

An aerial photograph of a two-lane asphalt road cutting through a dense, lush green forest. A single dark-colored car is visible in the center of the road, moving from left to right. The forest is composed of various types of trees, including palm trees, creating a rich, textured canopy. The image is framed by a large black diagonal shape that splits the scene from the top-left to the bottom-right.

VONTIER

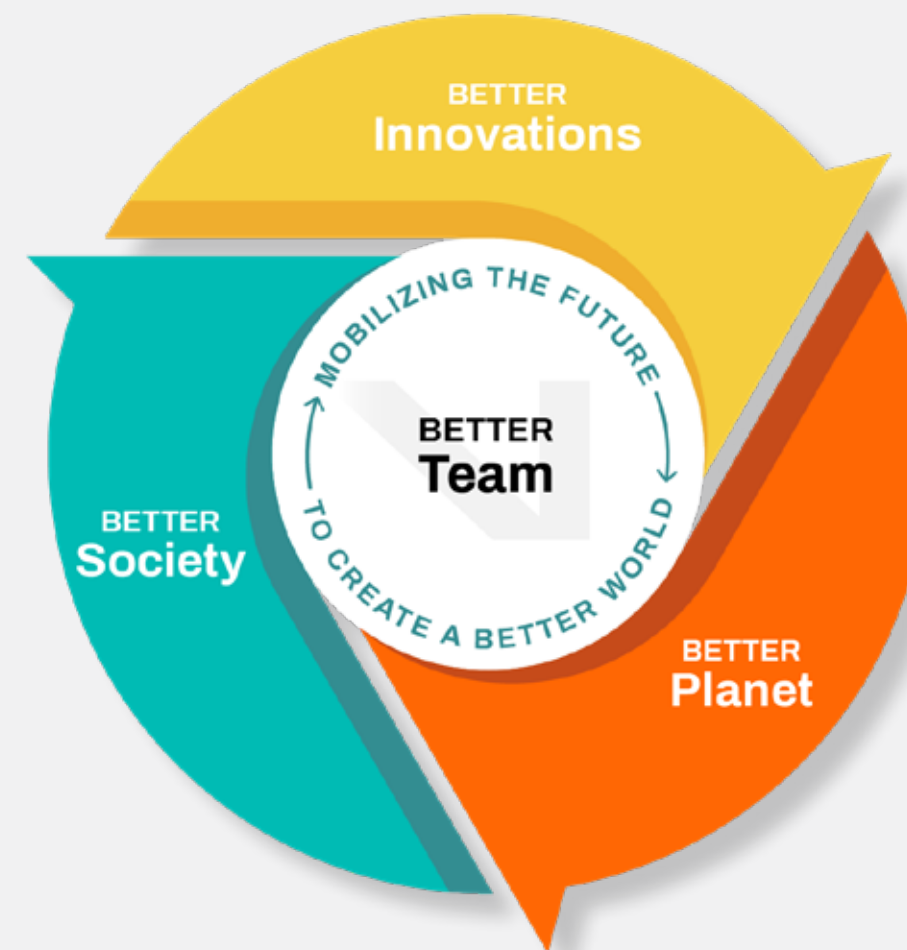
ENABLING THE WAY THE WORLD MOVES™

2024 Sustainability Report

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Vontier's sustainability program is grounded in a unique philosophy. We believe that by focusing on our employees first – their safety, well-being, growth, and development – we will more powerfully drive Better Innovations, a Better Planet, and a Better Society.



Executive Summary

We made substantial progress in 2023 and we're ready for the road ahead.

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Message from Our CEO



Mark Morelli President and CEO

Dear Vontier Stakeholders,

I am pleased to present to you Vontier's 2024 Sustainability Report, which showcases our commitment to creating a better future for our customers, employees, communities, and the planet. We are a global leader providing critical infrastructure and technologies to the growing Mobility Ecosystem – smart, sustainable solutions that keep vehicles and operations running more smoothly, safely, and sustainably. This is an industry that touches people's lives every day and is going through massive transformation, and we're proud to help our customers on this journey.

We are driven by our purpose of mobilizing the future to create a better world. We leverage our innovative technologies, deep customer insights, and agile culture to solve high-value problems for our customers. These customers range from convenience store and car wash owners to fleet operators and auto repair shop mechanics. We're helping them improve their growth, productivity, safety, and environmental performance, while at the same time leading by example in our own operations.

The reality is that nothing speaks louder than the significant progress we have made towards our ambitious goals. In 2023, we achieved numerous sustainability milestones, which I invite you to read about in the coming pages. These achievements reflect our dedication to living our purpose as well as our core values of Stronger Together, Driven to Win, Reimagine Better, and Create What's Next. They also demonstrate our commitment to safety, inclusion, diversity, and equity, and the United Nations Sustainable Development Goals.

We strongly believe that doing good for the environment, our employees, and our communities is also good business. We are confident that our Connected Mobility strategy, culture, and capabilities will enable us to continue to deliver value for our stakeholders and make a positive difference in the world. We are grateful for your trust and partnership and excited about the opportunities on the road ahead.

A handwritten signature in black ink, appearing to read 'Mark Morelli'. The signature is fluid and cursive, written over a white background.

Mark Morelli
President and Chief Executive Officer

Q&A with Our Sustainability Leader



Katie Rowen SVP, Chief Administrative Officer

Q: What are some of the things that make you most proud as you reflect on Vontier’s sustainability work in 2023?

A: Our teams around the world demonstrated a tangible commitment to progress in so many areas that it’s hard to choose, but a few are definitely worth highlighting. We’re very proud of the bold and public stand we have taken by signing on to the new United Nations Global Compact “Forward Faster” initiative. With only 15% of UN Sustainable Development Goals on track for 2030, we want to lead by example. We are confident that we can reach our ambitious goals early and we want to help others do the same. That’s what Forward Faster is all about.

Another standout accomplishment was our progress on safety. Our Actively Caring for People (AC4P) behavior-based safety program is now in its second year and the 2023 results blew us away. We had already achieved ‘top quartile’ safety metrics in 2022, according to the Bureau of Labor Statistics summary data, and in 2023 we saw a further 36% reduction in our Total Recordable Incident Rate (TRIR) and a 47% reduction in Days Away, Restricted, or Transferred (DART).

I also want to call out our work on inclusion, diversity, and equity; especially the increase in women in leadership positions globally – from 29% to 32% year over year.

Our commitment to sustainability is helping us attract top talent and improve our diversity metrics. People want their work to have purpose and meaning and we’ve got that in spades. In fact, everything you’ll read about in this report goes into making Vontier an employer of choice.

Q: How is Vontier’s culture of continuous improvement driving your sustainability results?

A: At Vontier, sustainability is inextricably linked to continuous improvement, and we use energy kaizens to ensure that we are driving both. Our energy kaizens bring global employees together to find ways to boost output while using fewer resources. In 2023, we conducted two significant energy kaizens, one in North America and one in India. Both identified ways to minimize costs and improve operating efficiency while reducing our environmental footprint.

The truth is, the goal of reaching a smart, sustainable future is never “done” and our continuous improvement mindset is crucial to making meaningful progress and evolving the mobility ecosystem.

Q: How does Vontier’s Connected Mobility Strategy enable more sustainable solutions?










A: The many ways we connect, manage, and scale our customers’ operations through our technologies is at

the core of our Connected Mobility Strategy. We are pioneering the next evolution of the mobility ecosystem with innovations that enable productivity, automation, and sustainability – and we are doing this at scale. For example, Vontier has one of the largest EV charging networks in the world, with over 80,000 plugs under management. We are solving for charger uptime and range anxiety with the help of our Drivz platform. Our products and services make the mobility ecosystem safer, more secure, and more sustainable.

Q: You’ve said that sustainability at Vontier is not about awards and recognition. How do you feel about all the attention the Vontier program is getting?

A: Everything we do is about value creation, but we’ll certainly accept the awards! When safety, sustainability, and progress are all part of your everyday drive and routine, one can almost overlook the significance of the accomplishments. It’s terrific for our employees to be recognized for the impact they are having across the globe to make the world a better place. Our team was particularly excited to be named one of America’s Most Responsible Companies by Newsweek this year, one of many achievements you’ll read about in this report. Our entire team remains galvanized around our north star vision of accelerating smart, sustainable solutions for our customers and the world.

Goals and Progress












	Current Goals	Progress
 Scope 1 and 2 GHG Emissions, Near-Term	↓45% reduction in absolute Scope 1 and 2 GHG emissions by 2030, from 2020 base year	↓40% reduction in absolute Scope 1 and 2 GHG emissions from 2020 base year <i>(compared to a 19% reduction from 2020 base year achieved in 2022)</i> <i>Progress to Goal</i> 
 Scope 1, 2, and 3 GHG Emissions, Long-Term	NET ZERO by 2050 in support of the Paris Climate Agreement	8 facilities powered by renewable energy, including five of our nine manufacturing sites
 Scope 3 GHG Emissions, Near-Term	↓25% reduction in absolute Scope 3 GHG emissions by 2030, from 2020 base year	↑19% increase in absolute Scope 3 GHG emissions from 2020 base year ² 
 Water Conservation	100% implementation of water risk assessments and conservation plans by end of 2026 at high-priority manufacturing sites ¹	 published Water Management Policy, completed water risk assessments for all manufacturing sites and identified four high-priority sites 
 Waste Diversion	90% aggregate diversion of manufacturing site waste from landfill by 2030, from 2023 base year	NEW GOAL progress will be shared in future reports

Other 2023 Achievements	34,000+ service hours donated	100% of donations aligned with our UN Sustainable Development Goals and our giving pillars	\$940,000+ in charitable donations	\$142,000 in scholarships awarded to 46 total recipients (since 2020)
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1. As defined by a credible, third-party in global water stress identification

2. Base year was atypical in many categories due to Covid. We are partnering with our value chain to obtain primary data and identify reduction opportunities.

Goals and Progress

	Current Goals	Progress	
 Workplace Safety	0.34 TRIR by YE 2026, from 2022 base year	↓36% reduction in TRIR (0.57 in 2022 to 0.36 in 2023)	<i>Progress to Goal</i> 
	0.28 DART by YE 2026, from 2022 base year	↓47% reduction in DART (0.40 in 2022 to 0.21 in 2023)	 Achieved
 ISO Certification	100% of manufacturing sites ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety certified by 2026	83% of manufacturing sites are ISO 14001 certified (up from 77% in 2022)	
		58% of manufacturing sites are ISO 45001 certified (up from 54% in 2022)	
 Inclusion, Diversity, and Equity	35% representation of women in leadership globally 28% representation of ethnic or racial minorities in US leadership by 2027	32% representation of women in leadership globally (up from 29% in 2022)	
		27% representation of ethnic or racial minorities in US leadership (up from 24% in 2022)	
 Community Giving	90% employee participation in Day of Caring community service by 2030	54% employee participation in 2023 (up from 50% in 2022)	

Recognition and Achievements

Vontier’s performance across the sustainability spectrum brought well-deserved recognition in 2023.



One of America’s Most Responsible Companies by Newsweek



Rated an ESG AA Leader by MSCI



Rated Low Risk by Sustainalytics



Awarded a "B" by the Carbon Disclosure Project



In 89th percentile of the S&P Global Corporate Sustainability Assessment



Silver and Bronze sustainability ratings from EcoVadis



Awarded International Safety Awards 2024 Distinction Winner by the British Safety Council



