. These standards prohibit child labor, forced labor and human trafficking. They also reinforce safe working conditions, fair remuneration and responsible working hour practices.

We are committed to paying a living wage and preventing excessive working hours. We monitor working hours to help manage overtime appropriately. Employees are regularly reminded of their benefits, including leave and vacation entitlements, and are compensated as required. We also strive for equal remuneration for men and women based on similar work experience, levels, roles and performance. To support this commitment, we conduct regular pay audits to assess fairness and identify opportunities for improvement.

**Supply chain resilience and responsible sourcing**

Beyond our own operations, we assess potential community impacts of business decisions and take proactive steps to mitigate adverse outcomes.

We have mapped our upstream value chain and prioritize supplier engagement based on risk, impact and strategic relevance, with senior leadership and board-level visibility of supply chain risks and compliance.

**Key elements of our approach include:**

- | A Supplier Code of Conduct that addresses labor standards, safety, human rights, and environmental responsibility
- | Climate questionnaires that assess emissions, strategy and transition readiness
- | Contract requirements that establish expectations for labor, human rights, safety and environmental compliance



**WE SUPPORT**



As a participant in the United Nations Global Compact, we align with internationally recognized human rights principles, and partner with UN Women to help advance equality and opportunity for women and girls worldwide.

# Protecting our data and securing our systems

At Vontier, we prioritize the protection of our information assets, data, products and systems to ensure confidentiality, integrity and availability. Our privacy, data protection and cybersecurity programs support compliance with global regulations and enable responsible use of data to advance our business and mobility solutions.

## Data privacy and governance

Vontier’s privacy standards apply across our operations and extend to suppliers through our standardized contracting process. The Global Information Protection, Optimization and Governance team leads our Data Privacy program and serves as the designated function for privacy-related issues and concerns. The program is embedded in our enterprise risk management and compliance framework. We conduct annual internal and third-party reviews of privacy policy compliance. Breaches are subject to appropriate corrective and disciplinary action under our zero-tolerance approach.

## Cybersecurity

Vontier’s cybersecurity program is aligned with the NIST Cybersecurity Framework and informed by third-party evaluation and peer benchmarking. We strengthen our defenses through independent assessments, penetration testing, vulnerability scans and product security validations. Cybersecurity is led by our Chief Information Officer, who provides regular updates to the Audit Committee and the full board.



### In 2025, we strengthened our data privacy and cybersecurity programs by:

Advancing AI governance and tools to improve efficiency and operations

Expanding data sensitivity tagging, risk dashboards and annual Business Process Data Assessments

Improving system resilience through cloud migration, infrastructure modernization and enhanced monitoring

Consolidating security and IT data to improve threat detection and decision-making

Strengthening governance and workforce development through updated data retention policies, improved risk management and training on emerging regulations

**500+**  
business process  
data assessments  
conducted

**100+**  
domains with privacy  
centers deployed for  
privacy notices, rights  
requests and cookie  
preferences

**25+**  
privacy and data  
governance  
trainings delivered



# Supporting data and indices

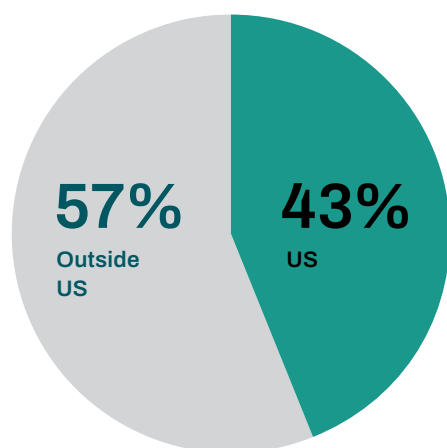
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# Workforce metrics

Data reflect status as of December 31, 2025. Percentages may not sum to 100%, and figures may not correspond exactly to stated totals, due to rounding.

## Our workforce

**7,853**  
Total employees



**4,497**  
Employees  
outside the US

**3,356**  
US employees

2025 Employee gender <sup>1</sup>	US #	US %	Outside US #	Outside US %	Total (global) <sup>2</sup> #	Total (global) <sup>2</sup> %
Women	1,053	31%	1,087	24%	2,140	27%
Men	2,303	69%	3,410	76%	5,713	73%

<sup>1</sup> Employee gender data includes salaried, full-time and part-time employees.

<sup>2</sup> Global includes the United States and countries outside of the United States.

2025 Contingent workers <sup>3</sup> headcount (Global including US)	US	Outside US	Total
Number of contingent workers	454	3,116	3,570

<sup>3</sup> 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.

2025 US unionized employees <sup>4</sup>	%
Collective bargaining unit members as percent of workforce	20%

<sup>4</sup> 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.

Employee demographics (US only)	Managers <sup>5</sup> %	Total %
American Indian/Alaska Native	0.2%	0.4%
Asian	7%	6%
Black or African American	4%	21%
Hispanic/Latinx	6%	7%
Native Hawaiian/Pacific Islander	0%	0.1%
Two or more races	1%	2%
<b>Total representation of ethnic or racial minorities<sup>6</sup></b>	<b>19%</b>	<b>36%</b>
White	81%	64%

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

<sup>6</sup> 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.

# Workforce metrics

Job categories (global)	Total	Women %	Men %
Level 1 & 2 — CEO and Executive	10	20%	80%
Level 3 — Senior leader	61	30%	70%
Level 4 — Mid level manager	246	29%	71%
Level 5 — First level manager	953	31%	69%
<b>Total</b>	<b>1,270</b>	<b>31%</b>	<b>69%</b>
Managers in revenue-generating functions (e.g., sales) excluding support functions such as HR, IT, Legal, etc. <sup>1</sup>	349	19%	81%

<sup>1</sup> Departments determined as revenue-generating functions are Business Development, Marketing, and Sales.

US percentages by worker type	%
Permanent hourly	43%
Temporary hourly	12%
Full-time, salaried	45%
Part-time, salaried	0.1%

US generational breakdown	%
Baby boomers (born 1946–1964)	12%
Generation X (born 1965–1981)	41%
Millennials (born 1982–1996)	37%
Generation Z (born after 1996)	10%

Employee hiring summary	New employee hires headcount
<b>Total</b>	<b>1,486</b>
<b>Region</b>	
United States	576
Other Americas <sup>2</sup>	266
Europe	109
AMEA <sup>3</sup>	534
<b>Gender</b>	
Women	440
Men	1,046
Ethnic or racial minority (US only)	210
<b>Age — US only</b>	
Under 30 years old	153
30-50 years old	309
50+ years old	114
<b>Position — Global<sup>4</sup> (including US)</b>	
Managers <sup>5</sup>	187
Non-managers	1,299
<b>Position — US only</b>	
Managers <sup>5</sup>	87
Non-managers	489
<b>New employee hire rate<sup>6</sup></b>	<b>19%</b>

<sup>2</sup> Other Americas mean North, Central, and South America excluding the United States.

<sup>3</sup> AMEA means Africa, Middle East, and Asia.

<sup>4</sup> Global includes US and outside of US.

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

<sup>6</sup> New employee hire rate calculation is the percentage of new hires out of the average number of employees from beginning to end of the year.

# Employee benefits

Vontier supports employee well-being through flexible work arrangements and comprehensive health and wellness benefits. We offer part-time positions and approximately 20% of employees work fully remote, reflecting our commitment to flexibility, global collaboration and work-life balance.

## Core benefits

Benefit	US non-union <sup>1,2</sup>
Life insurance	Yes
Health care	Yes
Disability coverage	Yes
Parental leave	Yes
Retirement plan(s)	Yes
Paid annual leave	Yes
Stock ownership	Available based on role <sup>3</sup> 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 management resources, college application assistance, career counseling, critical illness, hospital indemnity, Employee Assistance Program, resources for backup/emergency childcare and eldercare, accident insurance, spouse life insurance, child life insurance, pet insurance

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

<sup>2</sup> 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.

<sup>3</sup> 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 and personal weight management and health coaching with instruction on nutrition, exercise and motivational strategies.

We offer comprehensive family benefits, including adoption and fertility treatment assistance, accommodation for breastfeeding mothers and resources through the Maven Clinic for family planning, maternity and newborn care, as well as menopause support. Additionally, Vontier provides six weeks of paid parental leave for all parents — mothers, fathers and adoptive parents — and two weeks of paid family care leave for employees to care for an ill or injured spouse, partner, child or parent.

# 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	2025	YoY % change	2020-2025 (% change)
Biogas	Biogenic	Renewable	MWh	0	4,540	4,320	4,672	8%	—
Natural gas (direct combustion) <sup>1</sup>	Scope 1	Non-renewable	MWh	29,432	22,721	27,295	22,416	-18%	-24%
Natural gas (indirect, purchased heat) <sup>1</sup>	Scope 2	Non-renewable	MWh	7,683	7,276	2,629	5,514	110%	-28%
No. 2 fuel oil	Scope 1	Non-renewable	liters	459,144	27,378	21,685	31,569	46%	-93%
Propane	Scope 1	Non-renewable	liters	94,300	46,815	50,264	72,133	44%	-24%
Mobile gasoline <sup>2</sup>	Scope 1	Non-renewable	liters	574,979	865,596	776,741	618,506	-20%	8%
Mobile diesel (B20)	Scope 1	Blend	liters	2,200,203	1,626,754	1,517,922	1,491,467	-2%	-32%
Mobile ethanol (E85) <sup>3</sup>	Scope 1	Blend	liters	479	3,692	9,181	16,727	82%	>100%
Refrigerant	Scope 1	Non-renewable	kg	0	0	0	0	—	—
Electricity (non-renewable)	Scope 2	Non-renewable	MWh	41,623	25,538	23,166	20,584	-11%	-51%
Electricity (renewable)	Scope 2	Renewable	MWh	0	8,586	9,391	10,253	9%	—

<sup>1</sup> 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.

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

<sup>3</sup> Mobile ethanol fuel consumption is increasing as we move our fleet to alternative fuels.