Top Performer on Employee Wellness Topic from JUST Capital

Partnering for diversity

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

Proud member of the Valuable 500



Proud signatory to the CEO Action for Diversity and Inclusion Pledge



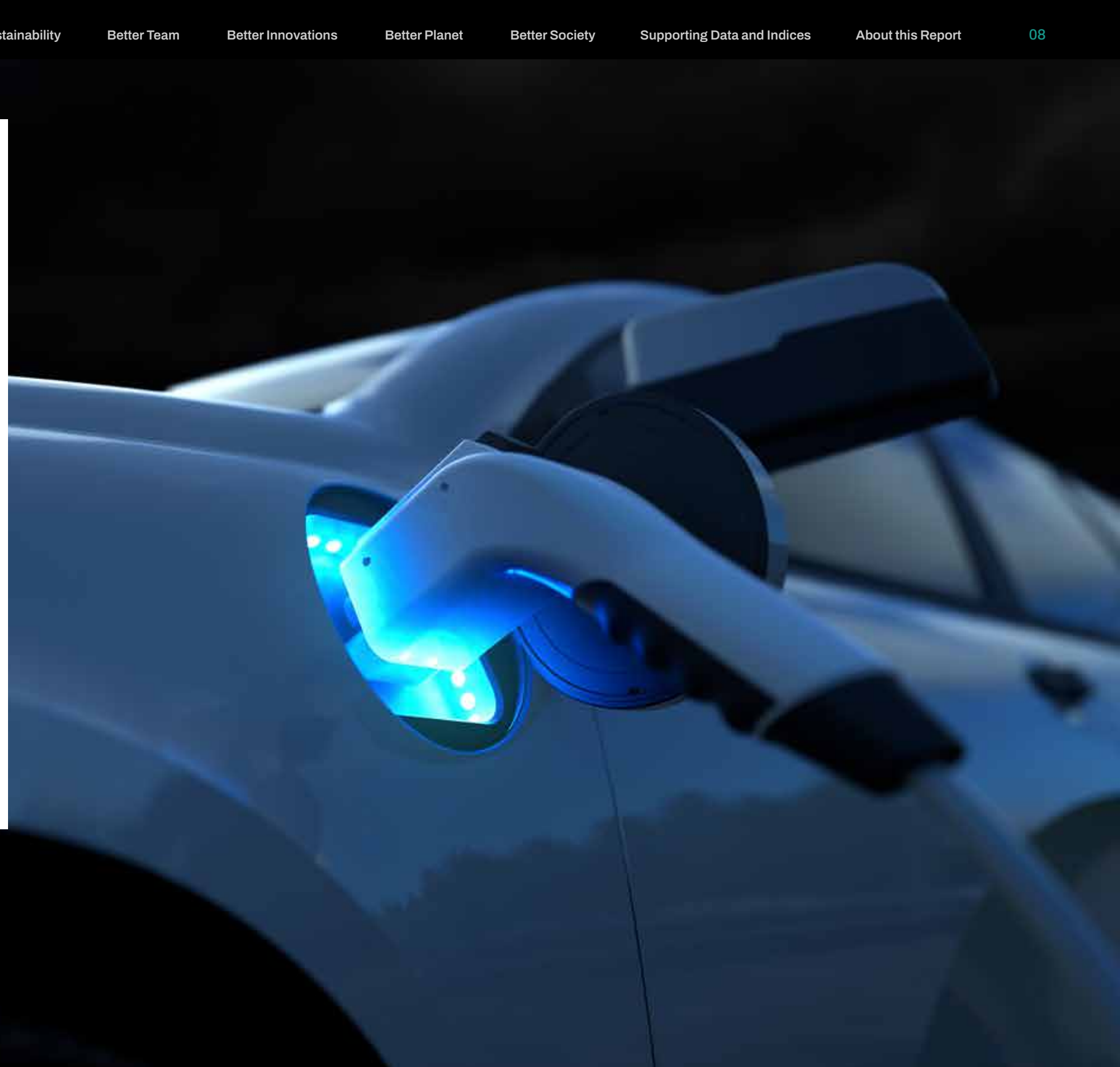
Proud 2023 Military Friendly Employer, Military Spouse Friendly Employer, and Military Friendly Brand



About Vontier

Enabling the way the world moves.

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Our Company at a Glance

Accelerating smart sustainable solutions for the road ahead.

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

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

Market leaders with deep domain expertise.

- | | | | |
|---|---|---|--|
| #1
Hardware and software solutions for fueling infrastructure | #1
Underground automated tank gauges and leak detection systems | #2
Point-of-Sale solutions; used by ~65,000 convenience stores | #1
Car wash point-of-sale technology; used by 18 of the 20 largest car wash chains |
| #2
EV charging software; ~80,000 EV ports under management | #1
North American leader in Compressed Natural Gas and Renewable Natural Gas fueling solutions; emerging leader in Hydrogen | #1
Fleet management solutions provider in Australia and New Zealand | #2
Auto repair and diagnostic tools; ~1,900 auto repair franchises |



Our Businesses

We're building tomorrow's mobility ecosystem today.



Mobility Technologies

Vontier's Mobility Technologies companies provide automation, productivity, and compliance solutions across the mobility ecosystem. Our companies in this business segment include:

- **Invenco by GVR™** that provides advanced convenience retail operating systems
- **DRB®** that provides car wash optimization solutions
- **ANGI™** that provides alternative fuel production and dispensing technology solutions
- **EVolve™** that provides EV charging network and energy management solutions, including the Driivz™ and Sparkion™ brands
- **Teletrac Navman** that provides fleet telematics, workflow automation and energy transition solutions



Environmental and Fueling Solutions

Gilbarco Veeder-Root™ provides products and services that improve safety, efficiency, and environmental compliance for retail and commercial fueling operators including environmental monitoring, leak detection, vapor recovery, forecourt controllers, and refueling systems for petroleum products.



Repair Solutions

Matco Tools™ serves a wide network of mobile franchisees with tools, toolboxes, and automotive diagnostic equipment and software for professional mechanics.

“In a world that thrives on innovation, you must be willing to pioneer to truly lead. Vontier is pioneering, creating the path for generations to come with smarter mobility solutions for a complex and rapidly changing environment.”

Ian Williams
President, DRB Systems



Our Purpose and Values

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



Vontier's purpose is to mobilize the future to create a better world. It unites, inspires, and keeps us focused on the opportunities ahead as global decarbonization, new technologies, regulatory requirements, socioeconomic change, and consumer and labor trends transform mobility faster than ever before.

Our Values Power our Purpose

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

Stronger Together

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

Driven to Win

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

Reimagine Better

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

Create What's Next

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



The Vontier Business System

VBS powers everything.

In 2023, we continued to accelerate business and employee development through VBS. Our VBS programs are offered to employees across the globe in every business.

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

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



VBS Success in 2023

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



140+
Kaizens
(Up 75% from 2022)

- Focusing on:
- Safety
 - Energy
 - Environment
 - Sustainability
 - Standard work



9
Major Events
(Up 12% from 2022)

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



2,160
Employees
(Up 14% from 2022)

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



Kickstarting Great Ideas

In 2023, we launched our InnovaSprint program to promote new ways of thinking and find new ideas worthy of further development through the VBS innovation process.

For our first InnovaSprint Challenge, 28 participants from Gilbarco Veeder-Root (GVR) and Invenco by GVR submitted their ideas to company leaders and the innovation team.

Eleven promising new ideas were selected for further consideration. One was chosen for further development – a “digital twin” project that will enable GVR to simulate and analyze operational systems in real-time to accelerate optimization and improve efficiency for customers.



Sustainability and Governance

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

Board of Directors

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

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

ESG Executive Council

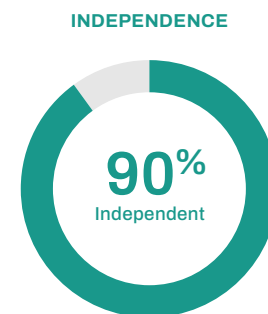
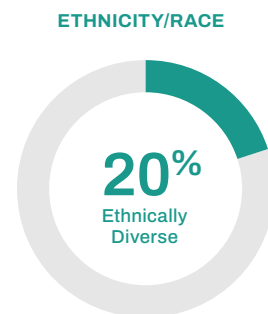
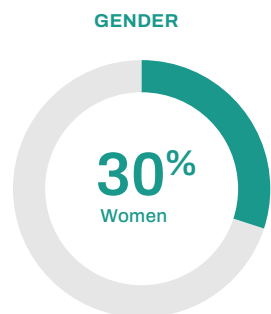
Our ESG Executive Council, consisting of the entire senior management team, oversees ESG at the management level and ensures alignment with Vontier’s strategy and long-term vision.

ESG Advisory Team

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

To learn more about Vontier’s corporate governance and risk management, refer to our [2024 Proxy Statement](#).

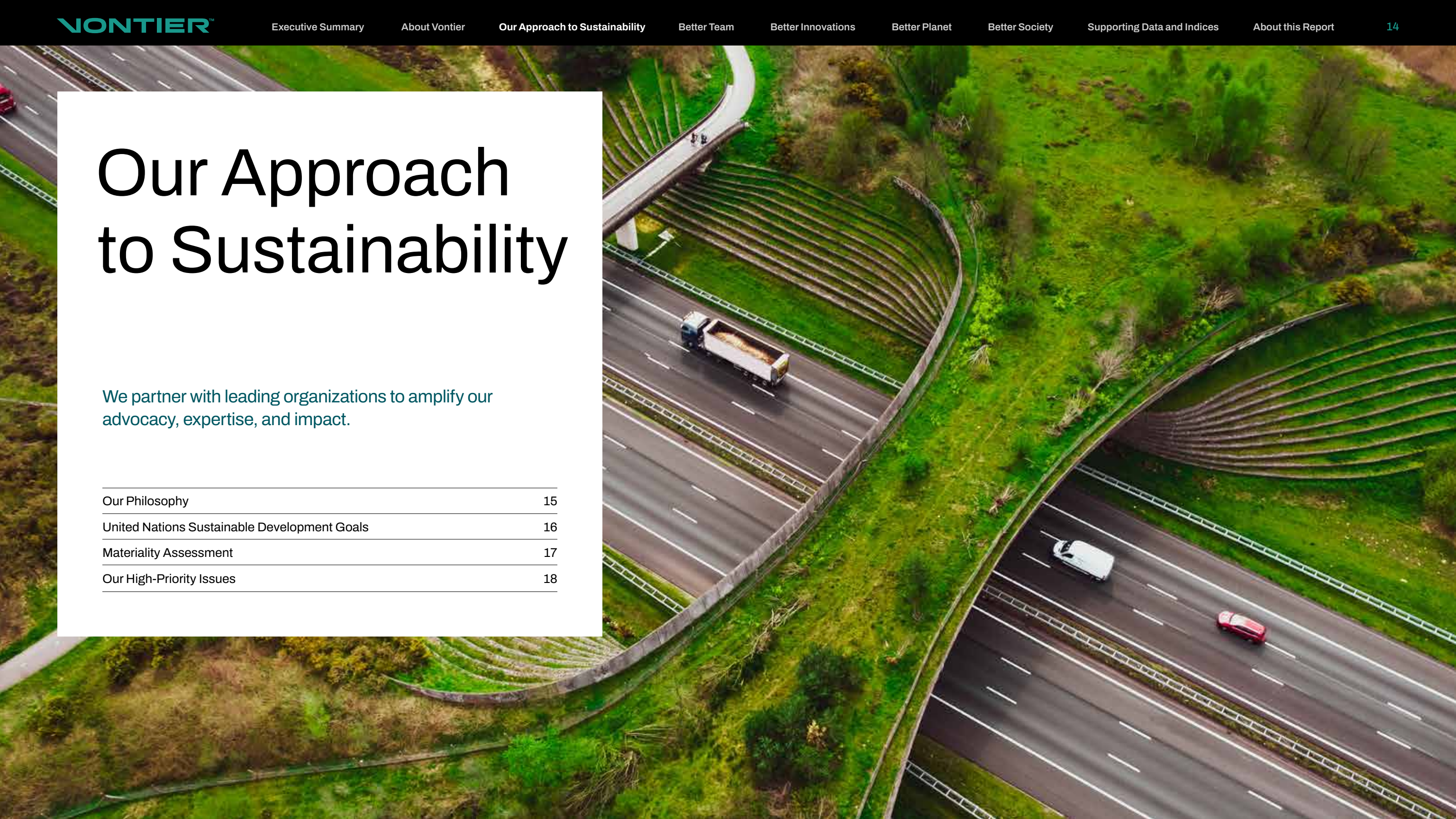
Our current Board comprises a group of directors who contribute diverse skills, backgrounds, and experience to the oversight of the company.



Our Approach to Sustainability

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

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Our Philosophy

We believe the best way to meet sustainability challenges is to empower people to be their best.

We put people at the heart of our sustainability program, building a Better Team to drive Better Innovations that support a Better Planet and a Better Society.



Better Team

We invest in our employees' safety, well-being, sense of belonging, purpose, and growth – all to create a better team and cultivate a collaborative environment.

Better Innovations

A better team creates better, more innovative products and services to accelerate the decarbonization of transportation.

Better Planet

A better team finds ways to reduce our impact on the environment, and encourages our partners to do the same, to create a better planet.

Better Society

A better team is an active partner and supporter of the communities in which we operate and actively engage in creating a better society.



United Nations Sustainable Development Goals

Our mission to decarbonize transportation with smart, safe, and sustainable solutions and our focus on inclusion are in alignment with the United Nations Global Compact (UNGC).



Forward Faster

In September 2023, Vontier joined the [UNGC Forward Faster Initiative](#) to accelerate climate action. We committed to the initiative's [Climate Action Target 2: A Just Transition](#) to a more sustainable future, and we laid the foundation for delivering on our commitment by:

- Providing continued sponsorship for our Employee Resource Groups (ERG)
- Conducting annual employee engagement surveys
- Launching our [Sustainability Leadership Development Program](#)

In 2024 and beyond, we will engage our employees, partners, suppliers, and customers to understand and develop frameworks for acting on our opportunities to help effect a transition that leaves no one behind.

Our Forward Faster plan of action includes:

- Ensuring that a just transition is a consideration in our key suppliers' decarbonization goals (as a part of our Scope 3 GHG emissions reduction efforts)
- Conducting life-cycle analyses of one or more of our products



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

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

See [Better Innovations](#) to learn more.



Reduce inequality within and among countries.

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

See [Better Team](#) to learn more.



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

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

See [Better Society](#) to learn more.



Take urgent action to combat climate change and its impacts.

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

See [Better Planet](#) to learn more.



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

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

See [Better Society](#) to learn more.