## Energy use summary

Metric	Unit of measure	2020	2023	2024	2025	YoY % change	2020-2025 (% change)
Renewable sources energy consumption	MWh	4,671	16,599	16,982	18,181	7%	>100%
Non-renewable sources energy consumption	MWh	108,343	78,031	73,803	67,795	-8%	-37%
Total energy consumption	MWh	113,014	94,629	90,785	85,976	-5%	-24%
Percent renewable energy consumption	Percent	4%	18%	19%	21%	13%	>100%



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

## Emissions<sup>4,5,6</sup>

Metric	Unit of measure	2020	2023	2024	2025	YoY % change	2020-2025 (% change)
Scope 1	MT CO <sub>2</sub> e	15,979	10,657	10,931	8,975	-18%	-44%
Scope 2	MT CO <sub>2</sub> e	17,734	11,342	9,449	8,263	-13%	-53%
Scope 1 + 2	MT CO <sub>2</sub> e	33,713	21,999	20,380	17,238	-15%	-49%
Scope 3	MT CO <sub>2</sub> e	905,707	916,648	897,908	806,284	-10%	-11%
Outside of scope (biogenic) <sup>7</sup>	MT CO <sub>2</sub> e	1,101	1,759	1,633	1,702	4%	55%
Offsets purchased	MT CO <sub>2</sub> e	0	17	24	13	-45%	—

<sup>4</sup> The emissions data reported are the most current as of May 2026 and reflect updates to emission factors, data corrections, and the site portfolio.

<sup>5</sup> Since 2022, we have received limited assurance for our Scope 1 and 2 emissions from an accredited third party. Beginning in 2024, we also obtained limited assurance for Scope 3 emissions, specifically for Categories 1, 2, 9, 11, and 14, which together represent over 90% of our total Scope 3 emissions. These verifications were conducted in accordance with ISO 14064-3:2019 and the GHG Protocol.


<sup>6</sup> Scope 2 emissions are market-based, which include reductions from Renewable Energy Certificates (RECs).

<sup>7</sup> Out-of-scope biogenic emissions have been revised from previously reported figures to include the biogenic content of B20 and E85 fuels, whereas prior-year reporting included only biogas.

# Emissions verification

We obtain annual assurance from an accredited third party for our energy consumption and our Scope 1 and Scope 2 emissions. We also obtain annual assurance for Scope 3 emissions in Categories 1, 2, 4, 11 and 14, which together represent more than 95% of our total Scope 3 emissions.

The reported emissions were calculated in accordance with the GHG Protocol, which aligns with the Science Based Targets initiative (SBTi) framework. The assurance engagement was conducted in accordance with ISO 14064-1:2019, ISO 14064-3:2019, ISO 14065:2020, and ISO 17029:2019. The third party verified Vontier’s GHG inventory at a limited level of assurance and concluded that the stated GHG emissions are materially correct and were prepared in accordance with the applicable criteria.



TÜV SÜD America Inc.  
750 Main Street, Suite 200  
Grand Junction, CO 81501

### VERIFICATION OPINION

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Submitted to: Vontier Corporation  
 Verification Body: TÜV SÜD America Inc.  
 Lead Verifier: Ashley Emery  
 Submitted: May 13, 2026

TÜV SÜD America Inc. (TÜV SÜD) conducted the third-party verification of Vontier’s calendar year (CY) 2025 GHG Inventory according to the requirements found in ISO 14064-1:2019, 14064-3:2019, 14065:2020, and 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 period: Calendar Year (CY) 2025
- 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.

The verified GHG statement is summarized on the following page.

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TÜV SÜD America Inc. Verification Opinion | Version 1.1 | January 5, 2026



TÜV SÜD America Inc.  
750 Main Street, Suite 200  
Grand Junction, CO 81501


### TABLE 2. CY 2025 ENTITY EMISSIONS

Emissions Verified	CO <sub>2</sub> e (metric tons)
Stationary Combustion	4,149
Mobile Combustion	4,826
<b>Scope 1 Total</b>	<b>8,975</b>
Stationary Biomass	930
Mobile Biomass	772
<b>Biogenic Total</b>	<b>1,702</b>
Purchased Electricity – Location-Based	10,714
Purchased Heating – Location-Based	999
<b>Scope 2: Location-Based Total</b>	<b>11,713</b>
Purchased Electricity – Market-Based	7,263
Purchased Heating – Market-Based	999
<b>Scope 2: Market-Based Total</b>	<b>8,263</b>
Category 1: Purchased Goods and Services	183,880
Category 2: Capital Goods	59,724
Category 4: Upstream Transportation and Distribution	26,595
Category 11: Use of Sold Products	468,639
Category 14: Franchises	49,701
<b>Scope 3 Verified Categories Total</b>	<b>788,538</b>

\*Sums may not match due to rounding.


Energy Consumption Verified	Total MWh
Non-Renewable	67,795
Renewable	18,180

LEAD VERIFIER SIGNATURE



ASHLEY EMERY

INDEPENDENT REVIEWER SIGNATURE



PILAR GUTIERREZ

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TÜV SÜD America Inc. Verification Opinion | Version 1.1 | January 5, 2026

# Safety and environmental indicators

## Safety

Metric	2021	2022	2023	2024	2025
Total recordable incident rate (TRIR)	0.82	0.57	0.36	0.31	0.19
Days away restricted transferred (DART)	0.42	0.4	0.21	0.23	0.14
Lost time injury rate (LTIR)	8.35	8.29	4.22	4.98	2.39
Lost time injury frequency rate (LTIFR)	2.18	2.01	0.78	0.69	0.27

Metric	2024	2025	YoY % change
Employee hours worked	22,953,265	22,145,736	-4%
Number of recordable incidents	36	21	-42%
Lost working days	572	265	-54%

## Water

Metric	Unit of measure	2022	2023	2024	2025
Withdrawn	Million m <sup>3</sup>	0.067	0.101	0.402	0.132
Data coverage <sup>1</sup>	Percent	20%	25%	100%	100%

<sup>1</sup> 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.