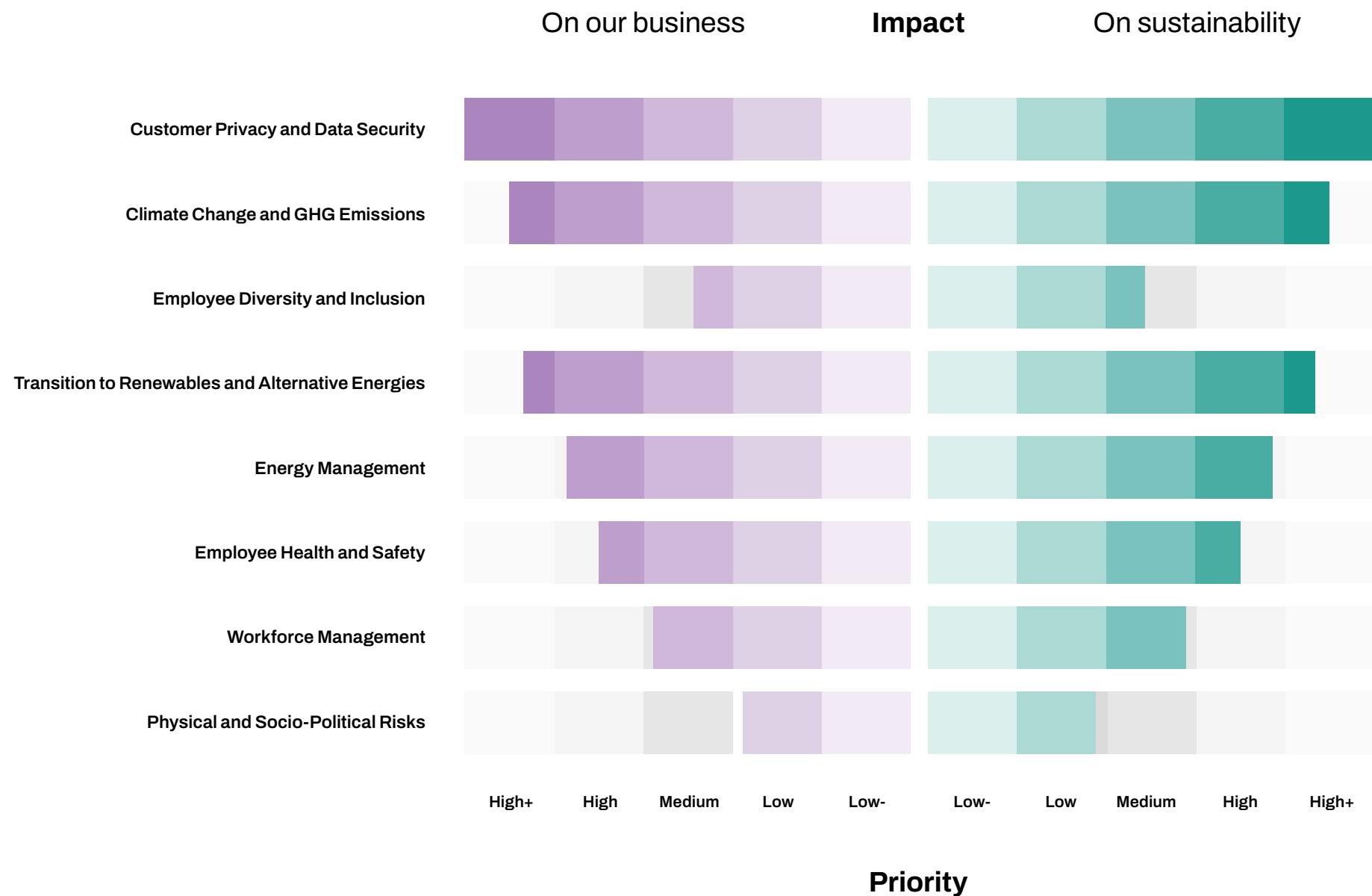


Vontier is a proud participant in the UNGC. See our [UNGC Communication on Progress](#) to learn more.

Materiality Assessment

A refreshed perspective on our sustainability priorities.

We identify and refresh the analysis of sustainability risks and opportunities on a biennial basis. These risks and opportunities may be identified as a function of corporate filings, changing regulations, our own policy initiatives, or employee surveys. In 2024, for the first time, we completed a “double materiality assessment” to analyze the potential impact of an array of sustainability matters on our financial performance and on society and the environment. That assessment, as reviewed and approved by senior management, yielded eight high-priority sustainability issues that are factored into our risk management, business strategy, and sustainability reporting processes.



Our High-Priority Issues

Our double materiality assessment revealed eight high-priority issues, including three that have grown in importance to our stakeholders: Climate Change and GHG Emissions, Energy Management, and Physical and Socio-Political Risks.

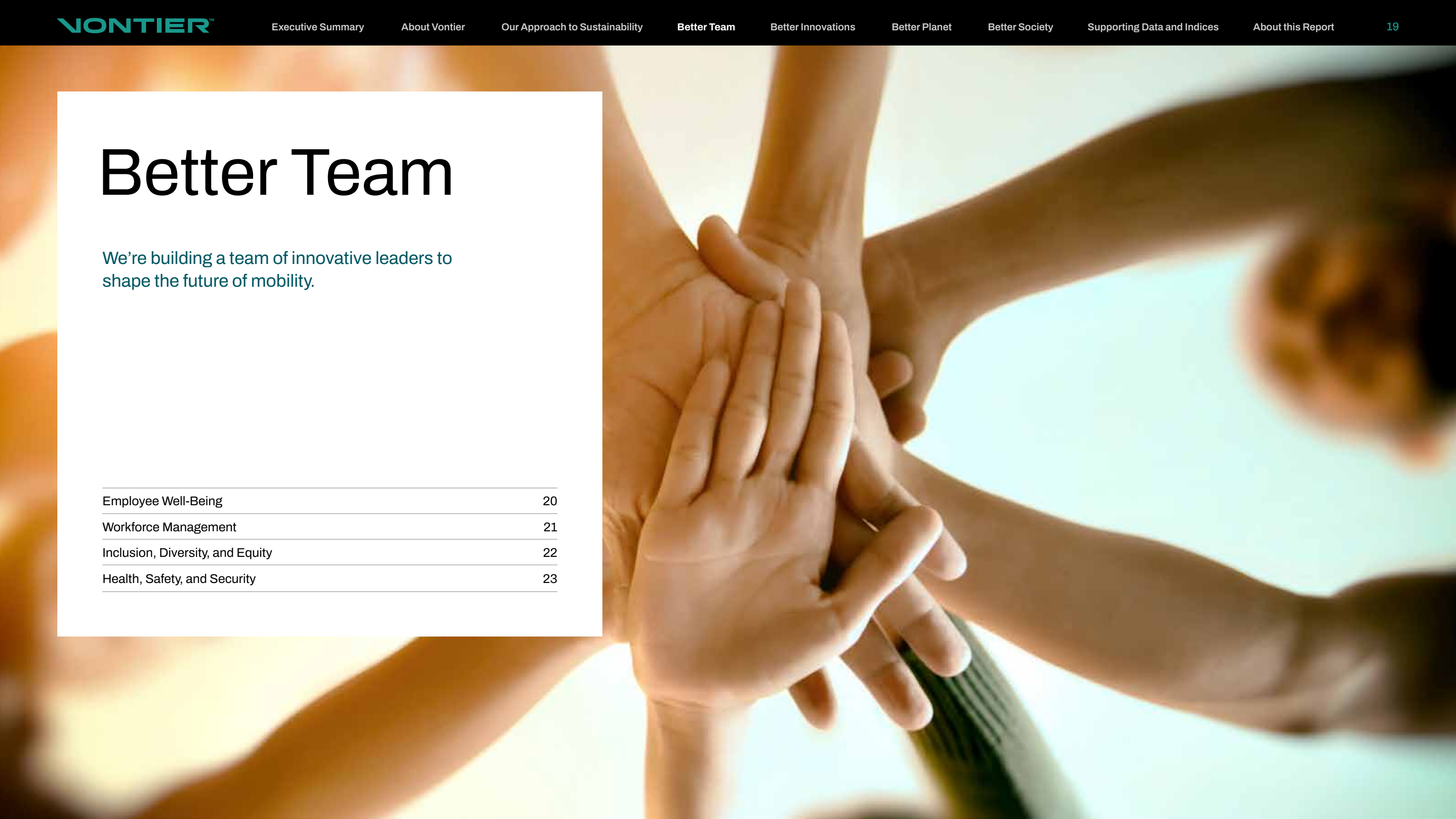
Materiality assessment results are integrated into our enterprise risk management process. Material issues are reviewed to ensure inclusion in our risk matrix, and changes in issue materiality levels are considered in our risk assessment process.

Issue	At Vontier
<p>1. Customer Privacy and Data Security</p>	<p>We are implementing solutions to better safeguard data, assets, and systems during a period of rapid change. We prioritize robust privacy and data protection programs and compliance with global regulations. Read more in Protecting Our Data.</p>
<p>2. Climate Change and GHG Emissions</p>	<p>We are committed to reducing our GHG emissions in alignment with the Paris Agreement and have set science-based targets that we report progress towards annually. Read more in Better Planet.</p>
<p>3. Employee Diversity and Inclusion</p>	<p>We are committed to creating a fair, inclusive, high-performing global organization that truly values diversity across racial, gender, religious, socioeconomic, educational, and cultural identities. Read more in Inclusion, Diversity, and Equity.</p>
<p>4. Transition to Renewables and Alternative Energies</p>	<p>Our forward-thinking products and services are accelerating the global energy transition, and we are actively working on viable renewable energy strategies for our global production facilities. Read more in Better Innovations and Better Planet.</p>
<p>5. Energy Management</p>	<p>We are mobilizing a more sustainable future by identifying and implementing projects to reduce energy consumption through energy kaizens and transitioning to renewable energy sources. Read more in Better Planet and Energy Use and Emissions.</p>
<p>6. Employee Health and Safety</p>	<p>We prioritize employees’ physical and mental health, well-being, and safety and track key safety metrics including TRIR and DART. Read more in Health, Safety, and Security and Employee Well-Being.</p>
<p>7. Workforce Management</p>	<p>We are intentional about accelerating career development, offering learning opportunities, and building connections. We are working to increase overall representation of diverse talent and recruit, retain, and develop people where they can do their best work. Read more in Workforce Management.</p>
<p>8. Physical and Socio-Political Risks</p>	<p>We manage risks relevant to our business through robust enterprise risk management and assessment programs. We prioritize human rights and Sustainable Development Goal 16 which focuses on peace, justice, strong institutions, and the rule of law. Read more in Human Rights, and UN Sustainable Development Goals. To learn more about risk management at Vontier, see our 2024 Proxy Statement.</p>

Better Team

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

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Employee Well-Being

The health, safety, and well-being of our employees are paramount, and we offer a range of benefits to support them.

Remote and Flexible Work

We offer remote and flexible work options for many of our jobs so employees can strike the right balance between their work and home obligations. Approximately 22% of our workforce enjoys remote work arrangements.

Matching 401(k) Contributions

After one year of employment, we automatically direct 2% of enrolled US employees' earnings to their 401(k) plans, and Vontier matches their contribution.

Student Debt Repayment and Tuition Assistance

In 2023, we contributed approximately \$300,000 towards the repayment of employee student loan debt. We also provide tuition assistance to non-US employees.

Employee Assistance Program (EAP)

Our EAP is accessible to all employees globally and offers a wide range of services, including support for child, parent, and elder care, assistance with college applications, career counseling, help with mental health and chronic medical conditions, guidance on legal matters, and personal finance management, and more.

Employee Benefits

We continue to enhance the benefits offered to our employees. In 2023 we added:

- Two healthcare coverage options to better meet the individual needs of employees
- Specialty medication cost program to help employees save on specialty prescriptions

Investing in the Next Generation

The Vontier Scholarship Program was launched in 2020 to provide scholarship awards to children of our global employees. Each year, the program awards \$3,000 to each of twelve deserving students enrolled in an accredited two- or four-year college, university, or vocational-technical institution.



\$142,000

Awarded to 46 recipients as of the end of 2023.



Workforce Management

We invest in our employees by providing multiple opportunities to learn, develop, and advance their careers.

Strategic Workforce Planning

We analyze the organizational impact of each role and catalogue the skills and attributes each employee needs to succeed, today and tomorrow.

We use people analytics to gauge the effectiveness of our recruiting and manage our candidate funnel to reduce the time and cost of hiring the right candidate.

We monitor employee satisfaction, job fit, and growth opportunities through quarterly check-ins and our annual performance review process using

a mix of progress-against-objectives assessments, 1:1 and agile conversations, team feedback, and 360-degree feedback.

Learning Opportunities

We provide learning opportunities to help employees build skills, acquire knowledge, and advance in their careers. The topics include VBS, business agility, health and safety, compliance, information technology, artificial intelligence, collaboration, leadership, self-awareness, and mental wellness.

Sustainability Leadership Development Program

In 2023, we launched a global Sustainability Leadership Development Program to create a network of change agents across all Vontier businesses and drive support for sustainability initiatives.

Program participants promote sustainable practices and serve as role models inspiring others to take the initiative in exploring opportunities for continuous improvement and working collaboratively on sustainability projects.

Listening, Learning and Acting

In 2023, we launched our Employee Engagement Survey program. Each business reached out to employees for input on topics important to all businesses. We learned what our employees feel we are doing well and where there are opportunities for improvement. And we created action plans to address employee priorities including regular communication, professional development, and career mobility.

High Marks from Our Employees

Our 2023 Employee Engagement Survey showed how our focus on well-being shapes the employee experience.

Workforce Learning in 2023

Learning Engagement

We increased usage of our Learning Management System's library of professional and personal development courses.

54,000+ courses completed – a 330% increase over 2022

80%+ learners completed at least one course

Learning Experience Platform (LXP)

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

7,500+ courses completed – a 200% increase over 2022

2,500+ active users



95% are comfortable providing safety feedback to coworkers

90% believe their managers prioritize safety issues

88% confirmed that managers provide support and guidance

Inclusion, Diversity, and Equity

We are committed to inclusive, diverse, and equitable workplaces at all of our businesses.

We strive to build diverse teams and inclusive workplaces that ensure equitable access, opportunity, and treatment for all. We're building a culture of belonging that celebrates the individual and enables us to do our best work.



Inclusion Champions

We embrace intersectionality as the framework for understanding the things that unite us and the basis for personal and professional growth.

Our inclusivity goals include building tools and resources to move from awareness to skills-building and accountability.

Our actions include:

- Continuing to integrate ID&E into our learning courses
- Enhancing the ID&E components of our VBS tools and training
- Expanding access to our Journey to Allyship program in Latin America and China, empowering more employees to earn badges to demonstrate their commitment as allies of inclusive, equitable, and safe workplaces



Diverse Teams

We strive to recruit, retain, and develop people to reflect the diversity of the communities that host our businesses.

Our diversity goals include 35% representation of women in leadership globally and 28% representation of ethnic or racial minorities in US leadership by 2027.

In 2023, Gilbarco Veeder-Root India reached 90% of its target number of women employed by the organization.

Our actions include:

- Integrating ID&E into our recruiting practices
- Engaging third-party specialists to improve our sourcing of diverse candidates for open roles



Equity for All

We are committed to fair treatment, access, and opportunity for all.

Our equity goals include full accountability and transparency.

In 2023, Vontier's Gilbarco Veeder-Root achieved Broad-Based Black Economic Empowerment Level 1 – the highest level of distinction conferred by the government of South Africa – reflecting our success in improving equity and uplifting previously disadvantaged groups |in that country.

Our actions include:

- Hiring initiatives that provide equal access to groups including LGBTQ+, veterans, and people with disabilities
- Regular pay equity audits

2023 ID&E highlights:

100%

employee participation in Psychological Safety training

227%

increase in "Journey to Allyship" badges awarded (over 2022)

236%

increase (over 2022) in Knowledge, Education, and Yielding Success (KEYS) events led by our Employee Resource Groups (ERG)

Health, Safety, and Security

We've elevated our Health, Safety, and Security program across all of our businesses.

We actively promote a culture of well-being with programs that identify potential health and safety risks and mandate the development and implementation of mitigation measures that drive our TRIR and DART results.

EHS Leadership

Our Environmental, Health, and Safety (EHS) Leadership Committee provides strategic direction, oversight, and guidance to our businesses. It also plays a crucial communications role, promoting our culture of safety, health, and environmental stewardship throughout the organization and encouraging employee engagement.

The committee meets monthly to discuss emerging environmental, health and safety issues, share best practices, and address regulatory compliance issues.

New EHS Maturity Tool

In 2023, we introduced an EHS Maturity Tool to help Vontier businesses determine the strength of their individual EHS programs and plot a course for improvement. The tool establishes five levels of maturity – from Developmental to Advanced – and six categories of criteria to be met before graduation to the next level. We audit each business against the maturity criteria twice annually and, as of the end of 2023, we achieved notable improvement in the Risk Management and Compliance categories.

Keeping Safety Top of Mind

'Mind First, Safety Always' was the theme for our second annual Vontier EHS Safety Week and the focus was on employee mental health and well-being.

Each Vontier business held events to build awareness of the range of support available to employees including:

- Burnout detection and prevention
- Stress reduction
- Mammogram services
- Blood screening services
- Yoga and other practices to promote wellness

Achievements in 2023:

36%

reduction in TRIR from 2022

47%

reduction in DART from 2022

83%

of our sites are now ISO 14001 certified

58%

of our sites are now ISO 45001 certified



Better Innovations

We're promoting sustainability with our products and services.

Mobility Solutions That Protect the Planet	25
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Mobility Solutions That Protect the Planet

Our innovative solutions drive the transition to a decarbonized future.

ANGI Energy Systems is North America’s number one supplier of Compressed Natural Gas (CNG) fueling systems and a leading innovator in hydrogen dispensing technology.

In 2023, ANGI supplied its first Hydrogen Refueling Station to Trillium Energy Solutions – a Love’s Family Company – to support Santa Clarita Transit’s program to replace its CNG buses per California’s Innovative Clean Transit regulation requiring all public transit agencies to transition to zero-emissions vehicles.

ANGI also delivered the first two of six state-of-the-art hydrogen dispensers to Chart Industries for integration into Chart’s portable hydrogen fuel stations designed to stimulate the adoption of heavy-duty hydrogen fuel cell electric vehicles.



Driivz (an **EVolve** portfolio business) offers an advanced EV charging network management platform that optimizes overall energy consumption, helps bring more clean energy to the grid, and supports the electrification of transportation.

In 2023, Francis Energy’s moved their network of more than 130 fast EV charging stations onto the Driivz platform to give the company the scalability and flexibility needed to execute its plan to eliminate range anxiety by installing charging facilities every 50 miles across middle America. In Europe, Recharge migrated its network of approximately 4,000 EV charge points across Norway, Sweden, and Finland to the Driivz platform. And Circle K selected Driivz to optimize its worldwide EV charging network and accelerate the transition to a future of clean energy.



Gilbarco Veeder-Root brings more than a century of fueling systems innovations to the multi-energy mobility ecosystem.

In 2023, the company joined its industry partners to update its bundled equipment, storage, and financing solutions, helping retail fueling operators protect the environment and meet evolving regulations. With alternative fuels like biodiesel, the integrity of underground storage tanks can be compromised. Gilbarco Veeder-Root has responded with Hydrx, a specialized storage solution that ensures the longevity and safety of underground infrastructure. And in 2023, the company demonstrated its continuing commitment to GHG emissions reduction with the introduction of an advanced BioFuel Blending System (BBS) that enables operators to offer alternative fuels.



Mobility Solutions That Enhance Society

In 2023, our innovations supported the development of more resilient and sustainable cities and communities.

Sparkion (an **EVolve** portfolio business) partnered with Voltus to enable EV charging facilities to use stored and distributed energy resources (e.g., solar- and wind-generated) to contribute to a more sustainable power grid across the US.

In the Nordic countries, Sparkion partnered with Recharge to turn the charge point operator’s 800 locations into battery powered power plants, improving the power grid capacity and stability, and reducing the need to expand the grid.

Technology from **Invenco by GVR** was selected by Chevron and Texaco to reduce costs and improve the efficiency of fueling station operations across the United States.

Stockport Homes Group, an affordable housing authority in England, selected **Teletrac Navman** to improve responsiveness to service calls and enhance accountability to their clients as well as determine how to best transition to an EV fleet using Teletrac Navman’s EV analytics tool.

Matco Tools, a leading supplier of premium tools for traditional vehicles, began the roll-out of new tools and technology for the “Garage of the Future”. This includes insulated tools required to service electric vehicles in accordance with ASTM International standards and new battery diagnostics software that reduces the need for full battery replacements, enabling a more sustainable EV maintenance regime.

Matco Tools invests in its communities by providing training for instructors to learn the latest developments in automotive repair technology and how to use diagnostic tools to improve efficiency and productivity.

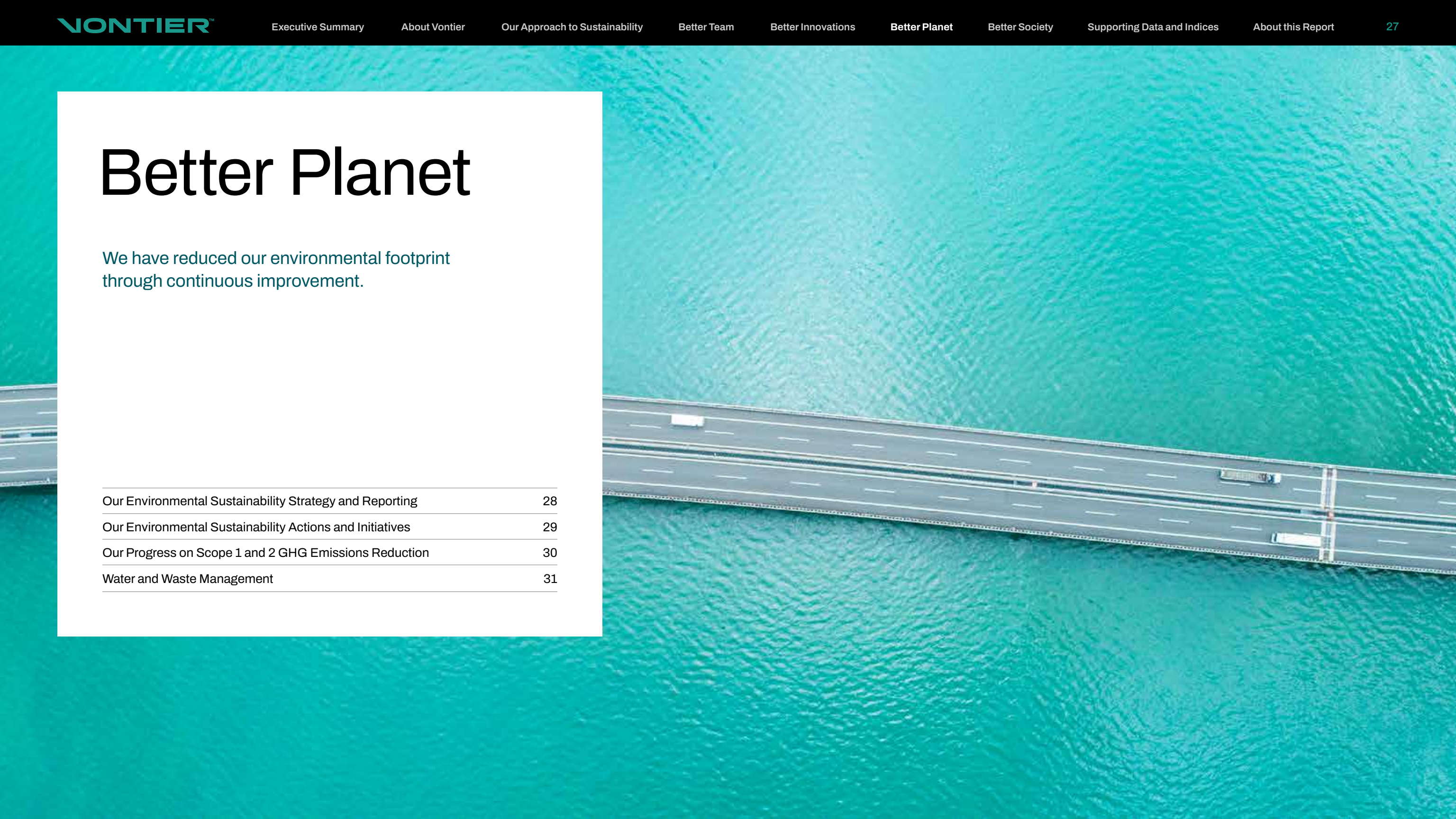
In 2023, Matco led a training session at the Automotive Service Excellence Instructor Training Conference attended by hundreds of high school and college instructors from auto, truck, and collision repair programs nationwide.



Better Planet

We have reduced our environmental footprint through continuous improvement.

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Our Environmental Sustainability Strategy and Reporting

Data drives Vontier’s sustainability strategy.

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

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

In 2023, we automated the collection of environmental data at our US manufacturing facilities to enhance data integrity, expedite identification of trends and anomalies, and allow for greater auditability. Implementation of our automated data collection system at our international manufacturing sites is underway in 2024.

We include the data in our VBS activities to ensure that sustainability risks and opportunities are properly addressed, where applicable, as an integral part of our continuous improvement program.

Our Sustainability Reporting Standards

We disclose our progress in our annual sustainability report, developed in accordance with the following reporting standards:



The Sustainability Accounting Standards Board



The Task Force on Climate-Related Financial Disclosures



The Global Reporting Initiative

We disclose our progress on climate-related commitments annually through the [CDP Climate Change Disclosure](#) and participate in S&P Global’s Corporate Sustainability Assessment every year.



Our Environmental Sustainability Actions and Initiatives



Tree-planting in Coimbatore

During 2023, the Gilbarco Veeder-Root team in Coimbatore, India partnered with local communities and environmental organizations to demonstrate our commitment to sustainability by planting 1,000 trees.

Scope 1 and 2

GHG Emissions Reduction Action in 2023

We performed energy kaizens at our Matco Lakewood, NY facility as well as at our Gilbarco Veeder-Root facility in Coimbatore, India to find ways to reduce energy usage and GHG emissions. We identified more than two dozen energy-savings opportunities that will help us achieve our 2030 GHG reduction goals.

Eight of our facilities are presently powered by renewable energy and we also pursue other viable renewable energy strategies for our global manufacturing facilities including purchasing renewable energy certificates.

We received limited assurance of our 2023 Scope 1 and 2 GHG emissions from an accredited third party in accordance with ISO 14064-3:2019 “Greenhouse Gases–Part 3” and the GHG Protocol.

Scope 3

GHG Emissions Reduction Initiatives in 2023

Our 2020 baseline Scope 3 emissions are approximately 1.6 million MT CO₂e, which represent more than 98% of Vontier’s total GHG emissions. That’s why our emissions reduction work reaches beyond our business and into our extended value chains around the world.