## Waste<sup>2</sup>

Metric	Unit of measure	2022	2023	2024	2025
<b>Non-hazardous waste</b>	Metric tonnes	1,097	5,626	4,242	4,386
<b>Hazardous waste</b>	Metric tonnes	121	99	89	89
<b>Circular economy practices</b>	Metric tonnes	863	4,299	3,472	3,893
Recycled	Metric tonnes	863	4,297	3,279	2,751
Reused	Metric tonnes	—	—	193	1,123
Composted	Metric tonnes	—	1	1	19
<b>Waste disposed</b>	Metric tonnes	355	1,426	859	582
Landfilled	Metric tonnes	229	1,292	730	396
Incinerated with energy recovery	Metric tonnes	—	120	76	82
Incinerated without energy recovery	Metric tonnes	—	14	53	104
Unknown disposal method	Metric tonnes	126	—	—	—
<b>Total waste</b>	Metric tonnes	1,218	5,725	4,331	4,475
Percentage of waste diverted from landfill	Percent	71%	77%	83%	91%
Data coverage <sup>3</sup>	Percent	20%	>80%	>80%	>80%

<sup>2</sup> Waste quantities are tracked only for manufacturing sites, which account for more than 80% of total company waste.

<sup>3</sup> 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.

# Reports and policies

Vontier is committed to strong corporate governance, grounded in transparency, accountability and clear communication. Below are key environmental, social, and governance publications; see our [policies page](#) for the full set of publicly available materials.

## Climate reports:

### [Climate Transition Action Plan](#)

Strategy to reduce greenhouse gas emissions across operations.

### [2025 CDP Climate Change and Water Disclosure](#)

Annual disclosure of progress on climate and water-related commitments through CDP.

### [2025 Emissions and Energy Consumption Third-Party Verification](#)

Annual independent verification of Scope 1, 2, and 3 emissions and energy consumption.

## Policies:

### [The Vontier Code](#)

Framework for conducting business ethically and responsibly.

### [Anti-Corruption Policy](#)

Global commitment to comply with anti-bribery and anti-corruption laws.

### [Antitrust Policy](#)

Commitment to fair competition and compliance with antitrust and competition laws.

### [Combating Trafficking in Persons Policy](#)

Commitment to ethical and lawful employment practices.

### [Conflict Minerals Policy Statement](#)

Expectation that suppliers source from conflict-free smelters.

### [Environment, Health, Safety & Security Policy](#)

Framework for environmental, health, safety and security practices.

### [Human Rights Policy](#)

Commitment to supporting human rights and dignity.

### [Information Security Policy](#)

Framework for protecting information and managing cybersecurity and data risks.

### [Political Involvement Policy](#)

Guidelines for political activities and contributions.

### [Speak Up! Policy](#)

Global framework for reporting and responding to concerns.

### [Supplier Code of Conduct](#)

Expectations for suppliers and subcontractors on ethical business practices.

### [Waste Management Policy](#)

Guidelines for managing waste responsibly.

### [Water Management Policy](#)

Guidelines for optimizing water use and quality.