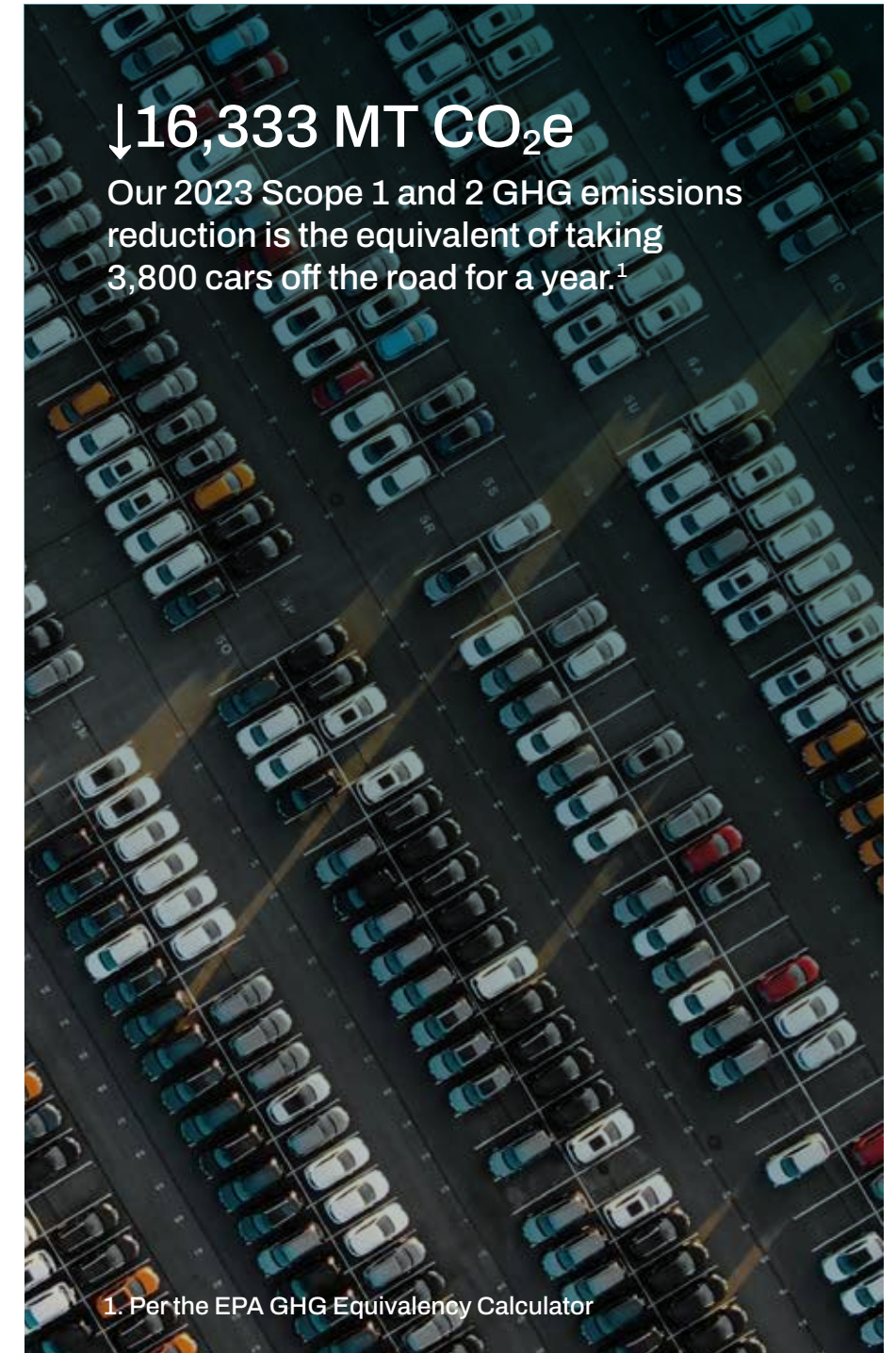
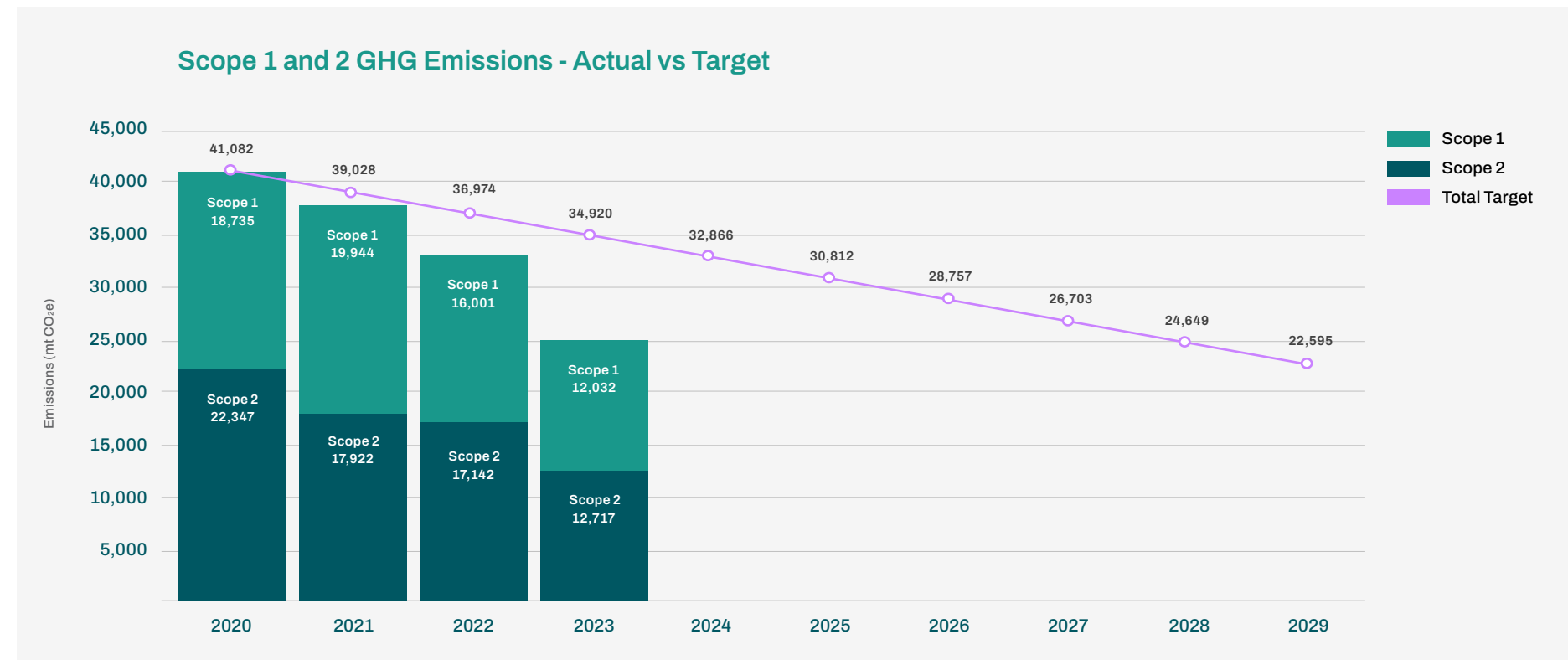
In 2023, we obtained Science Based Targets initiative (SBTi) approval of our Scope 3 reduction goal and began to work with our suppliers and customers to identify joint GHG reduction opportunities.

Our Scope 3 GHG emission reduction initiatives included:

- Establishing an annual questionnaire process to collect Scope 3 GHG emissions data from our top suppliers by spend
- Continuing annual and on-demand updates to our customers to share our GHG reduction activities, progress, certifications, and products/service capabilities
- Participating in customer-specific initiatives that reduce GHG emissions in our value chain

Our Progress on Scope 1 and 2 GHG Emissions Reduction

	Our Goal	Progress in 2023
Scope 1 and 2 GHG Emissions, Near Term	↓45% reduction in absolute Scope 1 and 2 GHG emissions by 2030, from base year 2020.	Our Scope 1 and 2 GHG emissions were reduced by 40% or 16,333 metric tons of carbon dioxide equivalent (MT CO ₂ e).
ISO 14001 Environmental Management System Certification	ISO 14001 certification at all manufacturing sites across Vontier by 2026	83% of our global manufacturing sites have been certified to ISO 14001, up from 69% in base year 2021. There are now ISO 14001 certified manufacturing sites in every reporting geography.



Water and Waste Management

Our commitment to a better planet includes improved water management protocols and ongoing waste diversion efforts.

Water Conservation

In 2023, we set a goal of implementing water risk assessments and conservation plans at 100% of our high-priority manufacturing sites by the end of 2026 and took the following steps towards that goal:

- Published the Vontier [Water Management Policy](#) to be adopted at all Vontier facilities
- Added new tools for identifying water-related conservation opportunities to our VBS toolkit
- Completed preliminary site assessments to identify assets and global operations with water scarcity and quality risks

Waste Diversion

In 2023, our manufacturing facilities diverted approximately 77% of their waste from landfills through recycling, reuse within the local community, and incineration with energy recapture.



Our goal is to divert 90% of manufacturing facility waste from landfills by the end of 2030.

Incorporating Water and Waste into Our Kaizens

Matco's Lakewood, NY manufacturing facility was the first Vontier site to benefit from our expanded VBS capabilities through a kaizen exercise that included water and waste in the identification of operational and energy efficiency opportunities..

The kaizen identified nine new projects that are projected to reduce:

- Electricity use by 31%
- GHG emissions by 17%
- Discharge of process water into sanitary sewers



Better Society

We work with integrity and promote strong communities.

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Community Impact

Vontier is committed to the advancement of the communities where we work. We fund and participate in events that have a direct and positive impact on our communities.

The Vontier Foundation

The Vontier Foundation is our 501(c)(3) charitable giving arm. In 2023, the Foundation donated more than \$940,00 (up from \$770,00 in 2022) to [our sustainable development goals](#) and organizations, causes, and projects that are aligned with our giving pillars including:

- Local community engagement
- Climate and the environment
- Social justice
- Education
- Disaster relief

Our 2023 Community Impact

\$940,000+

in cash donations (USD)

Vontier Cares

In 2023, we expanded our Day of Caring into the Vontier Cares program to accomplish even more in our communities all year round. Over 4,000 team members in 12 countries took part in Vontier Cares initiatives – from cleaning up parks, to working at food banks, to planting trees. Their volunteer hours were equivalent to a donation of more than \$1 million.

Participants

4,000

from 12 countries

Indirect Donations

\$1M+

equivalent in volunteer hours

Community Partnership

We provided continuing financial and volunteer support in line with our giving pillars for community organizations as varied as the American Heart Association, UN Women, the MIT Climate and Sustainability Consortium (MCSC), and the American Red Cross.

Our Strategic Community Partners



Human Rights

We are committed to respecting and promoting human rights in all our businesses and activities.

Our [Human Rights Policy](#) and [Combating Trafficking in Persons Policy](#) set out how we define, approach, and support human rights and protect the dignity of people throughout our operations, in our global supply chains, and in the communities in which we operate.

We implement those policies through our fair employment, equal remuneration, and working hours standards and practices that prohibit child labor, any form of forced labor, and human trafficking.

We respect and protect employee rights to freedom of association and collective bargaining and have a policy of zero tolerance for discrimination, harassment or violence motivated by race, color, gender, religion, political opinion, or national or social origin in the workplace. We provide training to employees on discrimination and harassment and have corrective and disciplinary action processes in place.

We consider the potential impact of our business decisions on the communities in which we operate and guard against any adverse effects on human rights.

And we provide access to grievance reporting processes for any individuals or communities whose human rights may be impacted by our operations.

Partnering for Human Rights

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

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



Integrity and Compliance

Integrity guides our business decisions, our relationships, and our operations.

“Acting with integrity at its core means doing the right things the right way – cultivating an inclusive environment, putting team before self, prioritizing the health and safety of our employees, and collaborating to do great things.”

Kelly Clement
Chief Compliance Officer

Our Code of Conduct

The [Vontier Code](#) is available in 15 languages and employees certify annually that they will adhere to the Code. We amend and reinforce our Code of Conduct and associated integrity and compliance programs regularly based on risk assessments, internal and external trends, and regulatory changes. And we review, update, and communicate our corporate policies regarding integrity and ethical business practices on a regular basis.

Speak Up! Program

Doing the right thing involves speaking up. Our Speak Up! program allows employees and third parties to report compliance-related concerns, make suggestions, ask questions, or obtain guidance. Speak Up! is available online or by phone 24 hours a day, seven days a week, and is operated in 20 different languages by an independent third-party company. Those using the service may submit reports anonymously, unless local law prohibits. Vontier’s Integrity and Compliance team responds to all inquiries with applicable guidance, and thoroughly investigates reported concerns. Vontier prohibits retaliation against anyone who makes a report in good faith or participates in an investigation.

In 2023, we achieved a 39-day average closure rate for Speak Up! reports, which exceeds our 40-day target.

Education and Training

Employees are required to complete Code of Conduct and harassment prevention training when joining Vontier and annually thereafter. Additionally, they complete training on other compliance and ethics topics, such as cybersecurity, phishing, and data privacy and protection. We review and monitor internal data such as concern reports, industry-wide developments and trends, and relevant regulations. Then, we update the ethics and compliance program and training to address these inputs. Our training and communication often include scenarios to help bring the learning to life.

Ethical Business Practices and Anti-Corruption

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

In 2023, we updated our third-party representative due diligence process to keep pace with evolving corruption risks. We performed sanction screenings on all export transactions and conducted import/export audits at three Vontier manufacturing sites.

Compliance Oversight and Communications

Our Chief Compliance Officer provides updates to the Audit Committee at least quarterly and provides an annual, comprehensive integrity and compliance programs review to the full Board, including reports on the status of investigations, new initiatives, and training programs.

In 2023, we launched a new Integrity Representative initiative to advocate for ethics, integrity, and compliance at the local business level throughout Vontier and to drive continuous improvement in related policies and practices.

Political Involvement

In 2023, Vontier made no contributions of any kind to political campaigns, organizations, or lobbying groups whose primary role is to influence political campaigns, public policy, or legislation.

Note that Vontier is a member of certain trade associations or other tax-exempt entities that we believe share our philosophy and interests and that those entities may have made political contributions and/or engaged in incidental, ad hoc lobbying activities in 2023. See the list of our [Membership Associations](#).

To learn more, see Vontier’s [Political Involvement Policy](#).

Protecting Our Data

Our privacy and data protection programs are designed to safeguard data, assets, and systems, while complying with global regulations.

We partner closely with stakeholders to provide guidance on how data can help us meet our goals, enable the way the world moves, and advance the organization’s capabilities with data lifecycle management.

Data Protection, Optimization, and Governance Team

The Data Protection, Optimization, and Governance team is responsible for program direction and oversight across all Vontier businesses. The team’s remit includes the following:

- Collaborating with key stakeholders to identify risk when handling data and balancing that risk with our culture of experimentation and continuous improvement
- Providing legal and privacy-related input to our businesses and decision-making processes

- Establishing data governance standards
- Propagating data collection and usage practices that comply with global regulations, and deploying data privacy management tools and technology to our businesses
- Developing and maintaining a library of VBS-driven tools to enable our businesses to deploy privacy by design principles and privacy compliance programs

Data Protection Achievements in 2023

We kept pace with market and regulatory changes by:

- Improving our data privacy audit procedures
- Implementing a revised HIPAA program
- Adopting new contract terms and clauses to clarify data privacy and protection for our customers and partners
- Updating processes and policies to address new regulations in 13 US states and three regions/countries

And we elevated our own data privacy performance with:

↑150%

increase in automation of data discovery processes with the adoption of new privacy technology tools



25+

data privacy trainings delivered



100+

additional data processing assessments identified and conducted



Cybersecurity

In concert with data privacy and protection efforts, Vontier is committed to supporting our business objectives and customer needs by maintaining a secure environment for our products, data, and systems.

Cybersecurity at Vontier is led by the company’s Chief Information Officer who provides regular updates to the Audit Committee regarding cyber risk management, cyber attacks and incidents, and the status of projects that strengthen our cybersecurity. The Audit Committee briefs the Board regularly on the management and effectiveness of our cybersecurity program.

Our cybersecurity program is organized and managed in accordance with the National Institute of Standards and Technology (NIST) Cybersecurity Framework and other recognized industry frameworks.

To protect against the always evolving threat landscape, we enhance and improve our cybersecurity program regularly with:

- Independent program assessments
- Penetration testing
- Vulnerability scans
- Risk assessments and security validation of our products in accordance with standards such as ISO 27001, PCI-DSS, SOC 2 Type II, and the NIST Cybersecurity Framework

Reinforcing Cybersecurity in 2023

Highlights of our year include:

- Multiple tabletop exercises to verify our incident response capabilities
- An enterprise-wide security awareness campaign
- Additional cybersecurity assessments at Vontier businesses
- Third-party independent external penetration testing
- A Product Security Standard and Tooling Guide published for use by our businesses in product development and lifecycle management



To learn more about cybersecurity risk management and corporate governance at Vontier, refer to our [2024 Proxy Statement](#) and [2023 Form 10-K](#).

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Workforce and Employee Diversity

for the period ending December 31, 2023

Our Workforce

7,882

Total number of employees

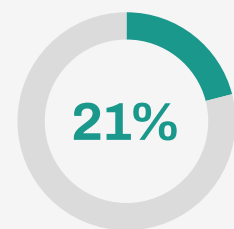
3,913

US employees

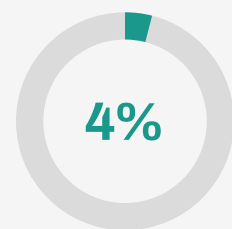
3,969

Employees outside the US

Unionized employees



US Only



Outside the US

Employee Diversity ¹	US	Outside US	Total (Global ²)
% Women	30%	23%	26%
% Men	70%	77%	74%

1. Includes salaried, full-time, and part-time employees
2. Global includes US and outside of US

Employee Headcount	US	Outside US	Total
Women	1169	901	2,070
Men	2743	3068	5,811
Gender not disclosed	1	0	1
Total	3913	3969	7,882

Contingent Workers ³ Headcount	US	Outside US	Total
Number of contingent workers	557	475	1,032

3. Contingent workers means workers who are not employees and whose work is controlled by the organization

Parental Leave ⁴	Male	Female	Total
Eligible (headcount)	2682	1204	3,886
Took parental leave (headcount)	50	23	73
Returned to work (headcount)	49	20	73
Retention after 12 months (headcount)	49	19	68
Return to work rate	98%	87%	100%
Retention rate	100%	95%	93%

4. Data is in reference to total amount of full-time employees that worked throughout 2023

Inclusion and Diversity Progress	2021	2022	2023
Women as percent of workforce	26%	27%	26%
Men as percent of workforce	74%	74%	74%
Representation of ethnic or racial minorities in the US	35%	35%	35%

Employee Demographics (US Only) ⁵	2021	2022	2023
American Indian/Alaska Native	0.2%	0.2%	0.3%
Asian	5%	6%	6%
Black or African American	22%	21%	19%
Hispanic/Latinx	6%	7%	7%
Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.1%
Two or more races	0.6%	1%	1%
White	63%	65%	66%
Not specified	2%	0%	0.4%

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

US Percentages by Employee Type	
Permanent hourly	36%
Temporary hourly	0.1%
Full-time, salaried	64%
Part-time, salaried	0.2%

Workforce and Employee Diversity

Leadership-Diverse Talent (US)		Representation of ethnic or racial minorities	American Indian/Alaska Native	Asian	Black or African American	Hispanic/Latinx	Nat. Hawaiian/Pacific Islander	Two or more races	White	Declined to Answer
US Population	#	%	%	%	%	%	%	%	%	%
Level 1 & 2 – CEO and Executive	12	25%	0%	25%	0%	0%	0%	0%	75%	0%
Level 3 – Senior Leader	77	22%	0%	12%	9%	1%	0%	0%	77%	1%
Level 4 – Mid Level Manager	228	20%	0%	4%	8%	5%	0%	3%	80%	0%
Level 5 – First Level Manager	707	22%	0.1%	7%	9%	4%	0.3%	1%	77%	0.3%
Total	1024	22%	0.1%	7%	9%	4%	0.2%	1%	78%	0.3%

Leadership-Gender	Total	Women %	Men %
Level 1 & 2 – CEO and Executive	13	23%	77%
Level 3 – Senior Leader	94	29%	71%
Level 4 – Mid Level Manager	350	33%	67%
Level 5 – First Level Manager	1203	33%	67%
Total	1660	32%	68%

US Generational Breakdown	%
Traditionalists (born before 1946)	0.1%
Baby boomers (born 1946-1964)	16%
Generation X (born 1965-1981)	43%
Millennials (born 1982-1996)	34%
Generation Z (born after 1996)	7%

Employee Hiring Summary	New employee hires headcount
Total	1432
Region	
United States	746
Other Americas ²	164
Europe	129
AMEA ³	394
Gender	
Women	440
Men	992
Age-US only	
Under 30 years old	190
30-50 years old	408
50+ years old	146
Position - Global⁴	
Leadership	233
Non-leadership	1199
Position - US Only	
Leadership	158
Non-leadership	587

New employee hire rate¹: 18%

1. Calculation methodology: percentage of new hires out of average number of employees from beginning to end of the year in specified demographic
2. Other Americas mean North and South America excluding the United States
3. AMEA means Africa, Middle East, and Asia
4. Global includes US and outside of US

Employee Benefits

Core Benefits

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

Support Programs

Along with core benefits, Vontier offers support programs through insurers, assistance hotlines, websites, and presentations to further promote health and wellness.

Services include vaccinations, chronic condition management, mental health and stress counseling, financial wellness coaching and tools, and personal weight management and health coaching with instruction on nutrition, exercise, and motivational strategies. We also offer benefits for families such as adoption and fertility treatment assistance, accommodations for breastfeeding mothers, resources through the Maven Clinic for maternity, newborn and pediatric care, student debt repayment, and pet insurance.



Learn more about our support for employees in [Employee Well-Being](#).

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

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

Energy Use and Emissions



Find more details and Scope 3 emissions data in our [CDP Climate Change Disclosure](#)

Energy Use

Metric	Unit of Measure	2020	2021	2022	2023	2020-2023 (% change)
Natural Gas	MMBtu	142,166	173,519	154,900	104,411	-27%
Biogas	MMBtu	0	0	17,319	16,070	-
No. 2 Fuel Oil	liters	459,164	518,206	19,815	27,378	-94%
Propane	liters	94,300	151,593	80,346	65,141	-31%
Mobile-Gasoline	liters	1,351,356	1,424,833	1,630,557	1,444,396	7% ¹
Mobile-Diesel	liters	2,200,203	1,998,776	1,908,246	1,626,754	-26%
Mobile-Compressed Natural Gas	liters	479	7,917	5,147	3,692	>100% ²
Electricity	kWh	53,810,264	52,987,967	49,035,457	39,659,589	-26%
Refrigerant	kg	0	0	8	0	-
Renewable sources energy consumption	MWh	0	3,818	14,805	13,296	-
Non-renewable sources energy consumption	MWh	137,795	141,959	117,424	102,370	-26%
Total energy consumption	MWh	137,795	145,777	132,229	115,666	-16%
Percent renewable energy consumption	Percent	0%	3%	10%	11%	-

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

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

Emissions^{3,4}

Metric	Unit of Measure	2020	2021	2022	2023	2020-2023 (% change)
Scope 1	MT CO ₂ e	18,735	19,944	16,001	12,032	-36%
Scope 2 ⁵	MT CO ₂ e	22,347	17,922	17,142	12,717	-43%
Scope 1 + 2 ⁵	MT CO ₂ e	41,082	37,865	33,143	24,749	-40%
Offsets Purchased	MT CO ₂ e	0	0	0	17	-

3. The emissions data reported are the most current as of June 2024, and reflect updates to emissions factors, data corrections, and site portfolio


4. We received limited assurance of our 2022 and 2023 Scope 1 and 2 emissions from an accredited third-party according to the requirements found in ISO 14064-3:2019 "Greenhouse Gases-Part 3" and the GHG Protocol

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

Emissions Verification

We obtain independent third-party verification of our Scope 1 and 2 greenhouse gas emissions on an annual basis to a limited level of assurance.

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



Verification Opinion

Submitted to: Vontier Corporation

Verification Body: TÜV SÜD America, Inc. – Ruby Canyon
743 Horizon Court, Suite 385
Grand Junction, CO 81506
(970) 241-9298

Lead Verifier: Issai Medellin (issai.medellin@tuvsud.com)

Submitted: May 21, 2024

TÜV SÜD America, Inc. – Ruby Canyon (Ruby Canyon) conducted an independent verification of Vontier’s 2023 GHG Inventory according to the requirements found in ISO 14064-3:2019, 14065:2020, & 17029:2019. The objective of this verification was to ensure that the GHG statement is materially correct and conforms to all relevant criteria. The GHG statement is the responsibility of Vontier. A summary of the GHG statement is as follows:

- GHG-related activity: Vontier’s global operations
- GHG statement: Calendar Year (CY) 2023
- 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

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


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

RCE 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.

Ruby Canyon completed its internal Conflict of Interest Assessment Form prior to verification to identify any potential conflicts of interest with Vontier. Ruby Canyon determined that the risk for conflict was low.


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



The verified GHG statement is summarized below.