# Membership associations

**ACAPMA** — Australasian Convenience and Petroleum Marketers Association

**ACC** — Association of Corporate Counsel

**ACCI** — Athens Chamber of Commerce and Industry

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

**AFMA** — Australasian Fleet Management Association

**AFVi** — Alternative Fuel Vehicle Institute

**American Biogas Council**

**ANERPV** — Asociación Nacional de Empresas de Rastreo y Protección Vehicular

**AOMA** — Arkansas Oil Marketers Association

**APCA** — American Petroleum and Convenience Store Association

**APEA** — Association for Petroleum & Explosives Administration

**Arizona Petroleum Marketers Association**

**ATA** — Australian Trucking Association

**Australasian Convenience and Petroleum Marketers Association**

**Automotive Sales Council**

**Beijing Association Measurement**

**Biogas World**

**California Certified Unified Program Agency**

**CAP** — Carwash Association of Pennsylvania

**CCA** — Canadian Carwash Association

**CCFTAS** — Civil Contractors Federation of Tasmania

**CCF VIC** — Civil Contractors Federation of Victoria

**CECOD** — Committee of European Manufacturers of Petroleum Measuring and Distributing Equipment

**CFCA** — California Fuels & Convenience Alliance

**CHIETA** — Chemical Industries Education & Training Authority

**Civil Contractors New Zealand**

**Conexxus**

**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

**Dansk Industri** (Danish Industry)

**DIN** — Deutsches Institut für Normung (German Institute for Standardization)

**Drive Clean Indiana**

**Employers Council**

**ETI** — Equipment and Tool Institute

**Firestone Country Club**

**Florence Industrial Association**

**Forward Janesville**

**FPMA** — Florida Petroleum Markers Association

**GACS** — Georgia Association of Convenience Stores

**GOA** — Georgia Oilmen's Association

**Gulf Coast Food & Fuel**

**Heartland Car Wash Association**

**HVIA** — Heavy Vehicle Industry Australia

**ICA** — International Car Wash Association

**IFSF** — International Forecourt Standard Forum

**IODSA** — Institute of Directors South Africa

**KPMA** — Kentucky Petroleum Marketers Association

**Leadership Development Academy of Rock County**

**LGPRO** — Local Government Professionals (Victoria)

**LOMCSA** — Louisiana Oil Marketers and Convenience Store Association

**Maine Energy Marketers**

**Manufacturers Alliance**

**Master Plumbers Association**

**MCA** — Midwest Carwash Association

**Military Friendly**

**MPMCSA** — Montana Petroleum Marketers and Convenience Store Association

**MSC** — Manufacturers and Services Council

**MTSHRM** — Middle Tennessee Society for Human Resource Management

**NACS** — National Association of Convenience Stores

**National Business Aviation Association**

**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**

**Norsk Industri** (Norwegian Industry)

**North Carolina Petroleum & Convenience Marketers Management Institute**

**Northwest Alliance for Clean Transportation**

**NTBA** — North Texas Business Alliance

**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

**PEIMF** — Petroleum Equipment Installers & Manufacturers Federation

**PRA** — Petrol Retailers Association

**Queensland Trucking Association**

**RHA** — Road Haulage Association

**RNG Coalition**

**Road Freight NSW**

**SAUEO** — South African United Employers Organisation

**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**

**The Transport Project Canada**

**Transafe WA**

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

**Transport Women Australia Limited**

**Transporting New Zealand**

**UNGC** — United Nations Global Compact

**Utah Safety Council**

**Valuable 500**

**Victoria Transport Association**

**Victoria Waste Management Association**

**Washington Oil Marketers Association**

**WCA** — Western Carwash Association

**We Mean Business**

**Western Petroleum Marketers Association**

**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, 2025, 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	<a href="#">Protecting our data and securing our systems</a>
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	<a href="#">Workforce metrics</a>
Product life cycle 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
	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	We do not currently track this information; however, we anticipate gathering this data for future reporting
		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	
Materials sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">Supplier Code of Conduct</a> <a href="#">Conflict Minerals Policy Statement</a>
Activity metric	TC-HW-000.A	Number of units produced by product category	Vontier creates a wide variety of products and services so this is not an applicable metric for our business
	TC-HW-000.B	Area of manufacturing facilities	Approximately 171,041 square meters
	TC-HW-000.C	Percentage of production from owned facilities	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	
<b>Governance</b>		
Disclose the organization's governance around climate-related risks and opportunities.	a) Describe the board's oversight of climate-related risks and opportunities.	<a href="#">CDP, C4</a> <a href="#">Climate Transition Action Plan</a> , p. 6 <a href="#">2026 Proxy Statement</a> , p. 20-22 <a href="#">Governance structure</a> <a href="#">Risk management and growth</a>
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	
<b>Strategy</b>		
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.	<a href="#">CDP, C2</a> <a href="#">Climate Transition Action Plan</a> , p. 6-10
	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.	
<b>Risk Management</b>		
Disclose how the organization identifies, assesses and manages climate-related risks.	a) Describe the organization's processes for identifying and assessing climate-related risks.	<a href="#">CDP, C2</a> <a href="#">Climate Transition Action Plan</a> , p. 6 <a href="#">2026 Proxy Statement</a> , p. 20-22
	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.	
<b>Metrics and Targets</b>		
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.	<a href="#">CDP, C7</a> <a href="#">Climate Transition Action Plan</a> , p. 3, 6-9 <a href="#">Goals and progress</a> <a href="#">Climate results</a> <a href="#">Energy use and emissions</a>
	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.	

# GRI index

**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, 2025.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	<p>Vontier Corporation 5438 Wade Park Boulevard Suite 600 Raleigh, NC 27607 United States</p> <p>Vontier Corporation is a Delaware corporation established in 2019. On October 9, 2020, Vontier separated from Fortive Corporation to become an independent, publicly-traded company, listed on the New York Stock Exchange under VNT.</p> <p>Countries of Operation: <a href="#">2025 CDP Disclosure</a>, section 1.7</p>
	2-2 Entities included in the organization's sustainability reporting	Sustainability reporting includes Vontier Corporation, DRB, Invenco by GVR, ANGI Energy, Driivz, Teletrac Navman, Matco Tools, and Gilbarco Veeder-Root.
	2-3 Reporting period, frequency and contact point	This report covers Vontier's progress from January 1, 2025 through December 31, 2025, with data as of December 31, 2025 unless otherwise noted. Reporting is completed annually. Contact <a href="mailto:Sustainability-ESG@vontier.com">Sustainability-ESG@vontier.com</a> 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 2025 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 <a href="#">Governance structure</a> and <a href="#">2026 Proxy Statement</a> , p. 22.
	2-6 Activities, value chain and other business relationships	<p><a href="#">What we do</a></p> <p><a href="#">Community giving</a></p> <p><a href="#">Membership associations</a></p> <p><a href="#">Risk management and growth</a></p> <p><a href="#">Ethical business</a></p> <p><a href="#">2025 Form 10-K</a>, p. 5-9</p>
	2-7 Employees	<p><a href="#">Workforce metrics</a></p> <p><a href="#">2025 Form 10-K</a>, p. 8</p>
	2-8 Workers who are not employees	<a href="#">Workforce metrics</a>