Emissions Verified	CO ₂ e (Metric Tons)
Stationary Combustion	4,161
Mobile Combustion	7,866
Scope 1 Total	12,032
Stationary Biomass	840
Biogenic Total	840
Purchased Electricity	14,333
Purchased Heating	1,397
Scope 2: Location-Based Total	15,729
Purchased Electricity	11,320
Purchased Heating	1,397
Scope 2: Market-Based Total	12,717

Lead Validator/Verifier



Issai Medellin

Independent Reviewer



Garrett Heidrick

Membership Associations

ACC – Association of Corporate Counsel	CCF TAS – Civil Contractors Federation of Tasmania	FPMA – Florida Petroleum Markers Association	Natroad	SIGMA
ACCI – Athens Chamber of Commerce and Industry	CCF VIC – Civil Contractors Federation of Victoria	GACS – Georgia Association of Convenience Stores	NATSO – National Association of Truck Stop Operators	Southeastern Car Wash Association
ADAMEF – Asociatia Distribuitorilor de Aparate de Marcat Electronice Fiscale (Association of Distributors of Fiscal Electronic Devices)	CECOD – Committee of European Manufacturers of Petroleum Measuring and Distributing Equipment	GOA – Georgia Oilmen’s Association	NECSEMA – New England Convenience Store & Energy Marketers Association	Southwest Car Wash Association
AFMA – Australasian Fleet Management Association	CEO – Action for Diversity & Inclusion	Gulf Coast Food & Fuel	New England Car Wash Association	Spanish Hydrogen Association
AFVi – Alternative Fuel Vehicle Institute (formerly Natural Gas Vehicle Institute)	CHBC – California Hydrogen Business Council	H2 Matchmaker	New York State Car Wash Association	Specialty Equipment Market Association
ALGA – Australian Local Government Association	CHIETA – Chemical Industries Education & Training Authority	Hamburg Chamber of Commerce	New Zealand Heavy Haulage Association	Swedish Gas Association
American Biogas Council	China Society for Electrical Engineering Committee of Electromagnetic Measurement	HRC – Human Rights Campaign	New Zealand Trucking Association	Swedish Hydrogen Association
ANERPV – Asociación Nacional de Empresas de Rastreo y Protección Vehicular	Civil Contractors New Zealand	HVIA – Heavy Vehicle Industry Australia	NFPA 2 Hydrogen Committee (National Fire Protection Association)	TFCA – Tennessee Fuel & Convenience Store Association
ANGVA – Asia Pacific Natural Gas Vehicles Association	CNGVA – Canadian Natural Gas Vehicle Alliance	International Car Wash Association	Norsk Industri (Norwegian Industry)	Transafe WA
AOMA – Arkansas Oil Marketers Association	Conexxus	IODSA – Institute of Directors South Africa	North Carolina Petroleum & Convenience Marketers Management Institute	Transit Solutions: The Manufacturing, Engineering and Related Services Sector Education and Training Authority
APEA – Association for Petroleum & Explosives Administration	Connecticut Car Wash Association	ISO/TC 197 – Hydrogen Technologies (International Organization for Standardization Technical Committee on Hydrogen Technologies)	Northwest Alliance for Clean Transportation	The Transport Project (formerly Natural Gas Vehicles for America)
Arizona Petroleum Marketers Association	CSA Standards Committee (Canadian Standards Association Standards Committee)	LGPRO – Local Government Professionals (Victoria)	NTBA – North Texas Business Alliance	Transport Women Australia Limited
ATA – Australian Trucking Association	CTE – Canadian Standards Association Standards Committee	LOMA – Louisiana Oil Marketers Association	Oregon Fuels Association	Transporting New Zealand
Australasian Convenience and Petroleum Marketers Association	CTPMA – Chevron Texaco Petroleum Marketers Association	Maine Energy Marketers	P&CMA – Petroleum and Convenience Marketers of Alabama	UNGC – United Nations Global Compact
Automotive Aftermarket Suppliers Association	Dansk Industri (Danish Industry)	MAPI – Manufacturers Alliance for Productivity & Innovation	PAMA – Preventive Auto Maintenance Association	Valuable 500
Beijing Association Measurement	DIN – Deutsches Institut für Normung (German Institute for Standardization)	Master Plumbers Association	PEI – Petroleum Equipment Institute	Victoria Transport Association
California Certified Unified Program Agency	Drive Clean Indiana	Midwest Car Wash Association	PEIMF – Petroleum Equipment Installers & Manufacturers Federation	Victoria Waste Management Association
California Hydrogen Business Council	EnergIIZE	Military Friendly	PRA – Petrol Retailers Association	VPCMA – Virginia Petroleum and Convenience Marketers Association
Canadian Safety Standards Committee	Equipment and Tool Institute	MIT Climate & Sustainability Consortium	Queensland Trucking Association	Washington Oil Marketers Association
CAP – Carwash Association of Pennsylvania	Eurogas	MPMCSA – Mississippi Petroleum Marketers & Convenience Stores Association	RNG Coalition (Renewable Natural Gas Coalition)	We Mean Business
Carwash Operators of New Jersey	FCHEA – Fuel Cell & Hydrogen Energy Association	MSC – Manufacturers and Services Council	Road Freight NSW	Western Car Wash Association
CCA – Canadian Carwash Association	Florence Industrial Association	NACS – National Association of Convenience Stores	SAE Fuel Cell Standards Committee (Society of Automotive Engineers)	Western Petroleum Marketers Association
		National Business Aviation Association	SAUEO – South African United Employers Organisation	Wisconsin Biomass Energy Coalition
		National Road Carriers Association		Wisconsin Clean Cities

Sustainability Accounting Standards Board (SASB) Index

The Sustainability Accounting Standards Board (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, 2023, 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	Protecting Our Data
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Workforce and Employee Diversity
Product Lifecycle Management	TC-HW-410a.1 to TC-HW-410a.3	Percentage of products by revenue that: (1) Contain IEC 62474 declarable substances (2) Meet the requirements for Electronic Product Environmental Assessment Tool (EPEAT) registration or equivalent (3) Are certified to an energy efficiency certification	We do not currently track this information; however, we anticipate gathering this data for future reporting.
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	Water and Waste Management
Supply Chain Management	TC-HW-430a.1 to TC-HW-430a.2	Percentage of Tier 1 supplier facilities audited in the Responsible Business Alliance (RBA) Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities Tier 1 suppliers' (1) non-conformance rate with the RBA VAP or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	We do not currently track this information; however, we anticipate gathering this data for future reporting.
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Supplier Code of Conduct Conflict Minerals Policy Statement
Activity Metric	TC-HW-000.A	Number of units produced by product category	Not currently disclosed. Vontier creates a wide variety of products and services, so this is not an applicable metric for our business.
	TC-HW-000.B	Area of manufacturing facilities	Approximately 189,230 square meters
	TC-HW-000.C	Percentage of production from owned facilities	Not currently disclosed. Vontier creates a wide variety of products and services so this is not an applicable metric for our business.

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

Vontier Corporation has reported the information in this table with reference to the most recent voluntary implementation guidance (2021 version) developed by the Task Force on Climate-related Financial Disclosure (TCFD), for the period ending December 31, 2023.

	TCFD Recommended Disclosure	Relevant Sections/Disclosure Location
Governance		
Disclose the organization’s governance around climate-related risks and opportunities	<ul style="list-style-type: none"> a) Describe the board’s oversight of climate-related risks and opportunities b) Describe management’s role in assessing and managing climate-related risks and opportunities 	CDP Climate Change Disclosure , sections C1.1b, C1.2 2024 Proxy Statement , p. 18-27 Sustainability and Governance
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material	<ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term 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 	CDP Climate Change Disclosure , sections C2.1, C3.4 2024 Proxy Statement , p. 18-19 Better Planet
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks	<ul style="list-style-type: none"> a) Describe the organization’s processes for identifying and assessing climate-related risks 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 	CDP Climate Change Disclosure , sections C2.1, C2.2a 2024 Proxy Statement , p. 18-19 Sustainability and Governance Better Planet
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	<ul style="list-style-type: none"> a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process 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 	CDP Climate Change Disclosure , sections C4, C8 Better Planet Energy Use and Emissions

Global Reporting Initiative (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, 2023.

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: CDP Climate Change Disclosure, section C0.3</p>
	2-2 Entities included in the organization’s sustainability reporting	DRB, Invenco by GVR, ANGI, EVolve, Teletrac Navman, Matco Tools, Gilbarco Veeder-Root, Coats Company (formerly Hennessy Industries), Global Traffic Technologies (divested April 2023), Vontier Corporation
	2-3 Reporting period, frequency and contact point	This report covers Vontier’s progress from January 1, 2023 through December 31, 2023, with data as of December 31, 2023 unless otherwise noted. Reporting is completed annually. Contact Sustainability-ESG@vontier.com for any questions.
	2-4 Restatements of information	There were no restatements or corrections made for information related to the GRI from previous reporting periods.
	2-5 External assurance	We received limited assurance for our 2023 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 Sustainability and Governance and our 2024 Proxy Statement , p. 26.
	2-6 Activities, value chain and other business relationships	<p>Our Businesses Community Impact Membership Associations United Nations Sustainable Development Goals Our Company at a Glance Our Environmental Sustainability Actions and Initiatives 2023 Form 10-K, p. 3-8</p>
	2-7 Employees	<p>Workforce and Employee Diversity 2023 Form 10-K, p. 6-7</p>
	2-8 Workers who are not employees	<p>Workforce and Employee Diversity</p>

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021 (continued)	2-9 Governance structure and composition	Sustainability and Governance 2024 Proxy Statement , p. 13-21 CDP Climate Change Disclosure , section C1
	2-10 Nomination and selection of the highest governance body	Sustainability and Governance 2024 Proxy Statement , p. 10 CDP Climate Change Disclosure , section C1
	2-11 Chair of the highest governance body	2024 Proxy Statement , p. 18
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability and Governance 2024 Proxy Statement , p. 18-27
	2-13 Delegation of responsibility for managing impacts	Sustainability and Governance 2024 Proxy Statement , p. 18-27
	2-14 Role of the highest governance body in sustainability reporting	Sustainability and Governance 2024 Proxy Statement , p. 22-23, 25-27
	2-15 Conflicts of interest	2023 Proxy Statement , p. 28 CDP Climate Change Disclosure , section C1.3
	2-16 Communication of critical concerns	Integrity and Compliance The Vontier Code , p. 11 2024 Proxy Statement , p. 21
	2-17 Collective knowledge of the highest governance body	2024 Proxy Statement , p. 22-23 CDP Climate Change Disclosure , section C1.1d
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement , p. 22-27
	2-19 Remuneration policies	2024 Proxy Statement , p. 29-30, 34-52 CDP Climate Change Disclosure , C1.3
	2-20 Process to determine remuneration	2024 Proxy Statement , p. 34-44
	2-21 Annual total compensation ratio	2024 Proxy Statement , p. 51
	2-22 Statement on sustainable development strategy	Message from Our CEO Q&A with Our Sustainability Leader Our Approach to Sustainability
2-23 Policy commitments	Vontier Reports and Policies Integrity and Compliance	

GRI Standard	Disclosure	Location
GRI 2: General Disclosure 2021 (continued)	2-24 Embedding policy commitments	Policies that promote responsible business conduct in Vontier’s activities and business relationships are embedded in our new employee onboarding, training, and internal communications. The Vontier Code and additional key policies are publicized on our website , and additional information is included in Integrity and Compliance .
	2-25 Processes to remediate negative impacts	Integrity and compliance The Vontier Code , p. 11 The Audit Committee of Vontier’s Board of Directors plays an important role in remediating negative impacts as detailed on page 21 of our 2024 Proxy Statement .
	2-26 Mechanisms for seeking advice and raising concerns	Integrity and Compliance The Vontier Code , p. 11-12
	2-27 Compliance with laws and regulations	Vontier and our Board of Directors are committed to robust corporate governance as detailed in Sustainability and Governance . Wherever we operate, we comply with all applicable laws, rules, and regulations. Material legal proceedings (all types) and associated litigation and other contingencies are discussed on pages 75-76 of our 2023 Form 10-K . We have not paid any significant fines (> USD \$10,000) related to environmental or ecological issues in the past four fiscal years.
	2-28 Membership associations	Membership Associations
	2-29 Approach to stakeholder engagement	Materiality Assessment CDP Climate Change Disclosure , section C12 2024 Proxy Statement , p. 24-26 In 2023, Vontier conducted an Employee Engagement survey for the first time. There was 67% participation and 45% of employees with top level of engagement, satisfaction, or wellbeing.
	2-30 Collective bargaining agreements	Workforce and Employee Diversity
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Vontier has conducted three full materiality assessments, with our most recent completed in March 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 Materiality Assessment . Our eight prioritized material issues were cross-referenced with GRI to create this GRI Content Index.
	3-2 List of material topics	List of material topics per GRI: Economic Performance (201), Anti-Corruption (205), Anti-Competitive Behavior (206), Tax (207), Energy (302), Emissions (305), Employment (401), Labor/Management Relations (402), Occupational Health and Safety (403), Training and Education (404), Diversity and Equal Opportunity (405), Non-discrimination (406), Freedom of Association and Collective Bargaining (407), Child Labor (408), Forced Compulsory Labor (409), Security Practices (410), Local Communities (413), Public Policy (415), Customer Health and Safety (416), Customer Privacy (418)
	3-3 Management of material topics	This GRI content index includes by topic Vontier’s impacts on the economy, environment, and people with relevant actions taken, policies, and commitments.