GRI Standard	Disclosure	Location
<b>GRI 2: General Disclosure 2021</b> (continued)	2-9 Governance structure and composition	<b>Governance structure</b> <a href="#">2026 Proxy Statement</a> , p. 13-20, 23-25 <a href="#">2025 CDP Disclosure</a> , section C4
	2-10 Nomination and selection of the highest governance body	<b>Governance structure</b> <a href="#">2026 Proxy Statement</a> , p. 13 <a href="#">2025 CDP Disclosure</a> , section C4
	2-11 Chair of the highest governance body	<a href="#">2026 Proxy Statement</a> , p. 20
	2-12 Role of the highest governance body in overseeing the management of impacts	<b>Governance structure</b> <a href="#">2026 Proxy Statement</a> , p. 20-22
	2-13 Delegation of responsibility for managing impacts	<b>Governance structure</b> <a href="#">2026 Proxy Statement</a> , p. 20-22
	2-14 Role of the highest governance body in sustainability reporting	<b>Governance structure</b> <a href="#">2026 Proxy Statement</a> , p. 24-25, 22
	2-15 Conflicts of interest	<a href="#">2026 Proxy Statement</a> , p. 27 <a href="#">The Vontier Code</a> , p. 33
	2-16 Communication of critical concerns	<b>Ethical business</b> <a href="#">The Vontier Code</a> , p. 11 <a href="#">2026 Proxy Statement</a> , p. 23
	2-17 Collective knowledge of the highest governance body	<a href="#">2026 Proxy Statement</a> , p. 14 <a href="#">2025 CDP Disclosure</a> , section 4.2 <a href="#">Climate Transition Action Plan</a> , p. 12
	2-18 Evaluation of the performance of the highest governance body	<a href="#">2026 Proxy Statement</a> , p. 21-22
	2-19 Remuneration policies	<a href="#">2026 Proxy Statement</a> , p. 28-29, 33-56 <a href="#">2025 CDP Disclosure</a> , section 4.5
	2-20 Process to determine remuneration	<a href="#">2026 Proxy Statement</a> , p. 33-43
	2-21 Annual total compensation ratio	<a href="#">2026 Proxy Statement</a> , p. 50  Our lowest paid employee in the US is paid 128% above the local minimum wage.
2-22 Statement on sustainable development strategy	<b>Message from our CEO</b> <b>Message from our EVP, CTOO</b>	
2-23 Policy commitments	<b>Vontier Reports and Policies</b> <b>Ethical business</b>	

GRI Standard	Disclosure	Location
<b>GRI 2: General Disclosure 2021 (continued)</b>	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. <a href="#">The Vontier Code</a> and additional key policies are publicized on <a href="#">our website</a> , and additional information is included in <a href="#">Ethical business</a> .
	2-25 Processes to remediate negative impacts	<b><a href="#">Ethical business</a></b> <b><a href="#">The Vontier Code</a></b> , p. 11  The Audit Committee of our board of directors plays an important role in remediating negative impacts as detailed on page 23 of our <a href="#">2026 Proxy Statement</a> .
	2-26 Mechanisms for seeking advice and raising concerns	<b><a href="#">Ethical business</a></b> <b><a href="#">The Vontier Code</a></b> , 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 <a href="#">Governance structure</a> and our <a href="#">2026 Proxy Statement</a> .  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 79-80 of our <a href="#">2025 Form 10-K</a> .  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	<b><a href="#">Membership associations</a></b>
	2-29 Approach to stakeholder engagement	<b><a href="#">Materiality and stakeholder engagement</a></b> <b><a href="#">2025 CDP Disclosure</a></b> , section 5.11 <b><a href="#">2026 Proxy Statement</a></b> , p. 25-26  Vontier's most recent Employee Engagement survey was conducted in 2024. There was 58% participation and 71% of employees with top level of engagement, satisfaction, or wellbeing.
	2-30 Collective bargaining agreements	<b><a href="#">Workforce metrics</a></b>
<b>GRI 3: Material Topics 2021</b>	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 <a href="#">Materiality and stakeholder engagement</a> . 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
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	See financial statements beginning on page 43 of our <a href="#">2025 Form 10-K</a> .
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">2025 CDP Disclosure</a> , section C2
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">2025 Form 10-K</a> , p. 57, 64, 68
	201-4 Financial assistance received from government	<a href="#">2025 Form 10-K</a> , p. 8
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	<a href="#">2025 Form 10-K</a> , p. 36-37
	203-2 Significant indirect economic impacts	<a href="#">2025 Form 10-K</a> , p. 10-22 <a href="#">Statement of Support for Ukraine</a>
<b>GRI 205: Anti-corruption 2016</b>	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 15 of our <a href="#">2025 Form 10-K</a> .
	205-2 Communication and training about anti-corruption policies and procedures	<b><a href="#">Ethical business</a></b>  All applicable employees are required to complete training on <a href="#">The Vontier Code</a> , which includes content on anti-corruption and our <a href="#">Anti-Corruption Policy</a> .
	205-3 Confirmed incidents of corruption and actions taken	We currently do not disclose this information. All incidents reported through <a href="#">Speak Up!</a> 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 <a href="#">Ethical business</a> .
<b>GRI 206: Anti-competitive Behavior 2016</b>	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 79-80 of our <a href="#">2025 Form 10-K</a> .
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	Taxes are discussed throughout the <a href="#">2025 Form 10-K</a> , however core pages are p. 34, 42, 57, 72-76.  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 2025, the Audit Committee met four times and acted by unanimous written consent one time.
	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	<b><a href="#">Vontier Tax Policy (Strategy)</a></b>
	207-4 Country-by-country reporting	<a href="#">2025 Form 10-K</a> , p.72

GRI Standard	Disclosure	Location
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	<p><b><u>Energy use and emissions</u></b>  <b>2025 CDP Disclosure</b>, section 7.30</p> <p>Our Environmental, Health, Safety and Security (EHS&amp;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&amp;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.</p>
	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	<p>0.000028 MWh per revenue sales (MWh/\$USD)</p> <p>Energy intensity calculation is based on total energy consumption (from renewables and non-renewables) and annual revenue.</p>
	302-4 Reduction of energy consumption	<p><b><u>Energy use and emissions</u></b></p>
	302-5 Reductions in energy requirements of products and services	<p><b><u>Innovation and multi-energy solutions</u></b>  <b>Decarbonization pathway</b></p>
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<p><b><u>Energy use and emissions</u></b>  <b>Climate results</b>  <b>2025 CDP Disclosure</b>, section C7</p>
	305-2 Energy indirect (Scope 2) GHG emissions	<p><b><u>Energy use and emissions</u></b>  <b>Climate results</b>  <b>2025 CDP Disclosure</b>, section C7</p>
	305-3 Other indirect (Scope 3) GHG emissions	<p><b><u>Energy use and emissions</u></b>  <b>2025 CDP Disclosure</b>, section C7</p>
	305-4 GHG emissions intensity	<p><b>2025 CDP Disclosure</b>, section 7.45</p>
	305-5 Reduction of GHG emissions	<p><b><u>Energy use and emissions</u></b>  <b>Climate results</b>  <b>2025 CDP Disclosure</b>, section 7.53.1</p>
	305-6 Emissions of ozone-depleting substances (ODS)	<p><b>2025 CDP Disclosure</b>, section 7.15.1</p>
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), 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 Standard	Disclosure	Location
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<a href="#">Reducing waste, protecting water</a> <a href="#">Safety and environmental indicators</a>
	306-2 Management of significant waste-related impacts	<a href="#">Reducing waste, protecting water</a> <a href="#">Safety and environmental indicators</a>
	306-3 Waste generated	<a href="#">Safety and environmental indicators</a>
	306-4 Waste diverted from disposal	<a href="#">Safety and environmental indicators</a>
	306-5 Waste directed to disposal	<a href="#">Safety and environmental indicators</a>
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">Workforce metrics</a> Total employee turnover rate is 23%.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Employee benefits</a>
	401-3 Parental leave	<a href="#">Employee benefits</a> <a href="#">Workforce metrics</a>
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	We comply with all applicable laws and collective bargaining agreements regarding minimum notice periods for operational changes, including ensuring the required advance notice is provided whenever significant workforce reductions are anticipated.
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Our health and safety management practices are described in <a href="#">Leading with safety</a> . 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 <a href="#">EHS&amp;S Policy</a> and <a href="#">The Vontier Code</a> .  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 <a href="#">EHS&amp;S Policy</a> requires periodic, formal evaluation of our compliance and page 16 of <a href="#">The Vontier Code</a> 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 <a href="#">Speak Up!</a> reporting system, or directly to supervisors.  Risk assessments are conducted and reviewed at least annually to support the identification and prioritization of occupational health and safety 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
<p><b>GRI 403: Occupational Health and Safety 2018 (continued)</b></p>	<p>403-3 Occupational health services</p>	<p>All Vontier employees have access to internal and/or external occupational health services applicable to the risks and exposures they may face at work. Services are subject to internal and external inspection and auditing to ensure quality and verify access to workers.</p> <p>Results of occupational health exposure monitoring are available only to the respective worker and required EHS and occupational health staff. In any case of exposure above acceptable levels, supervisors may need to be involved to help resolve an exposure issue but are not provided health records. Any use of information from occupational health records for inappropriate treatment of an employee constitutes a violation of <b>The Vontier Code</b>.</p> <p>Additional employee benefits and health services are detailed in <b>Employee benefits</b>.</p>
	<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>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.</p> <p>Other EHS committees or safety teams review health, safety, and working conditions programs, and provide advice on worker safety, wellness, 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.</p>
	<p>403-5 Worker training on occupational health and safety</p>	<p>Businesses conduct employee training as guided by industry best practice, and as required by federal and local regulations. Initial training is provided for all new employees. Recurring training, including licensing (e.g., for forklift drivers), is assigned and tailored to site-specific or job-specific hazards, operations and local needs. Trainings are regularly updated to comply with changing regulations and workplace risks.</p> <p>Training and other safety communications are conducted monthly, and in some cases weekly or daily, via EHS stand-ups in various formats (e.g., in-person, virtual or independent study) depending on the business and team.</p> <p>Contractor experience and competency are reviewed prior to hire. Vontier and site-specific training or orientations are provided as needed.</p>
	<p>403-6 Promotion of worker health</p>	<p>Employees are provided with benefits such as medical, dental, vision, life, disability, retirement, and parental leave as applicable as described in <b>Employee benefits</b>.</p>
	<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p><b>The Vontier Code</b>, p.11</p> <p>Vontier holds quarterly business review meetings in which key business partners and customers can voice concerns, including those related to health and safety. Additionally, communities can submit concerns through the <b>publicly available Speak Up! reporting system</b>. All concerns are investigated.</p>
	<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>All employees and contractors who work on-site or whose work is controlled by the organization are subject to their business' health and safety policies and procedures as well as expectations stated in contracts and safety orientations. Vontier has facilities that have obtained management system certifications such as ISO 45001 as detailed in <b>Leading with safety</b>.</p>
	<p>403-9 Work-related injuries</p>	<p>There were no work-related fatalities in 2025. Work-related injury and illness data, including TRIR, DART, and LTIFR metrics are included in <b>Safety and environmental indicators</b>.</p>
	<p>403-10 Work-related ill health</p>	<p>There were no work-related fatalities in 2025. Work-related injury and illness data, including TRIR, DART, and LTIFR metrics are included in <b>Safety and environmental indicators</b>.</p>