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	See financial statements beginning on page 45 of our 2023 Form 10-K .
	201-2 Financial implications and other risks and opportunities due to climate change	CDP Climate Change Disclosure , section C2
	201-3 Defined benefit plan obligations and other retirement plans	2023 Form 10-K , p. 54, 63, 68
	201-4 Financial assistance received from government	2023 Form 10-K , p. 7
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All business units are subject to corruption risk analysis. Risks related to corruption are reported on page 14 of our 2023 Form 10-K .
	205-2 Communication and training about anti-corruption policies and procedures	Integrity and Compliance All applicable employees are required to complete training on The Vontier Code , which includes content on anti-corruption and our Anti-Corruption Policy .
	205-3 Confirmed incidents of corruption and actions taken	We currently do not disclose this information. All incidents reported through Speak Up! are managed by third-party compliance experts and follow a standard procedure in which a case is opened, investigator is assigned, information is gathered, witnesses are interviewed, and documents are reviewed. Issues are promptly addressed by implementing countermeasures and strengthening our organization's internal controls. For more information, see Integrity and Compliance .
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Wherever we operate, we comply with all applicable laws, rules, and regulations. Material legal proceedings (all types) and associated litigation and other contingencies are discussed on pages 75-76 of our 2023 Form 10-K .
GRI 207: Tax 2019	207-1 Approach to tax	Taxes are discussed throughout the 2023 Form 10-K , key pages are 31, 39, 53-54, 72-75. Wherever we operate, we comply with applicable tax laws, rules, and regulations. Internal and external auditors verify the quality and integrity of our financial statements. The Audit Committee of the Board of Directors oversees audits and risks related to financial controls, including tax matters. The Audit Committee typically meets in executive session, without the presence of management, at each regularly scheduled meeting, and reports to the Board on its actions and recommendations at Board meetings. In 2023, the Audit Committee met seven times.
	207-2 Tax governance, control, and risk management	See 207-1 and 205-3 above for the description of our tax governance, control and assurance framework, and our mechanism for reporting compliance concerns.
	207-3 Stakeholder engagement and management of concerns related to tax	Vontier Tax Strategy
	207-4 Country-by-country reporting	2023 Form 10-K , p.72

GRI Standard	Disclosure	Location
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Use and Emissions CDP Climate Change Disclosure , section C8.2a Our Environmental, Health, Safety, and Security (EHS&S) Policy includes our commitment to resource efficiency and sound environmental management. Implementation of this policy is overseen by our Vice President of Global EHS&S, who collaborates with our business leaders and our EHS&S Leadership Council to address the unique operational and geographic challenges present in our diverse portfolio.
	302-2 Energy consumption outside of the organization	Energy consumption outside of the organization has been quantified based on spend data (refer to 305-3 below) but is not available in energy-specific metrics (i.e., MWh).
	302-3 Energy intensity	0.000037 MWh per revenue sales (MWh/\$USD) Energy intensity calculation is based on total energy consumption (from renewables and non-renewables) and annual revenue.
	302-4 Reduction of energy consumption	Energy Use and Emissions CDP Climate Change Disclosure , section 4.1a
	302-5 Reductions in energy requirements of products and services	Mobility Solutions That Protect the Planet
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Use and Emissions Our Environmental Sustainability Actions and Initiatives CDP Climate Change Disclosure , section C5.2, C6.2-6.3, C7.5-7.6a
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Use and Emissions Our Environmental Sustainability Actions and Initiatives CDP Climate Change Disclosure , section C5.2, C6.2-6.3, C7.5-7.6a
	305-3 Other indirect (Scope 3) GHG emissions	Energy Use and Emissions CDP Climate Change Disclosure , section C5.2, C6.5
	305-4 GHG emissions intensity	CDP Climate Change Disclosure , section C6.10
	305-5 Reduction of GHG emissions	Energy Use and Emissions Our Environmental Sustainability Actions and Initiatives CDP Climate Change Disclosure , section 4.1a
	305-6 Emissions of ozone-depleting substances (ODS)	CDP Climate Change Disclosure , section C7.1a
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Vontier does not have operations that produce significant amounts of NO _x , SO _x , volatile organic compounds (VOC), or other significant air emissions.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Workforce and Employee Diversity Total employee turnover rate is 21%.
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Benefits Employee Well-Being
	401-3 Parental leave	Employee Benefits Employee Well-Being Workforce and Employee Diversity

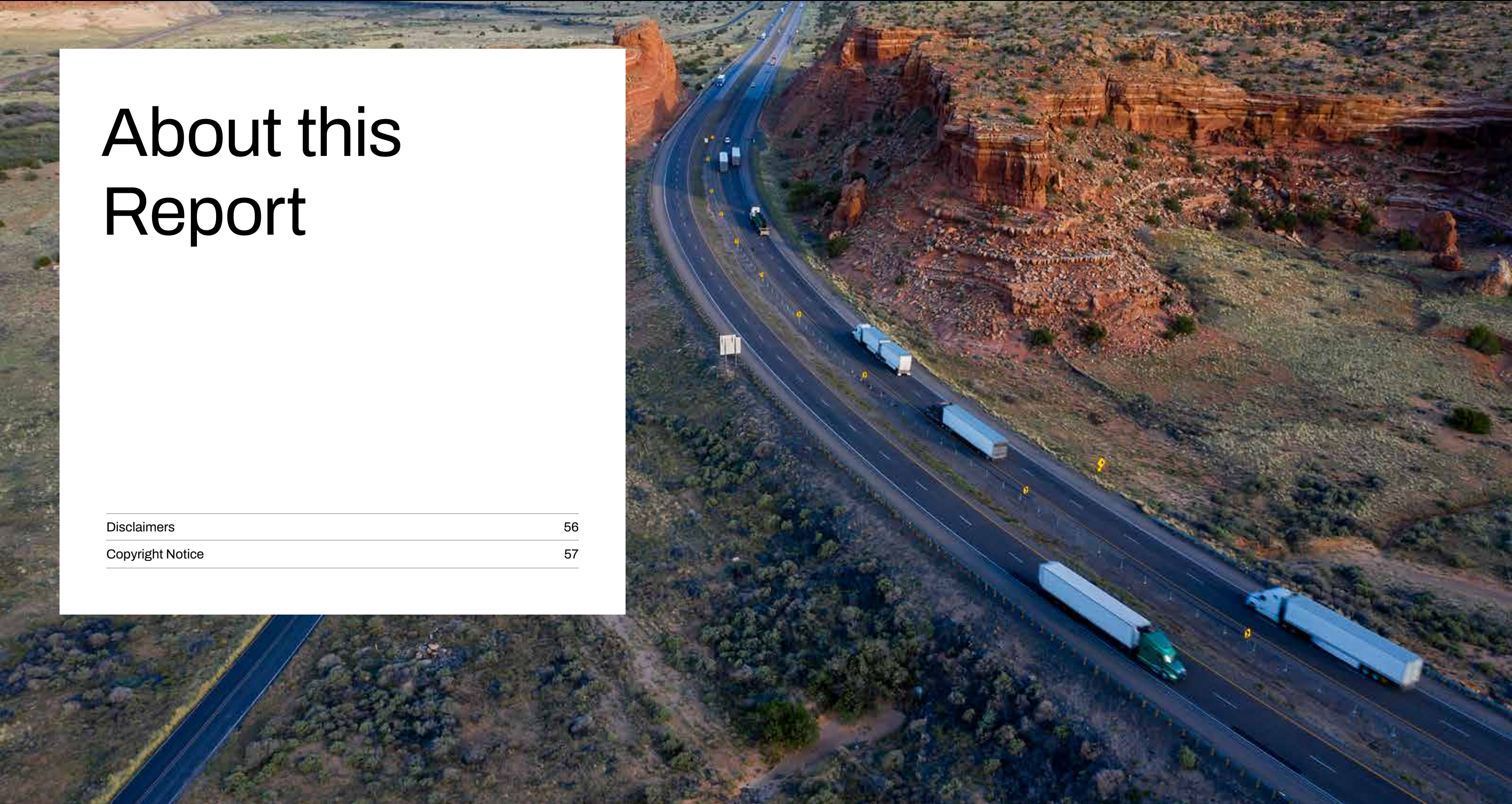
GRI Standard	Disclosure	Location
<p>GRI 402: Labor/ Management Relations 2016</p>	<p>402-1 Minimum notice periods regarding operational changes</p>	<p>We comply with applicable laws and collective bargaining agreements regarding minimum notice periods.</p>
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system</p>	<p>Our health and safety management practices are described in Health, Safety, and Security and page 26 of our 2024 Proxy Statement. All operating companies, facilities, and workers, including contractors working on Vontier property or whose work is controlled by the organization, are expected to abide by safety requirements included in contracts, and Vontier and facility-level health and safety policies and procedures such as the EHS&S Policy and The Vontier Code.</p> <p>Our facilities have emergency response plans that include actions to prepare for and respond to emergency situations. Employees, contractors, and visitors receive instruction on emergency procedures.</p>
	<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>Our EHS&S Policy requires periodic, formal evaluation of our compliance and page 16 of The Vontier Code encourages employees to report potentially hazardous conditions or unsafe practices. Health, Safety and Security details our “stop work authority” practice. All employees and business partners are empowered to report concerns through physical concern boxes or the Speak Up! reporting system.</p> <p>Risk assessments are conducted at minimum annually to identify and prioritize risks. All sites are audited every two to three years by insurance companies depending on risk, set-up and complexity, and size. Facilities and EHS leadership routinely conduct inspections to identify work-related hazards and risks.</p> <p>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. Where applicable, quantified targets are assigned to address risks and drive improvement.</p>
	<p>403-3 Occupational health services</p>	<p>All Vontier employees have access to internal and/or external occupational health services applicable to the risks and exposures they may face at work. Services are subject to internal and external inspection and auditing to ensure quality and verify access to workers</p> <p>Results of occupational health exposure monitoring are available only to the respective worker and required EHS and occupational health staff. In any case of exposure above acceptable levels, supervisors may need to be involved to help resolve an exposure issue but are not provided health records. Any use of information from occupational health records for inappropriate treatment of an employee constitutes a violation of The Vontier Code.</p> <p>Additional employee benefits and health services are detailed in Employee Well-Being and Employee Benefits.</p>
	<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>Vontier’s EHS Leadership Council consists of EHS leaders from across Vontier who meet regularly to develop, implement, and evaluate the occupational health and safety management systems for Vontier. The EHS Leadership Council works closely with each business to ensure awareness and adherence to policies and procedures. Employees are actively engaged through health and safety meetings, presentations, and trainings.</p> <p>EHS committees or safety teams review health and safety programs and advise on matters of worker safety and accident prevention. They are proactively engaged at each facility. Committees typically consist of both employee and management representation to ensure all activities and recommendations are supported by the organization. The committees meet at least quarterly and conduct EHS reviews and consult with site management. The scope covers all employees under management’s operational control at the site, including contractors operating on-site or whose work is controlled by the organization.</p>

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018 (continued)	403-5 Worker training on occupational health and safety	<p>Businesses conduct employee training as guided by industry best practice, and as required by federal and local regulations. Initial training is provided for all new employees. Recurring training, including licensing (e.g., for forklift drivers), is assigned and tailored to site-specific or job-specific hazards, operations, and local needs. Trainings are regularly updated to comply with changing regulations and workplace risks.</p> <p>Training and other safety communications are conducted monthly, and in some cases weekly or daily, via EHS stand-ups in various formats (e.g., in-person, virtual, or independent study) depending on the business and team.</p> <p>Contractor experience and competency are reviewed prior to hire. Vontier and site-specific training or orientations are provided as needed.</p>
	403-6 Promotion of worker health	<p>Employees are provided with benefits such as medical, dental, vision, life, disability, retirement, and parental leave as applicable as described in Employee Well-Being and Employee Benefits.</p>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>The Vontier Code, p.11</p> <p>Vontier holds quarterly business review meetings in which key business partners and customers can voice concerns, including those related to health and safety. Additionally, communities can submit concerns through the publicly available Speak Up! reporting system. All concerns are investigated.</p>
	403-8 Workers covered by an occupational health and safety management system	<p>All employees and contractors who work on-site or whose work is controlled by the organization are subject to their business' health and safety policies and procedures. Vontier has facilities that have obtained management system certifications such as ISO 45001 as detailed in Health, Safety, and Security.</p>
	403-9 Work-related injuries	<p>There were no work-related fatalities in 2023. Work-related injury and illness data, including TRIR and DART metrics are included in Health, Safety, and Security.</p>
	403-10 Work-related ill health	<p>There were no work-related fatalities in 2023. Work-related injury and illness data, including TRIR and DART metrics are included in Health, Safety, and Security.</p>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>Vontier has one central Learning Management System (LMS) that delivers and tracks a wide variety of training and development courses. Training is also delivered to our global employees via the Vontier Business Systems (VBS) and supplemental learning opportunities conducted by our operating companies. For 2023, our data is limited to our LMS. Within our LMS employees completed an average of 6.75 hours of training in 2023.</p>
	404-2 Programs for upgrading employee skills and transition assistance programs	<p>Workforce Management</p>
	404-3 Percentage of employees receiving regular performance and career development reviews	<p>In 2023, about 90% of eligible employees received regular performance and career development reviews.</p>
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>Workforce and Employee Diversity Sustainability and Governance</p>
	405-2 Ratio of basic salary and remuneration of women to men	<p>We anticipate gathering this data for future reporting. We had our first pay equity audits in 2023 for selected businesses in the US: Teletrac Navman, and technology roles in Gilbarco Veeder-Root's Fueling, Invenco, and Retail businesses. Minimal issues were identified and all were addressed.</p>

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

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Disclaimers

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

- All statements other than historical factual information are forward-looking statements. Forward-looking statements are based on assumptions and assessments made by our management in light of their experience and perceptions of historical trends, current conditions, expected future developments, and other factors. Forward-looking statements are not guarantees of future performance, and actual results may differ materially from the results, developments, and business decisions contemplated by our forward-looking statements. Accordingly, do not place undue reliance on any such forward-looking statements. Important factors that in some cases have affected us in the past and that in the future could cause actual results to differ materially from those envisaged in our forward-looking statements are described in Vontier’s filings with the US Securities and Exchange Commission (SEC). The forward-looking statements included in this report speak only as of the date of this report. Except to the extent required by applicable law, we do not assume any obligation to update or revise forward-looking statements, whether as a result of new information, future events and developments, or otherwise.
- The inclusion of information in this report does not indicate that such information is necessarily material as defined under the US federal securities laws and the applicable regulations thereunder.
- Data collection and GHG emissions calculation efforts were taken in conjunction with a third-party organization that has completed similar assurance projects, to ensure conformance with the GHG Protocol Corporate Accounting and Reporting Standard. However, uncertainties are inherent in collecting data from a wide range of facilities and operations in a global company such as Vontier and the data included in this report (other than any audited financial data) are provided as estimates made in good faith.
- This report contains disclosures that address applicable elements of the UN SDGs, SASB, GRI, and TCFD. Note that it does not respond to all of the requirements of those standards, and we have included references to the relevant sections of the standards where we believe we have provided fully or partially responsive information.

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