GRI Standard	Disclosure	Location
<b>GRI 404: Training and Education 2016</b>	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 System (VBS) and supplemental learning opportunities conducted by our businesses. For 2025, our data is limited to our LMS. Within our LMS, employees completed an average of 16.5 hours of training in 2025.
	404-2 Programs for upgrading employee skills and transition assistance programs	<b><u>Learning and development</u></b>
	404-3 Percentage of employees receiving regular performance and career development reviews	In 2025, 98% of eligible employees received regular performance and career development reviews.
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<b><u>Workforce metrics</u></b> <b><u>2026 Proxy Statement</u></b> , p. 13
	405-2 Ratio of basic salary and remuneration of women to men	We expect to include this data in future reporting. Over the past two years, we conducted pay equity audits across our businesses in the United States, Italy, and Romania. In 2025, audits were completed in Italy and Romania, covering approximately 20% of our employee population in Europe. These audits identified only a few discrepancies that warranted further investigation or change.
<b>GRI 406: Non-discrimination 2016</b>	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 <b><u>The Vontier Code</u></b> . They are also outlined in the Employee Handbook, which employees must routinely acknowledge and sign.
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	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 <b><u>Supplier Code of Conduct</u></b> and <b><u>Human Rights Policy</u></b> .
<b>GRI 408: Child Labor 2016</b>	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 <b><u>Supplier Code of Conduct</u></b> and <b><u>Human Rights Policy</u></b> .
<b>GRI 409: Forced or Compulsory Labor 2016</b>	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 <b><u>Supplier Code of Conduct</u></b> and <b><u>Human Rights Policy</u></b> .
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	All eligible employees are required to complete annual training on <b><u>The Vontier Code</u></b> , which includes content on human rights on pages 48-49.
<b>GRI 413: Local Communities 2016</b>	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 <b><u>Community giving</u></b> and <b><u>Ethical business</u></b> .
	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.
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<b><u>Ethical business</u></b> <b><u>Political Involvement Policy</u></b>
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<b><u>Leading with safety</u></b>
	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.
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b><u>2026 Proxy Statement</u></b> , p. 21  Additional information on Vontier's data privacy and cybersecurity practices can be found in <b><u>Protecting our data and securing our systems</u></b> and on pages 28-32 of <b><u>The Vontier Code</u></b> . Information on concern reporting can be found in <b><u>Ethical business</u></b> .

# Forward-looking statements

Certain statements included in, or incorporated by reference into, this report are “forward-looking statements” within the meaning of the US federal securities laws.

- Statements that are not historical facts are forward-looking statements. These statements are based on assumptions and assessments made by our management in light of its experience, perception of historical trends, current conditions, expected future developments, and other factors it believes are appropriate under the circumstances. Forward-looking statements are not guarantees of future performance, and actual results may differ materially from the results, developments, and business decisions contemplated by these statements. Accordingly, you should not place undue reliance on any 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 anticipated in our forward-looking statements are described in Vontier’s filings with the US Securities and Exchange Commission (SEC). The forward- looking statements in this report speak only as of the date of this report. Except as required by applicable law, we undertake no obligation to update or revise any forward-looking statements, whether because of new information, future events or developments, or otherwise.
- The inclusion of information in this report does not mean that such information is necessarily material as defined under the US federal securities laws and the regulations thereunder.
- Data collection and greenhouse gas (GHG) emissions calculations were conducted in conjunction with a third-party organization that has completed similar assurance projects, with the aim of supporting conformance with the GHG Protocol Corporate Accounting and Reporting Standard. However, uncertainties are inherent in collecting data across a wide range of facilities and operations in a global company such as Vontier, and the data included in this report, other than audited financial data, are provided as estimates made in good faith.
- This report includes disclosures intended to address applicable elements of the UN Sustainable Development Goals, SASB, GRI, and TCFD frameworks. However, this report does not address all requirements of those standards. We have included references to the relevant sections of those standards where we believe we have provided fully or partially responsive information.

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Vontier is a trademark of Vontier Corporation; Matco Tools and the Eagle Head symbol are registered trademarks of Matco Tools Corporation; Invenco by GVR, iNFX, ANGI Energy and FlexPay are trademarks of Gilbarco Inc.; the Gilbarco Veeder-Root Circle symbol is a registered trademark of Gilbarco Inc.; Veeder-Root is a registered trademark of Veeder-Root Company; DRB and the Arrowhead symbol are registered trademarks of DRB, LLC; the Drop with a Circle symbol is a registered trademark of Teletrac Navman US Ltd.; Driivz is a trademark of Driivz Ltd.

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